WELLNESS INITIATIVES AND BENELECT OPEN ENROLLMENT 2016
Agenda

- Health Insurance Overview
- Benelect Changes
- Wellness Activities and Incentives
- Premium Rates
- Important Dates to Remember
Health Insurance Overview

• Four health insurance plans
  – MMO PPO, Anthem PPO, Anthem HDHP, HealthSpan HMO

• 86% of faculty/staff enrolled in self-insured options
  – CWRU pays claims
  – Administration fees
  – Stop Loss
Benelect Changes in 2016

1. **Annual Elections for Dental, Vision**
   Current 2-year election periods for dental and vision insurance are changing to annual

2. **Vision Insurance Enhancements**
   Contact lens allowance increasing to $150

3. **IRS Contribution Limits**
   HSA: $3,350 single/$6,750 family
   FSA: $2,550*
Benelect Changes in 2016

4. Compound Prescription Management
   Program being added to manage inappropriate therapies being filled by compound pharmacies

5. Specialty Drug Step Therapy is Expanding
   Enhanced program will cover additional drug classes; current members utilizing non-preferred drugs will be grandfathered
2015 Wellness Plan

- 2015 Program Participation Opportunities:
  - Tobacco Cessation
  - Stress Management
  - Weight Management or Nutrition
  - Physical Activity

- Complete any one of the above and qualify for $100 cash payment at end of 2015. Up to two Wellness Program Incentives per person. Attestation/certification form within HCM.

- **HCM – Main Menu – Self Service – Benefits – Wellness Program Participation**
Fall Wellness Activities

• Requirements:
  • Complete:
    • Health Risk Assessment
    • Biometric Screening
    • Tobacco Attestation Form
  • Qualify for $25/month Wellness Premium Incentive during 2016
  • To check that all activities have been completed and recorded: HCM – Main Menu – Self Service – Personal Information – Wellness Summary
Fall Wellness Activities

- University of Michigan Health Risk Assessment
- Quest Diagnostics Biometric Screening
  - We.BlueprintForWellness.com – Registration open now
  - Registration key = CWRU
  - Patient Service Center visits can be scheduled at website above
  - Physician Results Form – available online (www.case.edu/wellness)
- Tobacco Attestation Form
  - Sept. 1 – Nov. 30, 2015 in HCM - Main Menu - Self-Service – Benefits – Tobacco Attestation Form
On Campus Screening Information

Crawford Hall, Room 209
- September 29 – Oct. 2 (7:00 am - 12:00 pm)
- October 20 - 23 (7:00 am - 12:00 pm)
- October 27 - 30 (7:00 am - 12:00 pm)
- November 16 - 20 (7:00 am - 12:00 pm)

FPB School of Nursing, Faculty Staff Lounge
- October 5 - 9 (7:00 am – 12:00 pm)
- October 12 – 16 (7:00 am - 12:00 pm)
- November 23 - 25 (7:00 am - 1:00 pm)
- November 30 (7:00 am - 1:00 pm)

Tinkham Veale Student Center, Senior Classroom A
- (CWRU ID required for entry into building before 8 am)
- September 15 -18 (7:00 am - 12:00 pm)
- September 21 - 23 (7:00 am – 1:00 pm)
- November 2 - 6 (7:00 am - 12:00 pm)
- November 9 - 10, 13 (7:00 am – 12:00 pm)
- November 11 - 12 (7:00 am – 1:00 pm)
2016 Wellness Plan – Program Participation Options

- Tobacco Cessation
  - Ease@work group program
  - Quit Line Program – Individual Coaching
- Stress Management
  - S.M.A.R.T. 1.0 & 2.0
  - Meditation & Mindfulness
- Weight Management or Nutrition
  - Nutrition Series
  - Weight Watchers Subsidy
- Physical Activity
  - Multi-week Team Competition
  - Workplace Workout & Healthy Backs & Bodies 1.0 & 2.0
  - Free use of Veale & Wyant Centers
- Online Programs
- Financial Well-being
Medical Premiums in 2016

• Premium increases below expected inflation
  – Employees w/ Single coverage: $1 to $4 per month
  – Employees w/ Family coverage: $5 to $24 per month

• Premium illustrations – Anthem PPO

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<th>Non-Exempt</th>
<th>Single (per month)</th>
<th>Family (per month)</th>
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<tr>
<td>2016</td>
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Medical Premiums in 2016

- **Premium Illustrations – Anthem PPO**

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<th>Exempt, Salary &lt; $50K</th>
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<tr>
<td>2016</td>
<td>$97.50</td>
<td>$512.50</td>
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<table>
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<th>Exempt, Salary $50K-$100K</th>
<th>Single (per month)</th>
<th>Family (per month)</th>
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<tbody>
<tr>
<td>2015</td>
<td>$98.50</td>
<td>$516.50</td>
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<tr>
<td>2016</td>
<td>$100.50</td>
<td>$529.50</td>
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Dental & Vision Premiums in 2016

- Dental premiums:
  - Employee impact: increasing up to $1 per month

- Vision premiums
  - Employee impact: current rates unchanged
Important Dates

Schedule an onsite screening  
Today – Nov. 13

Benelect Open Enrollment  
Nov. 9 – 30

Benefits Fair & Flu Shots  
Nov. 11 – 12

Wellness Engagement Opportunities:

• HRA  
Today – Nov. 30

• Onsite Biometric Screening  
Today – Nov. 30

• Tobacco Attestation  
Today – Nov. 30
For More Information

Wellness 216.368.5790
wellness@case.edu
case.edu/wellness

Benefits Administration 216.368.6781
benefits@case.edu
hr.case.edu/benefits

Open Enrollment Hotline 216.368.1234