**Presiding:** Roberts, Myrin, Total Quality Improvement

**Present**: Baek, Tae Hyun, CI/Integrated Strategic Communications

Buchheit, Rudy, Dean, College of Engineering

Burchfield, Kari, College of Arts and Sciences

Burr, Stephen, ITS Enterprise Systems

Chen, Gang, Pharmacology and Nutritional Sciences

Dugas, Gina, Associate Vice President for Finance & Administration/

Miller, Stacy, Ag Extension Assistant Director

Shotwell, Christian, College of Agriculture, Food, & Environment

Sizemore, Megan, College of Communication and Information

Tearney, Michael, Retiree

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

Martin, Angie, Planning, Budget and Policy Analysis

Stamper, Shannan, Office of Legal Counsel

Wilson, Kimberly, Chief Human Resources Officer

**Guests:** Dale Baldwin, The MPM Group

 Jeff Dues, Delta Dental

 Jessica Willis, Delta Dental

**Absent:** Akpunonu, Peter, College of Medicine, Chem Safety/Environmental

Alexander, Martha, Institutional Equity & Equal Opportunity

Cox, Penny, Treasurer

Frazier, James, EVPFA – Risk Management & Admin Services

Lasley, Catie, Executive Director of Human Resources

Schagane, Amanda, Alumni Career Services

Sharpe, Joe, Athletics

Swartz, Colleen, Vice President for Hospital Operations

**Recorder**: Marianne Kuhn, Customer Service Representative

| Agenda Item & Speaker | REPORT | ACTION |
| --- | --- | --- |
| **Call to order – Myrin Roberts** | Myrin Roberts called the meeting to order at 2:03 PM.  | No action needed. |
| **Review of the November 18, 2021 Minutes** | Myrin Roberts asked for review and approval of the minutes.  | Minutes were approved by a show of hands. |
| **Voluntary Benefits Annual Review – Dale Baldwin** | Dale Baldwin of The MPM Group presented on available voluntary benefits. Website: http://www.thempmgroupllc.com**Critical Illness Coverage** – New benefit that covers major health events like heart attacks, strokes, cardiac bypass surgery, organ and bone transplants and kidney failure.* Benefits available from $5,000 - $50,000.
* Pre-tax premiums based on age and smoker or non-smoker
* Currently about 600 participants with growth expected.

**Short-Term Disability** – Most popular benefit with mental illness now eligible for coverage.* New plan through Trustmark (Paycheck Protect) has lower premiums (pre-tax).
* Pre-existing condition clause waived for new UK employees.
* Can now go up to 70% percent of salary.

**Group Cancer Insurance** also covers 29 other diseases.* $100 health benefits for wellness check and premiums are pre-tax.

**Accident Insurance** helps cover unexpected costs due to injury accidents including sports-related.**Universal Life Insurance** – Transportable into retirement with no increase in premiums.**MetLaw** – Gives access to attorneys for planned and unplanned legal events for low monthly fee.* Also includes credit monitoring and identity theft protection.
* Available to retirees.

**Long-term Disability Buy Up** – Can purchase additional coverage equal to 10% of salary. Payable to employees eligible for long-term disability.**Pet Insurance** – Participation has increased 40% over the last year. Can link to Nationwide page that is UK centric and user-friendly. Website: https://benefits.petinsurance.com/uky**Auto and Home Insurance** – Administered by MetLife; rates are competitive**Basic Life Insurance and AD & D** plans are being bid out by the MPM Group. It is expected that during 2022 Open Enrollment, employees can increase plans from 1 x salary up to $375,000, guaranteed issue. Richard noted that one or two members of the EBC will be asked to serve on RFP committee. | No action needed. |
| **Delta Dental Annual Review – Jeff Dues & Jessica Willis** | Delta Dental has partnered with UK for 14 years* Basic Plan – 5,648 enrolled; $25/Single Deductible & $75/Family Deductible per year
* Average standard deductible for dental plans offered by other employers in KY is $51.50
* Enhanced Plan – 8,401 enrolled; $25/Single Deductible & $75/Family Deductible per year
* Annual maximum payment has been raised from $1500 to $1750 for Enhanced and Basic plans, but rates will remain the same with no increase for two years.
* Average max payment for other Kentucky employers is only $1,000 per year.
* 5% decrease in utilization has allowed rates to remain the same.
* Plans are PPO Plus Premier which means deeper discounts
* Range of 10%-30% discount on cost of dental services
* 61% of dentists in Kentucky participate in the PPO
* Peer review revealed that approximately 3800 employees did not go to the dentist during Q3 2020 – Q2 2021.
* Approximately 1900 employees have not been to dentist for two years.
* Jeff suggested mailer be sent to these employees to remind them that they have 2 free cleanings per year; Delta Dental covers cost of mailer and sends to employees.
* Committee voted on, and approved by a show of hands, that Delta Dental send reminder postcard to employees in risk groups listed below:
* Periodontal members with no follow-up for one year.
* Children with no visit for one year.
* Members with serious condition that became no visit.
* Adults who have no visit for two years.
* Healthy Mouth, Healthy Body program gives employees with certain medical conditions up to four free cleanings per year.
* Mobile Dental Unit could provide UK employees with opportunity for dental care on-site.
 | Delta Dental will send proof of postcard mailer for approval. |
| **Retirement Fund Distribution Update****Richard Amos** | Richard reported on revenue credit accounts – Revenue credit accounts are provided to UK to offset retirement plan expenses.* Total revenue credit account service credit for TIAA and Fidelity is $3,054,203.62.
* 90% is given back proportionately to participants and appear on quarterly statements. Credits are invested in correlating funds.
* Helps UK offset administrative and marketing costs for administering plans.
 |  |
| **Welcome and Introduction of Gina Dugas** | Gina Dugas is the new Acting VP of Human Resources during the transition period until Kim Wilson retires and while the search for Kim’s replacement takes place. She will also continue in her current role as Associate VP for Finance and Administration. |  |
| **Meeting convened – Myrin Roberts**  | Myrin Roberts ended the meeting at 3:07 PM.  |  |