

Dear Leaders of University Senate and Staff Council:

Just to keep you informed, I am writing to provide an update pertaining to the Top Life Pledge that was associated with the 2015 Health Plan. You will recall that employees were invited to accept the Top Life Pledge and in doing so would be rewarded with discount Health Plan premiums and \$500 in their HSA or HRA accounts. Eighty-eight percent of eligible employees accepted the Top Life Pledge. In order to be compliant with the Pledge, employees were required to complete Tier I activities (on-line health risk assessment and biometric screening) by 2/15/2015. We “unofficially” extended the deadline date to March 11 to allow for more completion time. As of March 11, we had near 150 employees who had not fulfilled the Tier I requirements. Since March 11, the Human Resources Team (and our HR Liaisons in each academic college) has been actively involved in reaching out to the non-compliant employees in order to prevent them from being adversely impacted by higher premiums which are applicable April 1.

As of today, we have reduced the number of non-compliant employees to near 39. We have tried to do everything reasonably possible to persuade the non-compliant employees to action. Provided in the chart below is a summary of our communication efforts pertaining to the Top Life Pledge. Of course the chart does not reflect all of the numerous campus-wide emails, presentations, mailers, HR virtual coffee breaks, etc., where employees were informed of the Top Life Pledge requirements.

Again, we just wanted to keep you informed of these matters as you could hear from non-compliant employees who are impacted by the higher premiums which will hit April paychecks. Should you have questions please let us know.

Thank you,
Tony

Top Life Tier I Activity Completion Emails

Date	Subject
10/23/2014	Complete your biometric screening at the Benefits Fair
12/8/2014	On campus biometric screening events
12/15/2014	On campus biometric screening events
1/15/2015	Complete health assessment and biometric screening by February 15.
1/29/2015	Complete health assessment and biometric screening by February 15.
2/9/2015	Complete health assessment and biometric screening by February 15.
2/27/2015	Reminder email and extending completion due date to March 11.
3/3/2015	Email sent to HR Liaisons
3/11/2015	Email sent to HR Liaisons
3/25- 4/6/2015	Email and/or direct phone call to individuals who completed one but not both Tier I activities.

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