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

**Present**: Greer, Jennifer, Dean, College of Communications, and Information

Hahn, Grace, Student Success

Herzog, Le Anne, College of Agriculture, Food and Environment

Martin, Angie, Planning, Budget, and Policy Analysis

Martin, Troy, Libraries

Miller, Stacy, Ag Extension Assistant Director

Stamper, Shannan, Office of Legal Counsel

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

Ward, George, EVPFA – Executive Director Coldstream Research Park & Real Estate

Ex Officio:

 Beatty, Azetta, Manager, Work Life

Carbol, Gail, Benefits Manager

Cox, Penny, Treasurer

Lasley, Catie, AVP HR Operations

Vega, Leslie, HR Informatics Business Partner

**Absent:** Adkins, Todd, Risk Management

 Burr, Stephen (Chair), ITS

Buchheit, Rudolf, Dean, College of Engineering

Doty, Christopher, COM – Emergency Medicine

Dugas, Gina, Associate VP for Finance & Administration/Acting VP and Chief Human Resources Officer

 Ensman, Jody, Manager, Health and Wellness

Martin, Angie, Planning, Budget, and Policy Analysis

Routt, Thalethia, Office of Institutional Equity and Equal Opportunity

Schagane, Amanda, Alumni Relations

Swartz, Colleen, Vice President for Hospital Operations

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

**Recorder**: Horton, Natasha, Benefits Data Team Analyst

| **Agenda Item & Speaker** | **REPORT** | **ACTION** |
| --- | --- | --- |
| **Call to order – Richard Amos** | Richard Amos called the meeting to order at 11:02 AM.  | No action needed. |
| **Review of the** **January 17 Minutes** | Richard Amos asked for review and approval of the minutes. * Penny Cox approved. Troy Martin seconded.
 | Minutes were approved by a show of hands. |
| **Benefits Equity: Azetta Beatty** | * A paid service that would evaluate all benefits offered by UK.
* Focuses on: Financial, Health, Work, and Life.
* Utilized five critical questions/categories: Availability, Adequacy, Accessibility, Affordability, and Awareness.
* Report would provide a DEI model to show where we stand on the journey.
* Three phases on scorecard delivery approach: (Phases 1 and 2 are over 8-9 weeks)
1. Analyze programs based on assessment and maturity level. Receive a maturity heatmap.
2. Host 1-2 employee focus groups and conduct surveys to capture employee sentiment about benefits. Receive a workshop to review the insight and recommendations.
3. Delivery phase where information is presented to stakeholders.
* There are things we could stop offering as an outcome. The frequency of assessment is determined as to what is the best option for UK.
* Azetta will check to see if retirees are included.
 | No action needed. |
| **Dental Plan Benchmark Review Part 2– Gail Carbol** | * Aon benchmark data shows our plan is comparable or better. Median individual deduction is $50.00 and UK offers $25.00. Family deductible median is $150.00 and UK offers $75.00. Increasing the maximum will mean everyone’s premium will increase. Discussion of looking into a buy-up option or orthodontia.
* Plan maximum at UK is $1,750.00 and the median from Aon data is $1,500.00.
* UK Orthodontia is $1,000.00 and the median from Aon data is $1,500.00.
* Takeaways: Look into buy-up cost options, ask for orthodontia increase.
 | No action needed. |
| **Health Benefits Plan Renewal – Richard Amos** | * Higher claims year and UK is expected to have a loss and to use a portion of the reserves per Aon actuary and UK BFA accrual report.
* UK has held premium increases for employees low and has not reduced benefits in prior years.
* To achieve a smooth change for 2023-2024, a combination of change to premiums and plan designs must be considered to utilize minimal use of reserves. A combination approach allows for moderation and not just having a higher premium increase or a more noticeable benefit reduction (copays, deductibles, OOP, coinsurance – cost shifting)
* More to come – hopefully by March meeting.
* Suggestions and comments:
* Information and education on availability of urgent care options
* Moderated approach
* Discussion on communication ideas and how to reach more people
 | No action needed. |
| **Meeting convened– Richard Amos** | Richard Amos ended the meeting at 12: 25 PM. | No action needed. |