

MEMORANDUM

TO: Dr. Sidney Ribeau, President

Dr. Peg Yacobucci, Chair
Committee on Committees

Dr. Rich Hebein
Chair, Faculty Senate

FROM: Julie Barnes, Chair
Health, Wellness, Insurance Committee

DATE: June 14, 2006

RE: Annual Report 2005-06

Committee Actions

June 13, 2005

HWIC reviewed the RFP process for healthcare providers. Twelve organizations replied to the RFP; ten responded with self-insured and fully funded plans. BGSU will consider cost savings, disruption to employees, reporting capabilities, networks, etc. in making a decision. A report on the Well Aware initiative was also presented.

August 11, 2005

Representatives from Findlay Davies reported on the results of the RFP for healthcare providers. The recommendation was to keep Medical Mutual of Ohio (MMO) primarily to keep the disruption to employees low as well as commitments by MMO to provide wellness education and to help contain costs. Caremark will remain the prescription drug provider. HWIC discussed the underutilization of the 125 plan.

October 24, 2005

HWIC members were informed about open enrollment procedures:

1. Every employee should return a form or else receive single coverage.
2. All married employees must return the spousal form in order to cover the spouse on the BGSU plan (spousal rule applies to all employees this year).
3. There are four categories this year: Employee, Employee plus Spouse, Employee plus Children, Family. The Employee plus Children rate is lower than the Employee plus Spouse rate. National data shows that children claim costs are less than an adult.
4. All employees will receive a letter concerning BGSU's prescription drug plan regarding Medicare D in order to meet the requirements of the law concerning notification of

Medicare eligible employees or dependents that the BGSU prescription plan is better than the Medicare prescription program.

New programs from MMO were presented which will go into effect on January 1, 2006: nurse call line, health risk appraisal.

November 30, 2005

A report on the open enrollment process was given. Almost 9% (218) of the employees did not return the enrollment form. HR is considering distributing information online next year. HR will be reviewing life insurance this year, the availability of prescription drugs to employees at the Student Health Center, and new health programs. HR is also collecting data regarding a benefit plan (paid by the employee) that could be offered to domestic partners and part-time employees. This is being spearheaded by Akron and BGSU working with MMO.

January 25, 2006

HR commented that a big problem with this year's open enrollment was incorrect addresses for employees. In the old SIS system there is a permanent and local address. Many times the local address was not kept up-to-date. When converting to the new HCM system, the local address was imported as the mailing address and the permanent address became the home address. W-2 processing in HCM uses the mailing address that was not always kept up-to-date in SIS. Education regarding how the employee can keep both local and permanent addresses updated via the portal was sent out during open enrollment, HCM implementation and again in preparation for W-2 processing. Employees are encouraged to check their addresses via the portal. HR is working to put new hire orientation on video and eventually online. HWIC discussed identification numbers on Caremark cards and problems that people have had with the mail-order system. Feedback was requested on the 24-hour nurse line and the health risk assessment by MMO. HR has been working with ASC on a sick-leave bank. (Ohio Revised Code prevents Classified Staff from participating by donating sick time or vacation time.) HR is exploring employee-paid vision care. Family Medical Leave (FML) policy was explained in response to a question.

February 15, 2006

HWIC members shared information and concerns regarding: MMO 12-digit id numbers, life insurance options, up-to-date home addresses for employees, the MMO nurse line, and revival of the Wellness Program. HR stated that three (3) spouses had been dropped from BGSU health plan. Two were trying to get information from their employers and the third did not respond to inquiries from HR. The Student Health Center is now a MMO PPO network provider. The center is exploring new services, such as allergy shots, to provide to employees.

March 15, 2006

Major item of discussion was that MMO cannot use the BGSU employee id number as part of their new 12-digit id number. The new ID number for MMO will be a random 12 digit number that becomes the participants ID number when accessing MMO web site, calling in to customer service with questions, etc. Work is underway to define part-time employee for the purpose of a trust fund employee-paid health care benefits opportunity. The current working definition is (1) permanent part-time classified with minimum 9-month, 50% time contract, (2) administrative

staff that work at least 9 months at 0.5 FTE level, and (3) part-time faculty who taught last year and will teach this year. This definition might include 133 employees. Work continues on: allergy program at the Student Health Center, life insurance, and a vision plan.

April 19, 2006

A new program, Healthy Living Programs, will start May 1 with mailings going to the participants home announcing the program. Announcements about the program are scheduled to be mailed in September in order to communicate to new academic-year faculty and staff and again in January. Several questions about FML were answered. Enrollment numbers of the health care program were shared. There was a definite increase in the number of employees who took Employee or Employee plus Child coverage. This infers that 250 to 300 spouses may have left the BGSU plan. There are now about 100 spouses who use BGSU as the secondary health plan. There was a decrease in the number of BGSU employees who waived health care coverage. This may be due to other employers adopting spousal rules. Some are due to both spouses being BGSU employees and one selecting family coverage. HR will not have data on the impact of the spousal implementation until 2006 incurred and paid claims are processed. This should be completed in early 2007.

May 17, 2006

Items discussed included: life insurance RFP, Healthy Living Programs, and vision care proposal. Caremark can create an "iBenefit Report" for each BGSU health-plan participant who is over 18 years of age and has paid over \$100 out of their pocket for the year 2005 for prescription drugs. The report details how much the participant paid for prescription drugs, how much the plan paid, and the pharmacies used. It also indicates options on how the participant can save money by selecting generics or from the preferred drug list and using mail order. HWIC voted to send the report to all employees with out-of-pocket expenses for prescription drugs over \$100. Finn related that in terms of claims for BGSU employees, Caremark is currently reporting about \$60,000 per week and MMO is reporting about \$196,000 per week. The committee will need to meet in either July or August to provide input on vendors and rates.

Carry-over Items

- Employee-paid Benefits for part-time employees.
- Employee-paid Benefits for domestic partners.
- Tiered-premium health care program.
- Wellness program.
- Life insurance and vision plan.

Suggestions and Recommendations for Future Committee Work

- Review current life insurance and other benefits and gather information on alternatives.
- Gather more information and develop proposal on tiered-premium health care program.
- Continue work on wellness program.
- Continue to gather data on health care usage, and explore ways to save money while providing the best possible coverage for employees.

Minutes for 2005-2006 are located at <http://www.bgsu.edu/offices/ohr/resources/page12570.html>