**Presiding:** Burr, Stephen (Chair), ITS

**Present**: Adkins, Todd, Risk Management

Alvarez, Michelle, United Healthcare Representative\*

Doty, Christopher, COM – Emergency Medicine

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

Miller, Stacy, Ag Extension Assistant Director

Routt, Thalethia, Office of Institutional Equity and Equal Opportunity

Rudy, Melanie, United Healthcare Representative\*

Schagane, Amanda, Alumni Relations

Stamper, Shannan, Office of Legal Counsel

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

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

Lashley, Catie, Executive Director of Human Resources

**Absent:** Beatty, Azetta, Work Life

Buchheit, Rudolf, Dean, College of Engineering

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

Martin, Troy, Libraries

Swartz, Colleen, Vice President for Hospital Operations

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

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

\* Denotes a Guest Speaker

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Stephen Burr** | Stephen Burr called the meeting to order at 3:30 PM.  | No action needed. |
| **Review of the** **October 18 Minutes** | Stephen Burr asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Medicare Advantage Plan Report:****Michelle Alvarez and Melanie Rudy** | Age requirement is to be 65 and older.Step One: Enroll in Part A (hospital/inpatient) and Part B (outpatient)Step Two: Add Medicare C (combined A and B)* This is a National PPO plan that is customized specifically for UK.
* 5-star rating for 2022 and 2023.
* $0 annual physical/wellness visit
* Additional benefits with the plan include House calls, Renew Active, Virtual visits, Mental/Behavioral health support, 24/7 nurse support, Hearing Aid assistance, United Healthcare Health at Home, Personal Emergency Response System (PERS), Rally Coach program, and other discount programs.
 | No action needed. |
| **Kroger Pharmacy Update:****Richard Amos** | Effective January 1, 2023, Kroger will be leaving Express Scripts and will not be able to be used with UK insurance plans. However, UK is working directly with Kroger to try and negotiate a separate arrangement.* Notification was sent out to anyone with UK insurance notifying them of the change. The notification also encouraged use of UKHC pharmacy for prescriptions which would have cheaper co-pays. Side note: Chandler Pharmacy is open 24/7.
* Suggestion to have additional communication sent about the benefits of using UKHC Pharmacy, locations, and times, etc. Employees and dependents using UKHC Pharmacies are a win-win. UK Pharmacies discount prescriptions and now have the technology to auto verify FSA card payments. Mail order is available as well.
 | No action needed. |
| **Retirement Plan Eligibility Update:****Richard Amos** | The proposal submitted by the Retirement Planning Committee to Dr. Eric Monday regarding the change of age of participants for the matching retirement plan is still pending and waiting for final approval. | No action needed. |
| **Staff Senate Inquiry List:****Richard Amos/Catie Lashley** | Suggestions from the Staff Senate and more feedback to follow include:* Increasing the maximum dental benefit
* Hearing Aid access
* Scaled benefit cost based on pay (Tiered premium structure)
* Discounts based on preventive annual care
 | No action needed. |
| **Benefits Plan Design Recommendations – Stephen Burr** | Suggestions include:* Flexible Spending Account – Is there any way this can be an automatic renewal like the health plans? Suggestion of a text-opt in alert a month to remind employees to re-enroll during Open Enrollment.
* Leave (sick vs. vacation time) – This would be a conversation to have with Employee Relations. The 90-day orientation period is most difficult to manage.
* Scaling parking – Employees with lower salary have cheaper rates? Discussion of scaling occurred years ago and there was concern about the difficulty of using a set salary as the determinant for the cost (always be a person making $1 over).
 | Suggestions and input received from committee members. Further research will be completed to bring back to the committee. |
| **Meeting convened – Stephen Burr** | Stephen Burr ended the meeting at 4:36 PM. | No action needed. |