

Benefits Advisory Committee (BAC)
November 2, 2023
Minutes of the Meeting

[In these minutes: Welcome and Comments; Employee Benefits Update; Open Enrollment Progress; 2023-24 Wellbeing Program]

PRESENT: Lynn Blewett, Scott Creer, Alexis Elder, Shannon Farrell, Nancy Fulton, Maria Hanratty, Kim Little, Russell Luepker; Jennifer Marshall, Nicole Masika. Amy Monahan (vice chair), Bibhu Panda, Shereen Sabet, Nancy Sims, Libby Stille, Dale Swanson, Greg Thurston

REGRETS: Cherrene Horazuk, Carmen Sims

GUESTS: Laura Fiero, wellbeing consultant, Ryan Reisdorfer, health programs manager, Katie Kolodge, health and wellbeing consultant, office of human resources, Linda Blake, health plan consultant, office of human resources, Karen Chapin, pharmacy programs manager

1. Welcome and Comments

Dale Swanson, chair, welcomed everyone to the meeting and introduced two new members, Professor Russell Luepker MD, Representing the University of Minnesota Retirees Association, and Nicole Masika, representing the American Federation of State, County and Municipal Employees (AFSCME)

2. Employee Benefits Update

Ryan Reisdorfer, health programs manager, office of Human Resources (OHR) gave an update on employee benefits with the following highlights:

- Open enrollment started 11/1/23.
- There was an open enrollment webinar on 11/1/23.
- 727 employees registered for the webinar.
- 539 participants attended the call.
- There were 120 questions from the group.

In September a Wellbeing survey was sent out that received 3000 responses. Currently, the results are being reviewed by OHR; they will be doing further analysis and will share the findings with this group. The Requests For Proposal (RFP) scheduled for 2024 are mostly Administrative and not within the scope of this Committee. BAC volunteers are NOT needed for this round of the RFP process. In 2025, the University will have 5 RFPs that will need volunteers to help with this committee. The five RFPs will be Cobra, Pharmacy, Specialty Pharmacy and Dental.

3. Open Enrollment Progress

Katie Kolodge, health and wellbeing consultant, OHR gave a [presentation](#) on Open enrollment. She highlighted the following items:

- Employees can make changes to their plan(s) from 11/1/23 through 11/30/23, those changes will go into effect 1/1/2024.

- **Life Insurance:** there is a [tool](#), Benefit Scout, that can help to determine how much Life insurance is appropriate.
- **Medical:** In 2024 the same plans are being offered as in 2023. There will be a 6.9% Increase bi-weekly on all medical plans. Through an RFP, a decision was made to remain with Medica. The contract is for two years with an option to extend four more years.
- On the Open enrollment website, there is a link to Medica's website that has a detailed video on plans
- **Dental:** There is a 4% increase for dental and the dental plan designs are the same for 2024.
- **HSA:** There is a new administrator, HSA Bank, for HSA and FSA accounts

4. 2023-24 Wellbeing Program

Laura Fiero, wellbeing consultant, OHR gave a [presentation](#) on the University's wellbeing program that included the following information:

- 68% of employees on medical plans are currently enrolled in well-being programs.
- 31% of spouses on the employee medical plans are currently enrolled in well-being programs.
- 10% of the enrollees are employees not enrolled in the medical plan

Fiero highlighted the following wellbeing programs:

- **Biometric screenings:** Results of the screening are no longer being submitted to Virgin Pulse for points. Just a physician's signature or check box that the screening was completed will provide 1,000 points.
- **WellBeats** is an app or website to take classes to help with well-being goals. 529 employees enrolled with the highest engagement are in the nutrition/cooking classes.
- **Kaia Health** is a musculoskeletal pain management program that is a 6-week program that studies how you move and provides daily education on pain management.
- **Rethink Care** is an on-demand daily mindfulness sessions and training programs to help with relaxation and personal development.
- **Foodsmart** has recipes and nutrition that are easily customizable.

Fiero asked for questions and was asked how the determination is made on what programs to include. Fiero advised that it is based on enrollment and the programs that are being utilized by employees. Fiero advised the group that the spouse's account on the well-being site is a separate account from the employee's.

With no other topics, Swanson adjourned the meeting

Deena Barker
University Senate Office