

WORKING GROUP MEETING

Group Name:	Benefits Advisory Committee
Date:	November 12, 2021
Time and Location:	9:00 AM – 10:00 AM CST Zoom

ATTENDEES

<input checked="" type="checkbox"/>	Winifred Williams, Ex-Officio	<input checked="" type="checkbox"/>	Jodi Goode, Staff Council
<input checked="" type="checkbox"/>	Danielle Hanson, Ex-Officio	<input checked="" type="checkbox"/>	Peter Kotowski, University Senate
<input checked="" type="checkbox"/>	Heather Chester, Staff Council	<input type="checkbox"/>	Vacant, Univ. Representative
<input type="checkbox"/>	Vacant, Univ. Representative	<input checked="" type="checkbox"/>	Juana Arauz, Univ. Representative
<input checked="" type="checkbox"/>	Jennifer O'Rourke, Faculty Council	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Stephen Rushin, Faculty Council	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Tisha Rajendra, University Senate		

MINUTES

1. Minutes

Stephen Rushin moved to approve the minutes. This motion was seconded and approved without objections. Minutes adopted.

2. Winifred Williams Update on Survey

Survey will go out to the public on Monday morning (Nov. 15). The intent of the survey was to get a sense about community sentiment on medical benefits and education benefit. The goal of the survey is to get a more comprehensive understanding of community sentiment.

The survey was submitted to OIE and has been prioritized. President Rooney and senior leadership asked to have additional questions over other benefits added to the survey (e.g., 403(b) retirement program, short term disability, etc.). So, the survey will be a bit longer than the version we initially reviewed. There are also questions about physical health and mental wellbeing added to the survey. And they added discussion of wellness during the pandemic. The goal was to avoid administering multiple surveys.

Winifred/Danielle shared the link to the finalized survey via the chat function for members of the BAC to review. They anticipate the survey will take 15-20 minutes to complete.

Heather Chester asked whether there were incentives to finish the survey, since it is particularly long. There are currently no plans to offer any incentives to finish the survey. But Winifred asked us to reach out to our colleagues to encourage them to complete the survey and convey the importance of the survey responses in developing benefits policy going forward.

Jodi asked about extending the survey for an additional week to account for the Thanksgiving holiday. Winifred agreed.

3. Danielle Hanson Update on Open Enrollment

The three medical healthcare options remain the same, but we have the new salary bands as discussed in the prior meeting. We now have four salary bands. There will also be expanded behavioral health resource (coming first quarter 2022). They are still reviewing the contract for this new resource, but they will share more information when it becomes available.

These new offerings will allow folks to have access to virtual providers with more ease, even if it doesn't fully address the full range of concerns expressed by employees regarding behavior health services. This is not a one-for-one replacement of in-person behavioral health services, but an additional/supplemental benefit.

Tisha explained that her perception of the community concern regarding Aetna had more about the size of the provider network, not the need for in-person versus virtual visits.

4. Trinity Health and Aetna Contract Negotiation Update

As of right now, there are no changes to our medical plan. Danielle communicated that Trinity Health extended the Aetna contract until January 31, 2022. That is good news. That is another month of ensuring the Loyola Medical Center and affiliated hospital continue to accept Aetna. She will continue to update us. This applies not just to Loyola but to hundreds of hospitals across the country. These kinds of public negotiations are common in the past. This is the leveraging power insurance companies and hospitals use to get an advantage during negotiations.

5. Other Changes to Benefits

The IRS limit on FSA contribution increased slightly. The annual fee for Transamerica changed slightly. The allowable amount for transit also changed.

6. Issues for Future Meetings

Tisha recommended a future evaluation of the Health Power Assessment and whether it provides sufficient benefits to justify the cost of administration.

Heather asked about any plans by HR that we should know about going into the coming year. Is there a time each year when HR makes these kind of decisions and what role can the BAC play in advising main university during this earlier decision-making process? Winifred replied with an answer of how the university and HR decision-making process operates.