

**WORKING GROUP MEETING**

<b>Group Name:</b>	Benefits Advisory Committee
<b>Date:</b>	September 24, 2021
<b>Time and Location:</b>	9:00 AM – 10:30 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 checked="" type="checkbox"/>	Kelli Evans, Univ. Representative
<input type="checkbox"/>	Vacant, Univ. Representative	<input checked="" type="checkbox"/>	Juana Arauz, Univ. Representative
<input checked="" type="checkbox"/>	Allen Shoenberger, 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

Kelli and Juana moved to approve the minutes from our previous meeting without objection. Minutes adopted.

2. Review and Status Update for BAC Survey

Danielle reminded us that the survey was approved in the prior meeting. Winifred discussed the timing of administering the survey. The plan is to administer the survey in the next couple weeks, possibly around the week of October 11. The results will help inform benefits offerings for 2023 and open enrollment for late 2022.

Office of Institutional Effectiveness (OIE) will do some refining of the survey and let us know if there are any changes needed before administration. The committee will need to review the results and make recommendations.

Tisha asked whether our names will individually be on the survey instrument to increase visibility and awareness. Winifred confirmed that the names of the Benefits Advisory Committee should appear on the email sent to faculty.

Heather requested some minor edits to the introduction to the survey instrument, which were accepted by the committee without objection.

3. 2022 Open Enrollment and Insurance Premiums by Salary Level

Danielle reviewed the current open enrollment period, including dates of the enrollment period, dates of

biometric screening, and flu shots. Tisha asked about an article in the *Atlantic* questioning the efficacy of these biometric screenings in reducing costs or increasing positive health outcomes. She asked whether we should do these screenings at all.

Several members of the committee expressed various concerns regarding privacy of medical information, secondary use of the data generated by this process, and the precision of the communications sent to university employees.

As for Open Enrollment for 2021, there are very few changes this year. But there is one change the university will make for 2022 related to tiered bands based on salaries. The new salaries bands will be (2) under \$50,000, (2) \$50,000 to \$80,000, (3) \$80,000 to \$150,000, and (4) over \$150,000. This will result in a 5% and 6% increase in contribution increase for those making \$80,000 to \$150,000 and over \$150,000 respectively. And it will result in reductions in contributions by 2% and 3% respectively for the lowest two income bands (under \$50,000 and between \$50,000 and \$80,000).

Danielle asked us to keep these new changes confidential until the university can roll out an official announcement. Heather encouraged the university to consider additional salary bands recognizing that some of these salary bands (particularly \$80,000 to \$150,000) may be particularly large and group together individuals of fairly different means.

4. Discussion of Smaller Team Work and Initiatives

The group discussed how the prioritize subjects for future meetings. There was general agreement on focusing one of the next meetings specifically on the results of the survey.

The meeting ended around 10:05 AM.