**Presiding:** Burr, Stephen, (Chair), Enterprise CIS–OITS Security & Policy

**Present:** Adkins, Todd, Risk Mgmt./Campus Accessibility Exec Dr–Risk Management

 Albrecht, Travis, Know Your Rx (KYRx) Representative

Beatty, Azetta, Manager, Work Life

 Boelhauf, Marissa, Know Your Rx (KYRx)

Buchheit, Rudolf, Dean, College of Engineering

 Ensman, Jody, Manager, Health and Wellness

Farmer, Hannah, Benefits Specialist

Greer, Jennifer, Dean, College of Communications and Information

Lasley, Catie, AVP HR Operations

Miller, Stacy, Ag Extension Director Assistant–Program and Staff Development

 Routt, Thalethia, Executive Director Procurement Compliance–Procurement Services

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

 Vega, Leslie, HR Informatics Business Partner

Ex Officio:

Amos, Richard, Chief Benefits Officer/Executive Director Know Your Rx Coalition

Carbol, Gail, HR Manager/Benefits–Employee Benefits

Cox, Penny, Treasurer Financial Services Administration

Frederick, Melissa, Chief Human Resources Officer–Human Resources Administration

Younce, Elaine, Chief of Commercial & Government Payer Admin–EVPHA Revenue Management

**Absent:** Bender, Patty Bender, Retiree

Doty, Christopher, COM–Professor–Emergency Medicine

 Hahn, Grace, Academic Advisor Director–CAFE Academic Advising

Martin, Angie, Chief Budget Officer–University Budget Office

Martin, Troy, Facilities Planning Director–Library Administration

 Ivey, Steve, HR Communications Director

 Stamper, Shannan, Deputy General Counsel/ Finance & Administration–Office of Legal Counsel

Swartz, Colleen, VP of Hospital Integration/UKHC–EVPHA Administration

Ward, George, AVP Economic Development and Real Estate–Economic Development

Williams, Dominick, Chief Operations Officer Student Success

**Recorder**: Robinson, Sherri, HR Benefits, Administrative Support Associate

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| --- | --- | --- |
| **Call to order – Stephen Burr** | Stephen Burr called the meeting to order at 3:32 PM. | No action needed. |
| **Review of the** **January 6 Minutes** | Stephen Burr asked for review and approval of the minutes. * Michael Tearney approved. Todd Adkins seconded.
 | Minutes were approved by a show of hands. |
| **Open Enrollment Presentation:** **Steve Ivey** | **2025-26 Benefits Open Enrollment** * **Challenges**
* Current plans are not financially sustainable going forward
* Health expenses are greater than premiums paid by the university and its employees
* Too many plans without distinct options
* Benefits optimization project found employees want lower premiums and more flexibility
* **Our review process**
* We met with stakeholders across the university to gather feedback and socialize the need to make changes this year:
* Employee Benefits Committee
* Group of staff senators
* Dave Melanson, UK Board of Trustees staff representative
* Laura Stephenson, Dean of the Martin–Gatton College of Agriculture, Food and Environment and Vice President for Land–Grant Engagement
* Impact on employees outside of Central Kentucky
* **Our principles**
* Respond to employee feedback from the benefits optimization project
	+ Provide a lower-cost option
	+ Increase provider network flexibility
	+ Offer plans that are truly distinct in both design and cost
	+ Provide competitive choices
	+ Align plan design and employee contribution to keep us competitive with our benchmark institutions
	+ Reduce number of plans by eliminating the least fiscally sustainable
	+ Rebuild reserve funds and stabilize budget risks
	+ Balance impact to both employee and university costs
* **2025 – 26 plans**
* Implement changes in plan design (deductibles, co–pays, co–insurance, annual out–of–pocket maximum
* Establish employee monthly premiums to offer distinct choices
* Set monthly rates for coverage that includes family members to more closely match plan cost and value
* Reduce monthly rate for employee-only Saver plan to provide a low-cost option
* Eliminate plans that are not financially viable going forward
* **Eliminating RHP and EPO plans**
* Making the Regional Health Plan (RHP) and EPO plan financially sustainable into the future would require a substantial increase in monthly premiums
* Employees on those plans will need to explore one of the three remaining options
* Alternative plans offer lower monthly costs than currently charged for EPO and similar costs compared to RHP.
* If employees choose Saver, one could use savings from lower monthly costs to contribute to a Health Savings Account
* **Open enrollment dates April 28-May 16**
* Longer than recent open enrollment periods by one week
* We want to allow time for employees to review their options and make decisions that are best for them and their families
* **Annual opportunity to:**
* Change health insurance plans
* Add or re-enroll in a flexible spending account
* Add more coverage from our overall benefits package
* **Communication plan**
* Mid-April—Supervisor Solutions email newsletter with call to action to share open enrollment information with team and support employees in attending consultations/webinars
* Mid-April—UKNow article with information on support available from HR Benefits to understand options
* April 28—Email to benefits-eligible employees letting them know open enrollment has begun
	+ Working to include custom information based on current benefit plans
 |  |
|  | * May 14/15—Email to benefits-eligible employees letting them know open enrollment ends May 16
* Additional outreach to employees currently on RHP or EPO
* **Offering employees three distinct choices with the Saver, HMO, or PPO plans can differ in three main ways**

|  |  |  |  |
| --- | --- | --- | --- |
|  | **Saver** | **HMO** | **PPO** |
| Lower Monthly Premiums | X | X |  |
| Lower out-of-pocket costs |  | X | X |
| More options to choose a provider | X |  | X |

* **Additional support from HR Benefits**
* Website
	+ hr.uky.edu/oe
* Main HR Benefits phone number and email
	+ 859-257-9519, option 3—extended hours to 7 p.m. Eastern
	+ benefits@uky.edu
* Individual consultation sessions
* Webinars
* April 24 and May 8
* April 16 Webinar for RHP and EPO members
* Open houses
* 10 in-person
* Working to schedule virtual open houses
* **Actuarial value—percentage of actual health care costs a plan is expected to cover**
* HMO: 90.1%
* Saver 85.6%
* PPO: 84.5%
* **Affordable Care Act defines plans by tier based on actuarial value:**
* Platinum 90%
* Gold 80%
* Silver 70%
* Bronze 60%
 |  |
| **Nayya Personalized Guidance Tool:** **Hannah Farmer** | * Nayya Personalized guidance tool
	+ Picking the best benefits can seem overwhelming
	+ Changes in your life, finances and your health can all have an impact on the most appropriate plan for you
	+ This year we’re offering Nayya, personalized benefits guidance that helps you feel confident in your choices.
	+ Take a quick, 10-minute survey, and you will be matched with the benefits best suited for your unique needs
	+ Nayya Choose will be available April 28, so watch for more information
 |  |
| **Meeting adjourned– Stephen Burr** | Stephen Burr ended the meeting at 4:23 PM. | No action needed. |