

MEMORANDUM

TO: Dr. Sidney Ribeau, President

Radhika Fajjala, Chair
Committee on Committees

FROM: M. Ellen Naderer, Chair
Health, Wellness, and Insurance Committee

DATE: July 8, 2008

RE: Annual Report 2007-2008

Committee Actions

October, 2007

The first Health Risk Appraisal and Screening (Know Your Numbers) campaign was discussed. Multiple emails were sent to employees encouraging participation in the event scheduled for the week of October 8, 2007. Sites for the Screening were on both Main Campus and the Firelands Campus. In addition, employees were to receive a \$39 benefit (2008 single monthly rate) for completion of the Appraisal online. Aggregate results will be compiled by MMO. Results will help determine campus-wide wellness events for the future.

Changes in the Spousal form impacting open enrollment were discussed. Targeted emails were sent to all who include spouses in their coverage. Wellness enhancements in the Plan (effective 1/1/08) were discussed.

The Committee was informed that it would be tasked with looking at pay bands and cost avoidance in regards to the healthcare plan.

November, 2007

Open Enrollment – Multiple emails were sent to qualifying employees regarding deadline dates for enrolling in the BGSU Plan. In addition, the Office of Human Resources sent confirming emails that documents had been received. Members of the Committee were urged to remind their constituent groups to return enrollment forms.

WellAware, a subcommittee of HWI, requested approval to move forward to request funding for membership in the Wellness Council of America (\$365.00/yr). They also presented a mission statement for the committee, asking HWI to review it.

The Committee was given an in depth review of the current BGSU healthcare plan. This enables future dialogue regarding cost savings.

December, 2007

Open Enrollment continued to be an important topic. HR has sent additional emails and telephone calls were made during the last week. As a result, only two spousal forms were not turned in.

Preliminary information regarding the “Know Your Numbers” campaign was given: 613 BGSU employees took part in the screenings, and 704 employees completed the health risk assessment. Participation numbers were solid for the first time offering this event.

The Committee discussed the pros and cons of healthcare benefits for part time employees. Further research into costs will be necessary.

Priorities for 2008:

- Pay Bands based on salary and a funding philosophy
- Dependent eligibility
- Plan design changes
- Compliance with new TDA laws
- Student Health Office visits for employees

January, 2008

MMO hopes to present data from the Health Risk Appraisal to Committee members and other constituent leadership in February.

The discussion regarding an alternate health care plan for part time employees continued. Classified Staff Council is researching plans at the other four corner institutions.

April, 2008

An attempt to conduct a Committee meeting via conference call was made. However, there were not enough members participating to have a quorum. Thus, there are no minutes. Participating members were asked to consider possible changes to the Plan and to offer suggestions.

The next meeting was scheduled for June, 2008.

Carryover Items

Cost cutting measures continue to be a serious goal.

Discussions with Caremark.

Long Term Care policies – employee seminars.

Vision coverage.

Minutes for 2007-2008 are located at <http://www.bgsu.edu/offices/ohr/resources/pate12570.html>

Respectfully submitted,

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