

BFC Benefits Committee
January 24, 2025

Attendees: Samantha Schaefer (guest), Amy Minix, Jim Sherman, David Taylor, Susan deMaine, Cheryl Hughes, Nancy Nelson, Julia Rademacher, Christan Royer

Minutes taker: Amy Minix

Meeting Minutes

Samantha Schaefer shared Healthy IU survey results in preparation for her presentation at BFC 1/28/2025

Overall findings:

- 4,200 participants—19% of total employees completed survey
- All data is public on Healthy IU website or contact Samantha
- Physical and mental health had more losses than gains
- Housing, work, money, finances, and access to food had more improvement than losses
- Majority reported (55%) that mental health has been more important since the pandemic
- Action Items—heard from 40% of respondents and about 1,700 comments; team has been working through those and identifying themes.

Questions:

- A lot has changed since the survey was done, how to capture current climate or ways to address concerns
 - Survey team was mindful of current events taking place during and after the survey. They will continue to think about the best way to provide information and services to support employees
- Topic of burnout—does that relate to home and work
 - It was a general question about burnout

Updates from Christan

- Complaint about HSA investment menu options provided by WEX. HSA funds are handled differently from the university because it's an individual account, it has a different oversight and structure. HR met with WEX a few times to discuss these issues; HR is still researching and needs a couple of months to get some additional answers.
 - Question about looking into vendors for HSA. That is still underway to vet and identify other potential HSA vendors. Christan should have a yes or no shortly, by February meeting
- 2025 Benefits Updates
 - ID cards were issued and there weren't many issues with that process. However, there have been some issues with specialty drug access; particularly getting everything set up with the new specialty drug vendor. If employees experience any issues, please reach out to HR.

- Marathon Health Clinic
 - Working to expand service points. Information should be available mid-February. An additional clinic will be added to Bloomington. Several regional campuses will have new clinics as well. Recommendations given to promote additional locations. A presentation will be given to use health care benefits to your advantage, which Marathon will be a part of.
- Questions:
 - Employees can use Marathon as their primary care provider, which might be a message that needs to be promoted. Does that include routine OBGYN care? Yes, Marathon is able to provide that care.
 - Kudos to IU HR team—perceptive, supportive, and helpful at resolving issues.
 - Question about referrals through Marathon Health—employee with delay in getting referral after testing at Marathon. Concerns about delays, but conversations have pointed to typically quick and timely service. Anyone with questions or concerns should reach out to IU HR.
 - Question about IU Health Urgent care access points across Bloomington. They are still urgent care rather than primary.
 - Retiree has asked whether Marathon Health will be available to them. At this point, the answer is no. However, it is an area that IU HR is still monitoring. Since Marathon Health is focused on current employees, they aren't able to bill Medicare.
 - Question about IU Blue Plan eligibility. It's considered a supplemental Medicare plan
- Upcoming topics to consider
 - State and federal legislation that can impact healthcare. Cheryl can connect the committee to the Indiana SHRM state legislative liaison to answer any questions. Christan also shared that IU HR is closely reading state bills and will continue to monitor changes at the state and federal level.