**Presiding:** Amos, Richard Chief Benefits Officer & Executive Director for KYRx Coalition

**Present:**

Baldwin, Dale, Managing Partner, The MPM Group\*

Doty, Christopher, COM – Emergency Medicine

 Greer, Jennifer, Dean, College of Communications, and Information

Martin, Angie, University Budget Office

Martin, Troy, Libraries

Miller, Stacy, Ag Extension Assistant Director

Routt, Thalethia, Office of Institutional Equity and Equal Opportunity

Vega, Leslie, HR Informatics Business Partner

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

Ex Officio:

Albrecht, Travis, Know Your RX (KYRX) Representative

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

Boelhauf, Marissa, Know Your RX (KYRX) Representative

Beatty, Azetta, Manager, Work Life

Carbol, Gail, Benefits Manager

Cox, Penny, Treasurer

Ensman, Jody, Manager, Health and Wellness

Lasley, Catie, AVP HR Operations

**Absent:**

 Buchheit, Rudolf, Dean, College of Engineering

 Burr, Stephen (Chair), ITS

 Frederick, Melissa, Chief Human Resources Officer

 Hahn, Grace, Student Success

 Harned, Lyndall, Agriculture Extension Agent

Stamper, Shannan, Office of Legal Counsel

Swartz, Colleen, Vice President for Hospital Operations

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

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

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

**\***Denotes Guest Speaker

| **Agenda Item & Speaker** |  | **ACTION** |
| --- | --- | --- |
| **Call to order – Richard Amos** | Richard Amos called the meeting to order at 11:00 AM. | No action needed. |
| **Review of the** **October 24, 2023** **Minutes** | Richard Amos asked for review and approval of the minutes.* Troy Martin approved. Jennifer Greer seconded.
 | Minutes were approved by a show of hands. |
| **MPM Group Voluntary Benefits:** **Dale Baldwin\***  | MPM Group offers a voluntary benefits program.* Most are portable and pre-tax.
* Easy to navigate website for UK Employees.
* Accident Insurance
* Accidental Injuries (car, sports, and on-the job).
* Short-term Disability (most popular with 5,000 enrolled).
	+ 14-day elimination period.
	+ New hire, guaranteed issue.
	+ Covers pre-existing conditions.
	+ Maternity leave if already pregnant for newly eligible employees.
	+ Surgeries.
* Critical Illness (new, 1500 enrolled).
	+ Strokes.
	+ Cardiac arrest.
	+ Bypass surgeries.
	+ Major organ transplants.
* LTD Buy-Up to purchase additional coverage.
* Pet Insurance with Nationwide.
* Dental through Delta Dental (no increase for the next two years).
* AD&D up to $1 million.
* Group Cancer Insurance (since 1998) 2,500 participants.
	+ Guaranteed coverage during first 60 days of employment.
	+ Covers 29 other specific diseases.
* Universal Life (guaranteed coverage during first 60 days of employment).
* MetLaw Group Legal Insurance provided by MetLife.
* Auto and Homeowners provided by Farmer’s.
* Vision through EyeMed.
* Group Term Life Insurance from Prudential (5 times salary, 8 times maximum).
 | No action needed.  |
| **Hinge Health Pelvic Health Coverage:****Richard Amos** | * Hinge Health is a Musculoskeletal Service offered.
* Now includes women’s pelvic health.
 | No action needed. |
| **SAVI Participation Update:****Gail Carbol** | * SAVI is the coordinator of the public student loan forgiveness program for which UK qualifies.
	+ Pay the minimum payment over a ten-year period.
	+ Help waive any remaining balance after ten years.
	+ No cost to UK.
	+ 402 premium users pay $60.00 a year for Savi Essential as a student loan advocate.
	+ 14,155 users including the 402 are registered.
	+ $62 million under management with UK and projected to forgive $35.5 million at end of ten years.
 | No action needed. |
| **Other Discussion:****Richard Amos** | * Benefits Optimization Project will begin on November 30, with a meeting of work groups.
* Benefits Review to ensure UK investment in benefits is what employees value.
* Fidelity approved vendor to assist.
* Process of getting feedback from focus groups and other sources.

Project relates to recruitment and retention.* Medicare Advantage Plan for Retirees
* Baptist Health will continue to see UK retirees on the Medicare Advantage plan without loss of benefits or add cost as and out of network provider.
* United is still negotiating to get Baptist in the network.
* United Healthcare’s Medicare Advantage representative speaking in the December EBC meeting.
 |  |
| **Meeting adjourned-Richard Amos** | Richard Amos ended the meeting at 12:00 PM |  No action needed. |