

Total Rewards Advisory Committee Meeting
General Services Building, Columbia
March 15, 2016
10:00 a.m. to 3:00 p.m.

Kelley Stuck, Chair, Interim Vice President for Human Resources-UM System
Sean Brown, Assistant Manager, Hospitality Services-MU
John David, Associate Professor, Biological Sciences-MU
Ginger Gibson, Service Line Specialist, MUHC
Kris Hagglund, Dean, Health Professions-MU
Kurt Kosbar, Associate Professor, Electrical Engineering, S&T
Joseph Martinich, Professor, Logistics and Operations Management-UMSL
Meg Naes, Supervisor, IT Business Services-UMSL
Brent Never, Associate Professor, Public Affairs-UMKC
Shirley Porterfield, Associate Professor, School of Social Work-UMSL
Jonathan Pryor, Student Service Coordinator II-UMKC
Bob Stewart, Retiree-MU
Lisa Wimmenauer, Director, Business Administration-MU

Absent:

Shannon Fogg, Associate Professor & Chair, History and Political Science-S&T
Sara Lewis, Manager of Student Support Services, S&T
Rose Porter, Dean Emerita, School of Nursing-MU

Guests:

Kelli Holland, Interim Director of Health and Benefits, Total Rewards–UM System
Wendy Wiederhold, Sr. Director of Benefits and Retirement, Total Rewards–UM System

The meeting was called to order at 10:00 a.m. by Kelley Stuck, Committee Chair.

The Committee reviewed the minutes and summary from the January 22, 2016 meeting.

Retiree Medical Proposal Updates

Kelli Holland reviewed the general categories of feedback received to date from the retiree medical open forums with the Committee. Overall attendance was higher than expected. There was also positive feedback on the website tools that were available.

The Committee supported the retiree medical proposal being taken to the Board of Curators at their April meeting.

Educational Assistance Benefits

Kelli Holland reviewed ideas and information with the Committee on revisions to the Educational Assistance benefit. The Committee would like to review the cost of bundling mandatory fees with tuition to offer a better value to employees.

Legislative Update: Affordable Care Act and Excise Tax

Wendy Wiederhold provided the Committee with an update on the Affordable Care Act mandates and the fees paid to date. The excise tax has been delayed until 2020.

UM Health Plan Journey

Kelli Holland presented information on the active medical plan from 2015: cost trends, enrollment, financial data, plan goals, health outcomes and medical cost benchmarks.

TRAC Work Session: Health and Welfare Plan Considerations

The Committee listed possible levers to pull related to active medical plan changes. An analysis of the data will be presented at a future meeting for discussion.

Wrap Up, Meeting Dates and Next Steps

Upcoming TRAC Meetings:

- May 19th - Compensation
- July 2-day meeting (exact dates TBD) – Decision making and priorities for active medical plans

Upcoming Board of Curators Meetings:

- April 14-15 – Missouri S&T
- June 16-17 - Columbia

The meeting adjourned at 2:55PM.