

UM Staff Advisory Council Minutes for July 1, 2015

The UM System Staff Advisory Council met on July 1, 2015, at University Hall.

Present: Heather Dempsey, Kelli Hathman, John Layman, Sandra Monnig, Jennifer Oetting, Nancy Tharpe.

The minutes of the June meeting were approved as written.

Old Business: Picnic debriefing. Here are some issues that were discussed:

- Photo booth wasn't used much. Wind issues?
- If we are going to do a post-event survey, it needs to be done soon.
- Make registration easier? Premade name badges were great, but maybe put in a binder or tape the pages onto the table so wind doesn't blow them around.
- Need more barrels for food donations; make donations to FoodBank a focus; give out different color tickets for different levels of gifts (\$1-5; \$10-20) and have separate drawings and incentive prizes for donors.
- Shorten time for the picnic, or specify when food will be served. There was one group that came close to 3:00 and food tables had already been shut down.
- Recognition ceremony may have taken too much time. Make sure those being recognized are going to be there.
- Weather was hot and uncomfortable.
- Methodist church location is really nice. Close location to campus, could work in a botanical garden tour, walking trails, Brewer, scavenger hunt on campus using hashtag clues and social media;
- Use Missouri Theatre facilities
- Open up planning to anyone who wants to help; have an intern to help plan; send out an email in February to solicit help/interest.

Guests: UM System Director of Health and Wellness Rita Bowie joined the meeting to speak about H.R. benefit plans. She presented a recap of plan activities in 2015, noting that 44% of UM employees switched plans when they had new options (and when signing up for plans was mandatory); 56% stayed with the same plan they had used in the previous year.

In 2016, UM will be switching plan carriers from Coventry back to United Healthcare. Coventry has been purchased by Aetna, causing uncertainty about possible changes in what they might be able to offer. United Healthcare has a data analytics function that was attractive to the university; United will also be able to give employees access to mobile apps such as a plan comparator. H.R. does not anticipate disruption for employees as United will dedicate staff to UM; and their service center setup enables the first person you contact to fully answer your questions. UM's contract with United will be for three years, with a two year extension option.

Ms. Bowie also reported that there will be changes in 2016 for the Wellness pledge and Wellness incentive. In Tier 1, they will discontinue the requirement for a biometric screening. In Tier 2, there will be more options to earn the money allocated.

Other items discussed:

- Tobacco free discount: individuals will attest to being tobacco-free; e-cigarettes are still being discussed. Nicotine replacement therapy will be covered 100% by insurance.
- H.R. will roll out the Custom insurance plan to new areas in 2017: St. Louis first, then K.C. and Rolla.
- The Custom option will be administered by United Healthcare and UM Health Care—not UM System.
- UM's Million Step Pedometer program grew by 409%!

Other Business:

The Trivia event will be on August 12. The group brainstormed on topics and reviewed the communication plan.

Meeting was adjourned at 4:00 pm.

Respectfully submitted,
Nancy Tharpe
Secretary