**Presiding:** Harris, Bill, Chair, EBC

 **Present**: Collins, Craig, EVPHA Administration

Morefield, Robin, College of Engineering

Campbell, Susan, Agriculture Cooperative Extension

Pistilli, Judy, Pharmacy Central Business Operations

Noe, JoLynn, Admissions and Registrar

Flowers, Melody, Finance and Administration

Bender, Patty, Institutional Equity and Equal Opportunity

Ex Officio:

Smith, Ann, Chief Administrative Officer

Wilson, Kimberly, Chief Human Resource Officer

Stamper, Shannan, University Legal Office

Amos, Richard, Chief Benefits Director

Carbol, Gail, Benefits Manager

 Morefield, Robyn, College of Engineering

**Recorder**: Gail Carbol, Employee Benefits

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Bill Harris** | Mr. Harris called the meeting to order at 10:33 am.  | No action needed. |
| **EyeMed Plan Design and Network Review– Teresa Moyers, EyeMed Representative** | Teresa Moyers described University of Kentucky’s high usage of the EyeMed benefit and that EyeMed reviews ways of increasing the benefit for their clients. EyeMed propositioned the University to change its’ plan design in order to increase progressive lens benefits and contact lens exams , with a $0.10 per month decrease in premiums on all coverage levels but family which would incur a $0.20 per month decrease, in exchange for a smaller network of providers. Insight network is a smaller network but the progressive lens wearers will realize 11% savings. Ms. Moyers stated that 22% of the University’s EyeMed population purchased progressive lenses in the 2016-2017 year. Susan Campbell asked what it means to have premium lenses. Teresa responded that with technology, lenses continue to improve. Currently there are 4 levels of progressive lenses with level 1 being on the market the longest. Ms. Moyers explained that a change to the Insight network would cause member interruption of 1.4%, or 135 members. Ms. Moyers highlighted the differences in the current Access and proposed Insight networks for UK’s Essential plan since most of the population is in Essential plan. Antireflective lenses also have a premium product with a better benefit design if utilizing the Insight network. Access provider network offers 20% off antireflective lenses: In the example provided, the Access network member pays $300, whereas Insight member pays $227.60. An example of the progressive lenses cost for the tier 2 lenses is $155 with the Access network plan and $105 using the Insight network plan. Overall, the member savings is 75% using the Insight plan versus 70% using the Access network.The overall plan premiums with the change in network to Insight will decrease a total of $29,295 per year for UK’s plan members. The positive benefit impact will affect at least 30% of the member population whereas, Liberty, KY is only area where members are using benefit and closest in-network provider is 16.9 miles. Five members will be impacted.98% of EyeMed’s book of business is in-network.Judy Pistilli made a motion to approve the change to the Insight network for the more robust plan design and Melody Flowers seconded the motion.  | Approved. |
| **Update on 2017 Open Enrollment Changes-Richard Amos** | Mr. Amos presented the highlights of the Open Enrollment changes. Open enrollment will take place on April 24 through May 12, 2017. He emphasized that the health plan will have no changes to deductibles and copayments, or out-of-pocket maximums unlike many of UK’s benchmark institutions. The 2% rate increase will be absorbed entirely by the University and employees who receive the credit will have no rate increase, other than the UK EPO plan members who have an increase between $3 and $7. Mr. Amos also pointed out that there are no rate increases in any of the other plans offered in UK’s benefits package such as dental, vision, and dependent life and optional life.He touched on the FSA enrollment and the fact that there have been a few complaints on having to provide receipts when using the UK Retail pharmacies but that would be true of any administrator since the requirement is imposed by the IRS.Ms. Carbol briefly spoke about the other perks of being a UK employee such as the education benefits, CRISIS program, Know Your Rx Prescription Counseling and Work Life’s programs. Ms. Flowers asked if we could provide participation rates in these programs and Mr. Amos suggested we present these numbers in the April meeting. | No action needed.  |
| **Meeting convened-Bill Harris** | Mr. Harris ended the meeting at 11:22 am.  | No action needed. |