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

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

 Baek, Tae Hyun, CI/Integrated Strategic Communications

Burchfield, Kari, College of Arts and Sciences

Burr, Stephen, ITS Enterprise Systems

Lasley, Catie, Executive Director of Human Resources

Miller, Stacy, Ag Extension Assistant Director

Schagane, Amanda, Alumni Career Services

Chen, Gang, Pharmacology and Nutritional Sciences

Sizemore, Megan, College of Communication and Information

Wang, Shanhong, Controller

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

Stamper, Shannan, Office of Legal Counsel

Wilson, Kimberly, Chief Human Resource Officer

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

Buchheit, Rudy, Dean, College of Engineering

Cox, Penny, Treasurer

Frazier, James, UKHC/EVPHA Administration

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

Swartz, Colleen, Vice President for Hospital Operations

Tearney, Michael, Retiree

**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 September 22, 2021 Minutes** | Myrin Roberts asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Aon Benchmark Study Results –****Curt Dame** | This report was postponed until the November Meeting. | No action needed. |
| **Paid Parental & Elder Care Leave – Chris Dudley** | Chris Dudley reported on the two new offerings in Family Medical Leave.Two weeks per year of Paid Parental Leave (PPL) and one week per year of Paid Eldercare Leave (PEL) became available to regular staff employees (.5 FTE & above) on July 1, 2021.* Used in lieu of accrued Vacation or Temporary Disability Leave
* Runs concurrently with Family Medical Leave if applicable
* Can be taken continuously or intermittently
* Not applicable to faculty, weekend evening premium pay positions or post-doctoral scholars.

Employees who experience birth or adoption of a child are eligible to apply for PPL.* To be used between child’s arrival to six months from birth or adoption

Employees who experience Eldercare needs (described as a “serious health condition” by FMLA) are eligible to apply for PEL.A total of 265 employees have used either PPL or PEL since July 1st. 72% have been UKHC employees.Length of process from time of application to usage varies. Prefer 30-60 days of notice but in emergency situations, effective date of leave can be retroactive.It was noted that leave for the care of a spouse is a potential gap to be addressed however accrued vacation time and sick leave can be used for the care of a spouse.For more information on applying for PPL and PEL, contact Leave Administration at 859-257-8804. | No action needed. |
| **Retiree United Healthcare Medicare Open Enrollment Update – Richard Amos** | United Healthcare Medicare Advantage is custom PPO plan for retirees who are 65 and older.* UHC plan effective since January 1, 2019; retiree cost was reduced by 46% at that time.
* There have been no premium increases for three consecutive years (2020-2022).
* UHC has received 5-star rating from Medicare. Since plan is fully insured, Medicare Advantage providers are motivated to take care of their population.
* Premiums range from $19 (retiree eligible for credit) - $372 (retiree + spouse not eligible for credit). Premium covers prescription plan as UHC does not charge for the plan.
* Two online webinars offered October 15 and November 30 at 2:00 p.m. educate retirees on benefits of staying in Medicare Advantage Plan.
* Plan highlights include house calls, 24/7 nurse line, rewards program, virtual medical visits, and in-home care after hospital visits.
* Renew Active is new upgrade to the Silver Sneakers Medicare fitness program.
 | No action needed. |
| **Meeting convened – Myrin Roberts**  | Myrin Roberts ended the meeting at 2:35 PM.  |  |