

Employee Benefits Committee Meeting Minutes
 March 24, 2014 10:00-11:30 AM
 231 Student Center

Presiding: Harris, Bill, Chair, EBC

Present: Carwile, Debbie, Compensation

Cox, Penny, AVP Administration & Finance

Erway, Ed, UK Healthcare Finance

Krauss, Susan, Asst. Treasurer-Endowment Services

Sizemore, Stephen, Library Administration

Veach, Rosemary, Agriculture

Wilson, Kimberly, VP Human Resources

Payne, Joey, Chief Benefits Director

Carbol, Gail, Benefits Manager

Ensmann, Jody, Wellness Manager

Recorder: Jolie Preston, Employee Benefits

Agenda Item & Speaker		REPORT		ACTION	
Call to order – Bill Harris		Mr. Harris called the meeting to order at 10:00 a.m.		No action needed.	
Review/Approval Of 02/18/2014 Minutes - Bill Harris		Mr. Harris moved to pass the EBC minutes for the February 18, 2014 meeting. Susan Krauss made a motion. Ed Erway seconded the motion. Motion carried.		The minutes will be posted on the EBC web site.	
Open Enrollment Presentation – Gail Carbol and Jody Ensmann		Gail Carbol presented the 2014 Open Enrollment Presentation. The key points for fiscal year 2014/2015 are: <ul style="list-style-type: none"> • Benefits Open Enrollment Dates are Monday, April 28th – Friday, May 16th (this is one week later to conform to the UK Academic calendar). • The UK health plans will have a small premium increase of \$1-\$7 per month for UK-HMO, UK-PPO and UK-RHP plans. UK-EPO premiums will increase between \$5 -\$14 per month. • Delta Dental premiums will remain unchanged and UK Dental premiums will increase between 1 – 10%. • There will be a new \$500 rollover to the Medical Flexible Spending Account in place of the 2 ½ month grace period to incur claims. This is the plan change the Committee approved on the 2/18/2014 meeting. • Following ACA requirements, health plan out-of-pocket maximums will include all deductibles, copayments, and coinsurance excluding prescription coinsurance (prescription coinsurance will be included in the out-of-pocket maximum in 2015). • Dependent Life coverage will have a \$20,000 option available and the \$5,000 option will be discontinued. Participants who have currently elected \$5,000 will automatically be increased to 		No Action Needed.	

<p>Meeting convened-Bill Harris</p>	<p>\$10,000 if no changes are elected during Open Enrollment. AD&D will have a rate decrease for the 2014/2015 fiscal plan year.</p> <p>Jody Ensmann presented on a transitioning rewards opportunity from Healthtrac Rewards to a new and improved method for fiscal year 2014/2015. The University of Kentucky Health & Wellness Program is taking the next step toward making it easier for you to make good health pay, by providing a new opportunity for UK employees, retirees and their spouses/sponsored dependents to earn money while increasing awareness of their health status. The UK Health & Wellness will continue to provide core services such as free one-on-one support with nutrition, tobacco and exercise experts and more!</p> <p>Several questions were posed by Committee members:</p> <ol style="list-style-type: none"> 1. How much, for example, is the out-of-pocket maximum? \$6,350 per member; \$12,700 per family. 2. What is the decrease for therapy visits under UK-PP0 and UK-EPO? It will decrease \$20 per visit. 3. Did Flexible Spending debit cards automatically issue last year? Yes, but they will only issue a new card for fiscal year 2014/2015 to new enrollments; current enrollees will have their current cards reloaded with elected amounts for fiscal year 2014/2015. 4. Are dates and times of the Open Houses on the website? Not yet, but they will be added soon. <p>Susan Krauss questioned what is being done to allow donations to the CRISIS program to be tax deductible? Kim Wilson responded, Mike Ritchie had been working on this but it could take several years. Ms. Krauss commented on the cost involved with the exercise of filing for tax exempt status; however the Staff Senate had been working on setting up a separate foundation that would be tax deductible. Joey Payne stated he felt it was a worthy organization and would receive more donations if it were tax deductible.</p> <p>Mr. Payne shared the RFP's for Delta Dental and Life Insurance resulted in no increases for Delta Dental and the University's cost for Basic Life was decreased by 60%. This savings will go towards offsetting budget cuts.</p> <p>The committee members stated, well done on getting good rates for fiscal year 2014/2015!</p> <p>Mr. Harris ended the meeting at 10:45 a.m.</p>	<p>No action.</p>
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