

FS Attachment E

To: Dr. John Stallone, Speaker, Texas A&M University Faculty Senate
From: Dr. Gregory Heim, Faculty Senate SEBAC Representative
Date: October 21, 2020
RE: Report from System Employee Benefits Advisory Committee (SEBAC) Meeting

The October 13, 2020 SEBAC meeting covered issues of interest to Faculty Senators and to the faculty and retirees of Texas A&M University. The meeting reviewed the status of medical plans, dental plans, life insurance plans, and wellness services being offered to faculty, retirees, and their dependents.

During FY2020, across all benefit plans (i.e., medical, dental, vision, and various insurance plans), TAMUS generated a total of 185,582 policies across all benefits plans, with upwards of 56,792 covered lives in certain benefits plan categories, and collected a total of \$377.3 million in policy premiums.

TAMUS Self-Insured Medical and Dental Plans

TAMUS benefits administrators report that, from FY2020 to FY2021, the health insurance A&M Care Plan number of covered lives grew by about 970 policies (from 30,607 to 31,575) while the Grad Plan covered lives stayed similar (from 3,980 to 3,978).

For the medical plans, through August 31, 2020, there were total premiums and other funds collected of \$338.1 million, versus total expenses of \$318.6 million, leading to a funding excess of \$19.5 million. However, the excess funds largely resulted due to \$22.0 million that was allocated from the TAMUS reserve funds for FY2020.

Given the COVID developments, from March to May, individuals were delaying treatments, which reduced the total claims paid each month, enabling funding excesses during those months. In contrast, from June to August, individuals started having more treatments, leading to funding shortages during those months. Overall, the medical plans are in a good financial position, but costs may continue to increase as individuals undertake more treatments during the fall and winter.

Similarly, for the TAMUS self-insured dental plan, total claims decreased from March to May 2020, then caught up during June through August. The plan ended the year with an excess of \$1.7 million, indicating that premiums should stay the same for next year.

System administrators would like to know about desirable treatment additions for the dental plans to be negotiated during this year. Please contact the System benefits administrators if you would like to encourage new coverage for certain dental services.

Summary of Impacts of COVID

Benefits administrators summarized the impact of COVID cases, noting through the end of August 2020, there were 741 confirmed COVID cases in the System, while the System had covered expenses for 8,376 COVID tests (which does not include the many local testing efforts at each TAMUS institution). The total financial impact for COVID testing and

treatment was \$2.3 million through July 2020. Since March 2020, the System has seen cost increases for telemedicine and behavioral health telemedicine, as these have been increasingly used. The System has also seen prescription expense increases, especially for behavioral health prescriptions, since policies were relaxed to make it easier to stock up and not have to regularly visit a pharmacy in person.

New Coverage for Wellness Services

System benefits administrators reviewed the new wellness services now available. Employees will find they will receive promotional emails and postcards from the System to notify employees, retirees, and dependents about the following services:

- **Omada:** obesity-related chronic disease prevention solution
- **Livongo:** diabetes management solution
- **Livongo:** hypertension management solution
- **Hinge Health:** musculoskeletal (non-surgical care) solution
- **Ovia Health:** women's and family pregnancy/parenting health solutions

Some of these plans are by invitation only (e.g., Livongo diabetes management services), with the invitation coming to a covered individual based on Blue Cross Blue Shield records for that individual. Other programs allow covered individuals to initiate registration by applying online to participate in the program.

MDLive Usage

Virtual visits to MDLive have spiked since March 2020, with the number of monthly visits to MDLive at least tripling through August 2020.

Two-Step Wellness Program/MyEvide

During FY2020, 13,101 out of 24,600 (i.e., about 53%) of the incentive-eligible employees and spouses completed two activities and were funded for the wellness program credit.

Benefits administrators remind everyone that their MyEvide personalized list is now available for FY2021. Among the added options for FY2021, the new list of options includes (1) getting a flu shot, (2) nutritional counseling, and (3) preventative skin care exams.

Administrators advise that flu shots at free health centers will not count for the wellness incentive, since there is no billing record coming back to TAMUS/BCBS for those immunization events. Employees should make sure that the flu immunization they get is being billed to their TAMUS healthcare insurance plan.

If an incentive-eligible employee or spouse has not performed their activities during FY2020, doing any two activities now qualifies them for the remainder of 2020 as well as all of 2021. If you have any questions about MyEvide activities and wellness credit requirements, employees should contact the System benefits office.