

**November 16, 2023**

*Virtual Zoom Meeting*

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| **PRESENT** |
| **Committee Members:** |
| **Crystal Ary** | **Don Clothier** | **Carol Clure** | **Diana Fitzpatrick** |
| **Nancy Geiger** | **Susan Hahn** | **David Howard** | **Rebecca Larson** |
| **Vince Lepak** | **Beth Sullins** | **Danielle Walker** | **Will Wayne** |
| **Celeste Wirsig-Wiechmann** |  |  |  |
| **Others:** |  |  |  |
| **Joey Bagnaro** | **Lee Camargo-Quinn** | **Jamil Haynes** | **Kyle Hays** |
| **David Kaine** | **Ashley Langley** | **Sondra McDonald** | **Sara Risker** |

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| **ABSENT** |
| **Committee Members:** |
| **Fran Ayres** | **Brenda Barnes** | **Fernando Esteban Florez** |  |

**Call to Order:**  1:31P.M.

**Approval of October Minutes**

* (Clothier) moved to approve the October minutes.
* (Wirsig-Wiechmann) seconded.
* October minutes unanimously approved.

**Benefits & Retirement Update**

(Hays, Aon)

* **Medical Plan Performance:**
	+ Through September, the medical plan is running above budget. In 2022, the medical plan ran $1.6M above the expected costs. For 2023 (through September), the medical plan is running $11M above the expected costs. During 2022, the plan ran 1.6% above expected cost. YTD in 2023, the plan is running 13.3% above expected cost. August and September were bad months. August was 20% higher than expected and September was 27.9% higher, or $2.6M more, than expected.
	+ In 2023, there have been 134 high-cost claimants (greater than $100K claims). 18 of those high-cost claimants occurred in September. 134 people represents less than a percent of the total population, which are causing 29% of our total cost.
	+ Gross prescription claims have increased 18% verses 2022 levels while gross medical claims have increased 11% verses 2022 levels.

(Camargo-Quinn)

* **Open Enrollment:**
	+ Open Enrollment is now closed. We sent out an email to the campus asking employees to review their confirmation statement for accuracy. If employees find errors, they can email the benefits teams to correct those errors until Friday, November 17.
	+ We are not seeing any drastic changes in enrollment looking at 2023 verses 2024. We did not make any changes to the plans, and it was a passive enrollment, so we are seeing employees staying in their current plans.
* **RFP’s:**
	+ We will have at least one, possibly two, RFPs in 2023. The one RFP that we will for sure have in 2023 is our stop-loss RFP. Stop-loss is the insurance the University takes to cover high-cost claims (for claims over $585,000).
* **Dependent Audit:**
	+ We are still planning on doing a dependent audit, which will look more likely to begin in 2024. We are finalizing the contracts with Ascensus (also called UnifyHR). Once that is finalized, we can begin the implementation process.
* **Dependent Child Tuition Waiver (DCTW):**
	+ We extended Open Enrollment by an additional week due to a few changes in the Dependent Child Tuition Waiver (DCTW) requirements. These changes will be effective January 1, 2024.
		- Employees applying for the DCTW are no longer required to carry their dependents on the medical plan to be eligible for the DCTW. This requirement is also removed for retirees.
			* When applying, employees will have to provide documentation that the student is their legal dependent.
		- A death benefit for the DCTW will be added for a student whose parent passes away while actively employed by the university and for retirees whose dependents are currently enrolled. This tuition waiver benefit will not exceed a total of five years or ten fall/spring semesters, provided all other criteria are met.
		- Submission deadlines for the DCTW will also be adjusted to better align with faculty and staff hire dates. The new submission deadlines are as follows:
			* Summer Semester: May 1 (no change)
			* Fall Semester: August 31 (was previously July 1)
			* Spring Semester: January 31 (was previously December 1)
* **Extended Sick Leave:**
	+ The Extended Sick Leave (ESL) benefit can currently be used for your own health condition after you use 40 hours of PTO. Effective January 1, 2024 (pending Board of Regents approval), ESL can be used for the care of an immediate family member.
		- All rules associated with FMLA and defined by the U.S. Department of Labor will need to be met by the employee, including working 1,250 hours during the 12 months prior to the start of leave.
		- ESL use for the care of an immediate family member will still require that the first five days be reported as PTO for staff and 12-month faculty.
		- For nine-month faculty who do not accrue PTO, they will not need to be on leave without pay for five days prior to utilizing their ESL.
		- ESL for the care of an immediate family member may not exceed 11 weeks for staff members and 12-month faculty and not exceed 12 weeks for nine-month faculty.
* **2024 Retirement Limits:**
	+ The IRS released the 2024 retirement contribution limits. The new limit is $23,000 ($500 increase from 2023). The catch-up contribution for employees aged 50 and older remained the same at $7,500. We will send a communication out to the campus highlighting these new limits so employees can start planning for next year. The email will also explain how and when employees can make changes to their contribution amounts.
		- You can contribute the maximum amount to both the 403(b) and the 457 plans for a maximum of $46,000 (if you are under age 50) or $66,000 if you are age 50 or older.

**Wellness Update**

 (Camargo-Quinn)

* Registered Users: 6,266
* Please remember the fourth quarter is shortened and all points for 2023 must be logged by November 30th to receive the fourth quarter incentive item and the 2023 incentive payout.
* Programming for December will slow down so that the Wellness team can administer the financial incentive and close everything out for 2023. They will also be finalizing programming and working on opening everything up for 2024. Keep an eye out for some great new programming that will be available in January.
* The fourth quarter incentive item will be a LiveWell branded Bluetooth speaker.

**Wrap Up / Adjournment**

* (Hahn) noted that the EBC historically cancels the December meeting. (Hahn) asked for any opposition to cancelling the December EBC meeting.
	+ No opposition was received from the committee.
	+ The December EBC meeting is cancelled.
* (Clure) moved to adjourn the meeting.
* (Geiger) seconded.
* Meeting Adjourned at 1:56 P.M.