**Presiding:** Roberts, Myrin, Total Quality Improvement

**Present**: Alexander, Martha, Institutional Equity & Equal Opportunity

Buchheit, Rudy, Dean, College of Engineering

Burchfield, Kari, College of Arts and Sciences

Burr, Stephen, ITS Enterprise Systems

Chen, Gang, Pharmacology and Nutritional Sciences

Dugas, Gina, Associate Vice President for Finance & Administration/Acting Vice President of Human Resources

Lasley, Catie, Executive Director of Human Resources

Miller, Stacy, Ag Extension Assistant Director

Schagane, Amanda, Alumni Career Services

Shotwell, Christian, College of Agriculture, Food, & Environment

Sizemore, Megan, College of Communication and Information

Tearney, Michael, Retiree

Younce, Elaine, Chief of Commercial & Government Payer Admin UKHC

Ex Officio:

Amos, Richard, Chief Benefits Officer/Executive Director Know Your Rx Coalition

Carbol, Gail, Benefits Manager

Martin, Angie, Planning, Budget and Policy Analysis

**Guests:** Bowie Hogg, Hinge Health

 Diane Fahrback, Anthem

 Dale Baldwin, MPM Group

**Absent:** Akpunonu, Peter, College of Medicine, Chem Safety/Environmental

Cox, Penny, Treasurer

Frazier, James, EVPFA – Risk Management & Admin Services

Sharpe, Joe, Athletics

Stamper, Shannan, Office of Legal Counsel

Swartz, Colleen, Vice President for Hospital Operations

Wilson, Kimberly, Chief Human Resources Officer

**Recorder**: Marianne Kuhn, Customer Service Representative

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Myrin Roberts** | Myrin Roberts called the meeting to order at 2:03 PM.  | No action needed. |
| **Review of the January 20, 2022 Minutes** | Myrin Roberts asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Hinge Health Presentation -** **Bowie Hogg** | **Hinge Health pioneered digital musculoskeletal (MSK) care.*** Musculoskeletal (MSK) relates to chronic pain in back, neck, knee, hip and shoulder.
* Affects employee productivity and commonly leads to opioid use and unnecessary surgery.
* Huge cost driver to health plans. Two out of three surgeries are avoidable.

**Experienced** in working with universities and the public sector.**Hinge Health approach to digital MSK care:** * Can be used for preventing injury, acute and chronic pain and surgery rehabilitation
* Remote physical therapy at participant’s location.
* Proven to reduce participant pain by 69% and depression and anxiety by 58%.
* Clinical care team assigned to each participant:
* Physical therapist for 1:1 video visits
* Health coach trained in motivation and behavioral support
* Customized exercise therapy
* Wearable pain management technology
* Education on lifestyle and pain management.
* Participants access care program with a single app on one device.
* Enso is wearable device that provides electrical stimulation for pain relief. Free and available to all participants.
* Sensors and/or advanced computer vision track movements of participants; sends feedback so movements can be corrected if necessary.

**Hinge Health provides free, full-service marketing of the product** **Hinge Health has partnered with Anthem.** * No additional setup, contracting or administrative costs
* Claims billing
* Preferred pricing and guaranteed ROI
* Per Richard, HMO colleagues have reviewed this program and are supportive of this option
 | No action needed. |
| **Health Plan Design - Richard Amos****Diane Fahrbach** | **Goal is to support UK’s mission, values and strategic plan. Recommendations for added benefits help with retention, recruiting, inclusivity and holistic care of employees.****UK has implemented (and plans to implement) healthcare cost-management strategies:*** Adopted high-deductible health plan as of 7/1/2019 – Foresee growth and added savings
* Know Your RX Coalition added in 2011 – Pharmacists manage prescription benefit. Net savings December 2015 – September 2021 was $17.5 million.
* Added Wondr Health 7/1/2018 – Behavioral modification program for weight-loss; leads to healthier employees and reduced healthcare costs. 3000+ participants at UK.
* Potentially add Hinge Health 7/1/2022; estimated savings of up to $4.4 million
* Added virtual medical and behavioral counseling in 2017. $337K saved in medical costs.
* Negotiated renewal with Anthem 7/1/2021 - $950K saved FY 2021-22.
* Robust wellbeing programs with MoveWell and group fitness

**Health Plan Recommendations 2022-23*** Add Hinge Health
* Add Hearing Aid Benefit – Currently, hearing aids covered for those 17 and younger.
* Provides one hearing aid per ear every 36 months for those 18 and older.
* Cost estimated to be $383,000
* Members provided with hearing aids reduced medical spend by $329 per year.
* Add Fertility Benefit – Promotes retention, recruiting and inclusivity
* Important in recruiting tenure-track faculty, clinical faculty and clinical staff.
* Add Inclusive Care
* Cost of these benefits should be covered by HingeHealth savings on medical costs and healthy UK reserves. A minimal increase in employee premiums (ranging from $1-$10 per month depending on the plan) is being considered, mainly to cover medical inflation of 2.7%.

Richard introduced Diane Fahrbach from Anthem who presented on WINFertility and Inclusive Care.* **WINFertility** aims to support employees with fertility issues while reducing multiple gestations, NICU admittance and overall pregnancy medical costs.
* 33% increase in pregnancy rates; up to 45% savings in NICU care, 40% savings in infertility treatment costs and 30% in pharmacy savings; decrease in multiple births
* Does not discriminate regarding lifestyle choices and supports all types of families.
* 24/7 access to Nurse Care Managers for personalized guidance, emotional support, medication questions and help finding providers. Nurse is assigned to a family.
* Education about adoption and surrogacy with referrals to WINFertility surrogacy agency partners.
* Limits on the benefit: considering $10,000 on medical, $5,000 on prescriptions and $5,000 on adoption services.
* **Inclusive Care –** Facilitates holistic care navigation to remove barriers for medical care for LGBTQ+ community.
* No cost to UK to provide this benefit and no cost to members.
* Curated lists of LGBTQ+ primary care physicians and specialists
* Multidisciplinary team of plastic surgery, behavioral health and infectious disease experts that can address special needs of this community
* Support for family members
* Specializing in gender affirmation surgery. Board-certified plastic surgeons review cases as needed.

  | Committee voted to support the following 2022-23 health plan recommendations with a show of hands for each: Hinge Health – YesHearing aids – YesWINFertility – YesInclusive Care - Yes |
| **Life Insurance RFP Outcome –** **Dale Baldwin** | Dale Baldwin from the MPM Group presented on the life insurance RFP outcome.* **Prudential** won the bid with 16% savings on Life Insurance (formerly with The Hartford) and 5% savings on Accidental Death and Dismemberment (formerly with Zurich).
* Rate guaranteed for 5 years.
* Max basic life guaranteed issue (GI with no health questions), currently $500,000; Prudential offer $1 million.
* Max voluntary life GI for new EE; currently 3x salary to $375,000; Prudential offer 5x salary to $500,000 – Available during Open Enrollment
* Max voluntary life GI for spouse and children; currently $25,000 for spouse; Prudential offer $30,000 – Available during Open Enrollment
* Max voluntary AD&D; currently $500,000; Prudential offer $1 million
 | No Action Needed |
| **America Saves Week Announcement – Gail Carbol** | * America Saves Week – Week of February 21
* Benefits website updated with links to America Saves Week and there will be article in UKNow on February 21
* Article mentions Enrich, the financial wellbeing tool
* Four 10-15 minute courses available – First 50 people to sign up will receive a free mug.
* Those who sign up in February will be registered for drawing to win $1,000 from Enrich
* Enrich offers financial counseling available by phone, 10 AM – 7 PM, Monday-Friday

  | No Action Needed |
| **Meeting convened – Myrin Roberts**  | Myrin Roberts ended the meeting at 3:20 PM. |  |