

Benefits Committee Meeting

Date: 09/21/15

Time: 2:00 PM

Facilitator: Laura Ford

Attendees Voting: Jeff Dellitt, Ella Fly, Laura Ford, Scott Gehler, Andrew Petersen, Sangeetha Rayapati, Lisa Sears, Marsha Smith, Leesa Traman

Attendees Non-Voting: Melissa Lambrecht, Ashley Osborn, Brandon Tidwell, Chelsea Powers, Jeffrey Scarpinato

Absent: Tom Leach

Location: Business Office Conference Room

1) Wellness Program Update

a) Reviewed '14-15 Program Year

- i) 99% Of Medical Wellness participants (407) reached the 650 point threshold
- ii) 100% Of spouses (92), successfully reached the 650 point threshold
- iii) 60 Employees participated in the cost sharing program for the Pebble
- iv) 47% Completed Health Coaching
- v) 64% Logged preventative services
- vi) 67% Participated in programming
- vii) 14 Participants successfully completed the Breathe Better program
- viii) Achievement Levels:
- ix) Gold/1000+ points = 166 participants
- x) Silver/850-999 points = 30 participants
- xi) Bronze/650-849 points = 212 participants

b) 2015-16 Program

i) Incentives:

- (1) 650 points = \$100 for single or \$200 for double/family insurance premium reductions
- (2) 850 points = Augustana lunch bag
- (3) 1000 points = \$30 HyVee gift card

c) First Lunch and Learn

- i) Wellness Committee agreed on having the first lunch and learn of the year to be presented by UMR
 - (1) They will show employees how to use their Transparency App as well as their website
 - (2) Brandon will look into having this in late October

d) First Flash Fitness Event

- i) Wellness Committee voted to have the Poker Walk as our first Flash Fitness event of the year
 - (1) This year we will change the route to go through campus instead of on the track
 - (2) Brandon will look into scheduling it on either Oct 8 or 9 and will send out a campus email

2) Online Benefits Enrollment Stats

a) 596 employees participated in the online benefits open enrollment

- i) Recommendations for next year are that employees get a confirmation email once they submit their online enrollment as well as allowing the retirement enrollment to be online or removed completely from the online system.

b) 2 employees out of 416 selected the non-wellness insurance

c) Approximately 15% opted out of the retirement auto-escalation; 375 employees we auto-escalated

d) 37 employees opted out of the retirement plan all together

e) 84% of participants elect pre-tax contributions; 16% roth

3) Initial Plan Feedback

a) Some employees have reported long wait times when calling customer service

- i) UMR has been made aware of this issue

b) Please advise all employees to let HR know of any issues they are having with UMR so they can be sure to address them/forward them to the appropriate people

c) Original insurance cards were sent out with the wrong co-pay listed by UMR. Copays are still \$30 NOT \$10. New cards were mailed out this week with the correct copay amount listed as well as the word "Revised" in the top right corner

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4) CORE Beliefs Session

- a) Jeff provided the group with a booklet containing summary information from the CORE belief session held last spring
 - i) Due to time constraints, the Benefits Committee was asked to review the summary on their own time before the next meeting and we will discuss then

5) High Deductible Health Plan

- a) The option of having a high deductible health plan was something that was discussed last spring
- b) The committee was asked if it would be useful to have campus forums to determine if there really is an interest in having two health plans, one being high deductible, here at Augustana
 - i) Laura will schedule campus forums in regards to benefit options during week 2 or 3 of winter term

6) Next Meeting Date – Lisa will schedule one for mid-October