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

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

 Beatty, Azetta, Work Life

Dame, Curt, AON Representative \*

Greer, Jennifer, Dean, College of Communications and Information

Hall, Angie, AON Representative \*

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

Routt, Thalethia, Office of Institutional Equity and Equal Opportunity

Saulino, Brian, AON Representative \*

Schagane, Amanda, Alumni Relations

Talbert, Tukea, Chief Diversity Officer EVPHA

Tearney, Michael, Retiree

Ex Officio:

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

Cox, Penny, Treasurer

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

Lashley, Catie, Executive Director of Human Resources

**Absent:** Buchheit, Rudolf, Dean, College of Engineering

Carbol, Gail, Benefits Manager

Doty, Christopher, COM – Emergency Medicine

Hahn, Grace, Student Success

Stamper, Shannan, Office of Legal Counsel

Swartz, Colleen, Vice President for Hospital Operations

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

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

**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 2:46 PM.  | No action needed. |
| **Review of the** **September 20 Minutes** | Stephen Burr asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Retirement Plan Eligibility:****Richard Amos** | Richard Amos discussed the recommendation submitted to Dr. Eric Monday from the Retirement Planning Committee for their proposal. The initial proposal to Dr. Monday was to change the age of participants for the matching retirement plans.* July 2023 – all full-time employees ages 27 – under age of 30 required to participate.
* July 2024 – all full-time employees ages 24 – age 27 required to participate.
* July 2025 – all full-time employees required to participate regardless of age.

Dr. Monday asked the retirement committee to consider grandfathering existing under age 30 employees not on the matching plan and plan for new employees to start having lower ages to automatically be in the matching plan. The retirement committee sent back a similar plan to his recommendation. Upon final approval, we will inform the EBC. | No action needed. |
| **AON Benchmark Study Results:****Curt Dame, Angie Hall, and Brian Saulino** | * Presentation of the Aon Bench Health Value Initiative (HVI) for 2022.
* UK health premiums are significantly lower than all benchmarks.
* Weighted employee contributions and out-of-pocket cost for all UK plans is lower than all comparator groups.
* UK plans are more financially efficient than comparator groups.
* UK employees are getting more value for what they spend in contribution overall than comparator groups.
* Richard Amos sent the Aon PowerPoint presentation to the committee to allow for further reviewal of the presentation. \*If you need to be resent the PowerPoint presentation, please let us know\*
* After presentation from Aon, a suggestion was made to provide examples to employees during Open Enrollment to show that UK cost is below the benchmark.
 | No action needed. |
| **Retiree UHC Medicare Update: Richard Amos**  | There will be no increase in cost for 2023. Premiums for medical and the prescription premium will remain the same. | No action needed. |
| **Benefits Plan Design Recommendations – Stephen Burr** | Suggestions include:* Lunch, Listen and Learn series.
* Employee Benefits Committee can be ambassadors and help share information.
* Improve on communication about changes.
 | Suggestions and input received from committee members. |
| **Meeting convened – Stephen Burr** | Stephen Burr ended the meeting at 3:54 PM. | No action needed. |