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

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

 Baek, Tae Hyun, CI/Integrated Strategic Communications

Burr, Stephen, ITS Enterprise Systems

Frazier, James, EVPFA – Risk & Admin Services

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

Tearney, Michael, Retiree

Ex Officio:

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

Carbol, Gail, Benefits Manager

Cox, Penny, Treasurer

Martin, Angie, Planning, Budget and Policy Analysis

Stamper, Shannan, Office of Legal Counsel

Wilson, Kimberly, Chief Human Resource Officer

**Guests:** Curt Dame, Aon

 Brian Saulino, Aon

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

Buchheit, Rudy, Dean, College of Engineering

Burchfield, Kari, College of Arts and Sciences Frazier, James, UKHC/EVPHA Administration

Sharpe, Joe, Athletics

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

Swartz, Colleen, Vice President for Hospital Operations

Younce, Elaine, Chief of Commercial & Government Payer Admin UKHC

**Recorder**: Marianne Kuhn, Customer Service Representative

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Myrin Roberts** | Myrin Roberts called the meeting to order at 2:02 PM.  | No action needed. |
| **Review of the October 21, 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 &****Brian Saulino** | Curt Dame and Brian Saulino compared all of UK’s medical plans to benchmarks in the industry. PowerPoint presentation was sent to all committee members.Highlights include:* Pathfinder benchmark includes 26 handpicked higher-ed employer groups.
* HVI group is all Aon clients with significant benchmark data; 705 employers
* EPO plan costs are significantly higher than others due to richness of plan. However, only 245 employees participate in that plan.
* Employee deductions and out-of-pocket costs for RHP, HMO, PPO and Health Saver plans are significantly below benchmarks.
* UK’s actuarial value is high at almost 90% and aligned with Pathfinder benchmark. The higher the actuarial value, the richer the plan design.
* UK plans on average are more financially efficient than all comparator groups. Efficiency includes medical and prescription costs. It was suggested that prescription costs be broken out in the future. Aon will work on providing benchmarks on pharmacy side.
* UK employees are getting more value on what they spend in contributions overall than all other comparator groups.
* Value extremely high for single plan enrollees and therefore room to lower employer contributions in this group while still providing excellent value for employees.
* HMO best value for employees, while EPO plan is by far the lowest. Richard suggested educating EPO members on this fact and consequently swaying them to choose other plans.

~ Stephen Burr mentioned limitations of HMO when out of state and in need of an urgent treatment facility. Richard noted that Live Health Online is an option for HMO members when traveling out of state and in need of urgent care. | No action needed. |
| **EEP Stats – Richard Amos** | Richard reported on the Employee Education Program (EEP) and Family Education Program (FEP).* EEP available to regular full-time employees and reimburses tuition for up to 18 hours per academic year for UK employees attending UK.
* Available for undergraduate and graduate level courses
* Maximum of 6-8 credit hours for two classes per semester.
* Graduate level tuition waivers above $5,250 in a calendar year are taxed as income.
* Employee must sign acknowledgement of taxation.
* Employees also receive letter that they must sign before tuition is reimbursed.
* If employees need individual counseling regarding their taxation, they can contact the Benefits office.
* FEP can be used for undergraduate level only and when EEP is not being used.
* Two parents can combine discount for one student.
* Eligible for study abroad.
* Eligibility continues in retirement if child was using program before retirement
* Discount is based on years of employment and ranges between 10-50% off tuition per semester.
* EEP costs for 2020 were $12,659,192 with $14,659,143 projected for 2021.
* Enrollment in UK classes has increased since tuition waiver program for other state universities ended.
* EEP & FEP are valuable benefits for employees and contribute to recruitment and retention.
 | No action needed. |
|  |  |
| **Meeting convened – Myrin Roberts**  | Myrin Roberts ended the meeting at 3:15 PM.  |  |