

**Total Rewards Advisory Committee Meeting
General Services Building, Columbia
July 28-29, 2016**

Kelley Stuck, Chair, Interim Vice President for Human Resources-UM System
Sean Brown, Assistant Manager, Hospitality Services-MU
Shannon Fogg, Associate Professor & Chair, History and Political Science-S&T
Ginger Gibson, Service Line Specialist, MUHC
Kris Hagglund, Dean, Health Professions-MU
John Layman, Treasury Specialist, Treasurer's Office-UM System
Meg Naes, Supervisor, IT Business Services-UMSL
Brent Never, Associate Professor, Public Affairs-UMKC
Bob Piepho, Dean Emeritus, School of Pharmacy-UMKC
Rose Porter, Dean Emerita, School of Nursing-MU
Jonathan Pryor, Student Service Coordinator II-UMKC
Lisa Wimmenauer, Director, Business Administration-MU

Absent:

Viviana Grieco, Associate Professor, History-UMKC
Sara Lewis, Manager of Student Support Services-S&T
Shirley Porterfield, Associate Professor, School of Social Work-UMSL

Guests:

Renetta Gallup, Director of Retirement Programs-UM System
Kelli Holland, 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 Wendy Wiederhold.

The Committee reviewed and approved the minutes from the June 3, 2016 meeting.

Task Force Initiatives Overview

Wendy Wiederhold reviewed the eight recommendations from the 2014 Total Rewards Task Force and progress made toward each.

Medical Plan Performance

Kelli Holland provided an overview of the medical plan performance as a part of the Task Force recommendation #4 – Utilize medical plan options to encourage healthy behavior and efficient use of health care services.

Interactive Employee Experience: Benefits

Kelli Holland walked the Committee through several websites that are helpful to employees:

- Plan contacts – https://www.umssystem.edu/totalrewards/benefits/benefit_plan_administrators in the footer menu
- UHC online (<https://myuhc.com>) – provider listings, personal information such as claims and authorizations
- UHC Smartphone App (Health4Me) – search for providers, estimate costs, ID card, account balances, etc.
- Plan Comparison (<http://universitymissouri.welcometouhc.com/>) – site is promoted to new hires and during Annual Enrollment for employees to compare medical plans and find the one suited to their needs
- UHC Cost Comparator Tool (<http://www.welcometomyuhc.com/hcce-review/video/narrated-short/index.html>) – This tool is currently only available to those in the Healthy Savings Plan. Beginning 1/1/17, will be available for all plans. It allows employees to estimate procedure costs and select a provider for a procedure.

Custom Network Strategy

Kelli Holland provided an overview of the custom network plan, accountable care organization/narrow network model. This plan will be expanded to include the St. Louis area effective January 1, 2017. S&T and UMKC are currently under review and will be offered in the future as the market develops.

Wellness

Kelli Holland provided an overview of the wellness plan strategy as a part of the Task Force recommendation #3 - Increase flexibility within Total Rewards programs and #4 – Utilize medical plan options to encourage healthy behavior and efficient use of health care services.

Interactive Member Experience: Wellness

Kelli Holland walked the Committee through wellness websites that are helpful to employees:

- Wellness Online

- Wellness App (Cerner)

Grad Student Plan

Wendy Wiederhold stated that under ACA, employer funding of “SHIP” plans are no longer allowed in the individual market. UM Benefits is working with appropriate parties to re-open a project to review how we handle subsidizing graduate student health coverage. UM is in the process of engaging our consultant and a committee is being formed for input.

Exploring Medical Plan Options

Kelli Holland reviewed medical plan assumptions and overall strategy with the Committee to curb costs.

Retiree Medical: 2017 Benefits

Renetta Gallup provided an update for retiree medical as a part of the Task Force recommendation #5 to leverage marketplace opportunities for retiree medical benefits:

- United Healthcare was selected as vendor – provides greater medical plan cost savings to both the retiree and UM (estimated \$11 million), retirees enrolled in Medicare A & B will be enrolled in Medicare Advantage plan with a 100% buy-up option
- Retirees will receive the same percentage premium subsidy as current
- New value added services for retirees: Silver Sneakers program, House Calls program, preventive care reminders, hearing aid discount, Explanation of Benefits (EOB) simplified
- Prescription plan will continue to be administered by Express Scripts (estimated reduction of \$3 million in prescription costs)
- Details will be posted on the webpage as they become available (https://www.umsystem.edu/totalrewards/changes_to_retiree_insurance)
- Retirees and dependents who are under age 65 or not enrolled in Medicare Part A & B will continue to enroll in UM’s health plans.

Retirement Plan Update

Renetta Gallup provided an update for the retirement plan as a part of the Task Force recommendation #6 – Evaluate additional retirement plan options and #8 – Invest in communication and education about Total Rewards that promotes informed decision-making.

- Pre-Retirement Seminars – June and September 2016 dates are scheduled for all campuses. Faculty and staff can enroll for sessions through myLearn.
- Retirement Estimates to retirement eligible population – Cover letter and standard retirement estimate information will be mailed the end of July 2016 for retirement eligible faculty and staff as of 12/31/17.
- Retirement Benefit Statements to non-retirement eligible population – Personalized brochure will be mailed the beginning of August for benefit eligible faculty and staff who will not be retirement eligible as of 12/31/17.
- Future Total Rewards Benefit Statement – In Summer 2017 the statement will be enhanced to include health and welfare benefit information for benefit eligible faculty and staff.

Interactive Employee Experience: Retirement

Renetta Gallup walked the Committee through websites that are helpful to employees and retirees:

- myHR – <https://myhr.umsystem.edu>
- Online Calculator (<https://www.umsystem.edu/totalrewards/retirement/retiree-estimate>) – Assists faculty and staff in estimating pension benefits under UM's Retirement, Disability and Death (RDD) benefit plan
- On demand webinars and in person seminars – https://www.umsystem.edu/totalrewards/retirement/retirement_seminars) – Assists faculty and staff, as well as retirees, understanding of the university's core and voluntary retirement plans
- Fidelity – <https://nb.fidelity.com/public/nb/umretirement/home> - Fidelity offers one-on-one consultations both in person and over the phone with employees. Workshops are also available on each campus at least once a month to offer education to employees on financial wellness.
- TIAA – <https://www.tiaa.org/public/tcm/umsystem> - TIAA offers one-on-one consultations in person with employees. Workshops are also available twice a year as well as gamifications for our Financial Wellness Campaign.

- Retiree Insurance Access Category Calculator – <https://www.umsystem.edu/forms/retiree-ins-calculator> - Employees can use this form to determine the access category in which they will be placed when changes to UM's retiree insurance benefits become effective on January 1, 2018.
- Retiree Insurance Premium Estimator – <https://www.umsystem.edu/forms/retiree-premium-estimator> - Assists employees in planning for retirement by estimating their retiree insurance premiums.

Tuition Assistance Review

Wendy Wiederhold provided an overview of tuition assistance as a part of the Task Force recommendation #3 – Increase flexibility within Total Rewards programs.

In late May, the Chancellors requested that we look into the feasibility of making employees' tuition/fees benefits more generous (shortening the amount of time before an employee is eligible, paying for fees as well as tuition, etc.). The President and the chancellors are interested in getting an estimate on cost so they can determine whether it's worth pursuing.

The Committee identified some options to explore and will continue to discuss at an upcoming meeting.

Wrap Up, Meeting Dates and Next Steps

Upcoming TRAC Meetings:

- September 22 – Compensation, FLSA, Performance Management Review, Annual Enrollment Update
- November 18

Upcoming Board of Curators Meetings:

- October 6-7 – UMKC
- December 8-9 – UMSL

The meeting adjourned at 2:33PM.