

Employee Benefits Committee Meeting Minutes

March 17, 2022 2:00 PM

Teams

Presiding: Roberts, Myrin, Total Quality Improvement

Present: Alexander, Martha, Institutional Equity & Equal Opportunity
Burchfield, Kari, College of Arts and Sciences
Frazier, James, EVPFA – Risk Management & Admin Services
Lasley, Catie, Executive Director of Human Resources
Schagane, Amanda, Alumni Career Services
Shotwell, Christian, College of Agriculture, Food, & Environment
Sizemore, Megan, College of Communication and Information
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
Cox, Penny, Treasurer

Absent: Akpunonu, Peter, College of Medicine, Chem Safety/Environmental
Buchheit, Rudy, Dean, College of Engineering
Burr, Stephen, ITS Enterprise Systems
Chen, Gang, Pharmacology and Nutritional Sciences
Dugas, Gina, Associate Vice President for Finance & Administration/Acting Vice President of Human Resources
Martin, Angie, Planning, Budget and Policy Analysis
Miller, Stacy, Ag Extension Assistant Director
Sharpe, Joe, Athletics
Stamper, Shannan, Office of Legal Counsel
Swartz, Colleen, Vice President for Hospital Operations
Tearney, Michael, Retiree
Wilson, Kimberly, Chief Human Resources Officer

Recorder: Marianne Kuhn, Customer Service Representative

Agenda Item & Speaker	REPORT	ACTION
Call to order – Myrin Roberts	Myrin Roberts called the meeting to order at 2:04 PM.	No action needed.
Review of the February 17, 2022 Minutes	Myrin Roberts asked for review and approval of the minutes.	Minutes were approved by a show of hands.
Open Enrollment Presentation: Richard Amos	<p>Richard Amos presented on Open Enrollment 2022 - 2023</p> <p>Open Enrollment – April 27 – May 13</p> <ul style="list-style-type: none"> • Employees can make changes to health plans, add or re-enroll in Flexible Spending Accounts (FSA) and add more coverages such as life insurance and voluntary benefits. • Do nothing and your plans remain the same. Up to \$550 will rollover into FSA account. • No reductions in benefits for 2022-23. • Note: Additional hearing aid coverage for ages 17+ will be considered for next year. • High Deductible Saver Plan- Health Savings Account with plan; for individuals, UK contributes \$1,000 and for families, \$2,000. Employees can add up to \$2,650 for individual coverage or up to \$5,300 for family coverage. • UK PPO- Incentive to use UK Healthcare due to reduced co-pays and co-insurance. • Express Scripts Prescription Benefit: Managed by Know Your Rx Coalition • Delta Dental, UK Dental and EyeMed Vision – Premiums remain the same for 2022-23. • Flexible Spending Accounts <ul style="list-style-type: none"> - Healthcare FSA - Employees can contribute up to \$2,850 - Dependent Care FSA – Employees can contribute up to \$5,000 <p>New Benefits for 2022-23</p> <ul style="list-style-type: none"> • Hinge Health – End to end musculoskeletal care. • WinFertility – Family-building benefit solutions <ul style="list-style-type: none"> - \$10,000 lifetime maximum on fertility treatments - \$5,000 lifetime maximum on fertility prescriptions - Support for adoption and surrogacy • Inclusive Care – Offered by Anthem and available to all members. Especially helps those who identify as transgender to navigate care. • Health insurance costs have increased, and UK has increased contribution to cover them so that nominal premium increases will be incurred by members. 	No action needed.

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	<ul style="list-style-type: none"> - UK HMO – No increase in premiums; 43% of employees on this plan. - UK Saver – Premium increases range from \$3-\$8 monthly. - UK PPO & UK Indemnity – Premium increases range from \$4-\$12 monthly. - UK EPO – Increases range from \$11-\$26 monthly - UK RHP – Increases range from \$5-\$27 monthly • LiveHealth and TeleCare online visits remain at no cost to employees - Prudential is the new vendor for life insurance and accidental death and dismemberment. (Rates decreased for optional life insurance. - During Open Enrollment, employees can add up to 5x their salary, up to \$500,000 and/or up to \$30,000 for spouse, guaranteed issue. - Voluntary AD&D maximum increased to \$1 million. <p>More Ways to Access Benefits</p> <ul style="list-style-type: none"> • Team Blue Clinic, added by UK Healthcare, is primary care dedicated to UK employees and their families on UK healthcare plans. • Telemedicine options are LiveHealth Online and UK TeleCare. <p>Voluntary Benefits</p> <ul style="list-style-type: none"> • Administered by the MPM Group (www.thempmgroupllc.com) • Short-term disability insurance is the most popular benefit. • MetLaw – Provides access to attorneys for wills, trusts, contract reviews, etc. Richard has used this service with great success. • Cancer Insurance, Critical Illness, Accident Insurance, Pet Insurance, Auto and Home Insurance & Universal life insurance are some of the other voluntary benefits available. <p>More Benefits and Well-Being</p> <ul style="list-style-type: none"> • Nutrition Support <ul style="list-style-type: none"> - Eatwell is personalized nutrition program provided by licensed dietitians. \$500 value is free to employees. - Wondr Health is online weight management program; cost is covered by health plans. - Community Supported Agriculture (CSA) Voucher – 11 farms participating this year. • Physical Activity <ul style="list-style-type: none"> - MoveWell Gym is employee-dedicated fitness center. \$5 per month for online access; \$7 per month for employee only and \$20 per month for access to all fitness centers. <ul style="list-style-type: none"> ○ Group fitness classes ○ Exercise consultations 	

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	<ul style="list-style-type: none"> - MoveWell Rewards – Physical activity incentives • Financial Well-being Offerings <ul style="list-style-type: none"> - Enrich - Online tool for money decisions and education; one-on-one consultations. - TIAA & Fidelity Advisors – Online, onsite and virtual meetings for financial planning. <ul style="list-style-type: none"> o Both vendors present virtually on financial well-being topics throughout the year. - SAVI – Public Student Loan Forgiveness program navigation. - KY Saves 529 Plan – Employees can contribute to education savings account. - Employee Discount Program - GreenPath – Debt consolidation offered through TIAA. • Overall Well-being – UK offers many programs such as Future Moms, Elder Care, stress reduction counseling, counseling with licensed therapists and health coaching. Challenge is to educate employees on what is available. 	
Feedback/Input Process Improvement - Richard Amos	<p>Goal: Broader socialization/shared governance with EBC being HUB that considers all inputs.</p> <p>Outcome: Elevation of EBC; increased faculty and staff input into final recommendations.</p> <ul style="list-style-type: none"> • Process would start with ideas being presented to Staff Senate and University Senate focus groups or subcommittees. Ideas can initially come from EBC. • Their input and feedback would be considered by EBC. • EBC makes final recommendations to HR Benefits • HR Benefits presents to UK Administration. • Gail Carbol asked committee to think about ideas to support recruitment and retention. <ul style="list-style-type: none"> - Amanda Schagane who is a Staff Senate representative, spoke about a list of ideas created by the Recruit, Hiring and Retain workgroup for Staff Senate leaders that could be shared with EBC committee. - Catie Lasley spoke about feedback from interns regarding a financial well-being program from another university called “Money Plus”; UK offers the same type of benefits, but they were enamored with the catchy name. Suggested that creatively marketing what’s available could garner employees’ attention. 	No Action Needed
Other Business – Myrin Roberts	Fidelity will make presentation at April meeting.	
Meeting convened – Myrin Roberts	Myrin Roberts ended the meeting at 2:50 PM.	