

**Employee Benefits Committee Meeting Minutes**

September 17, 2013 10:00-11:30 AM

231 Student Center

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

**Present:** Burton, Debbie , Staff with A&E  
Cox, Penny, AVP Administration & Finance  
Deaton, Marcy, University Legal Office, AR Committee  
Krauss, Susan, Asst. Treasurer-Endowment Services  
Tearney, Michael, UK Retiree Representative  
Veach, Rosemary, Agriculture  
Tick, Michael, Faculty  
Carwile, Debbie, Compensation

Bender, Patty, AVP, Office of Institutional Equity  
Sigler, Pamela, Program of Staff Development  
Nikirk, Sara, Auxillary Services  
Erway, Ed, EVPHA, Revenue  
Green, Adrienne, Campus PPD  
Prats, Armando, English Faculty  
Sizemore, Stephen, Library Administration  
Wilson, Kimberly, VP Human Resources

Carroll, Shannan, University Legal Office (Ex-Officio)  
Payne, Joey, Chief Benefits Director

**Recorder:** Carbol, Gail, Employee Benefits

<b>Agenda Item &amp; Speaker</b>	<b>REPORT</b>	<b>ACTION</b>
<b>Call to order – Bill Harris</b>	Mr. Harris called the meeting to order at 10:00 a.m.	No action needed.
<b>Review/Approval Of 8/29/2013 Minutes - Bill Harris</b>	Mr. Harris moved to pass the EBC minutes for the September 13, 2013 meeting. Motion carried.	The minutes will be posted on the EBC web site.
<b>Discussed if FSA administration should have RFP issued this year-Gail Carbol</b>	Experience with ConnectYourCare (CYC) and employee feedback to the Employee Benefits Office personnel were relayed as well as an explanation of the technical capabilities offered by CYC. Feedback requested from Employee Benefits Committee (EBC) of their experience of the group and their constituents. Feedback was generally good. Initial issues, such as off-shore customer service centers, have been resolved.  EBC did not request RFP.	No action.
<b>HR Benefit Updates-Kim Wilson and Joey Payne</b>	Kim Wilson spoke in regards to taxation of same sex sponsored dependents and the definitions as it relates to HR policies: Benefits, FMLA, TDL and the nepotism policy. Letters are being sent to all employees who are covering a same sex sponsored dependent.	
<b>Discussed addition of health plan coverage for gender identity-Joey Payne</b>	Mr. Payne shared benchmark results of gender identity coverage survey. Three of 24 schools polled offer some form of coverage. Discussion followed regarding coverage limitations such as coverage on therapy alone or a lifetime benefit maximum of \$75,000. Cornell, Duke, American College, Syracuse and University of Illinois in Chicago have all recently added coverage.	First motion did not pass.

Agenda Item & Speaker	REPORT	ACTION
	<p>Hormone replacement therapy is covered for other diagnosis. Certain procedures such as hair removal, facial reconstruction, and other related non-covered benefits may be deemed cosmetic and could not be covered even if gender identity coverage is adopted.</p> <p>Patty Bender made a motion to move for the Employee Benefits Committee to recommend coverage for counseling only. Pam Sigler seconded the motion. Discussion took place in regards to the therapy coverage alone being a very limited benefit.</p> <p>Several points of view discussed: Concern of covering gender identity procedures/therapies while not covering infertility or breast augmentation. One EBC member suggested UK take initiative in offering coverage rather than following benchmark institutions.</p> <p>Penny Cox suggested we bring in a Medical Director from Anthem or UK Healthcare to calculate cost on a per case basis. Mike Tearney made a motion “Have experts come in and provide clinical aspects of the diagnosis, WPATH guidelines and cost. More information from BC/BS for November EBC meeting.” This motion passed.</p>	<p>Second motion passed.</p>
<b>Meeting convened-Bill Harris</b>	Mr. Harris ended the meeting at 11:20 a.m.	No action.

