

UI Staff Council Meeting
2520D UCC
Wednesday, October 9, 2019

Present: Damien Blair, Mihaela D. Bojin, Matsalyn Brown, Em Domingues, Sally Fisher, Kathleen Ford, Sara Heineman, Michael Hesseltine, Gregory Hopson, Genevieve Johnson, James Jorris, Jackie Kleppe, Karen Kluesner, Tyler Lantz, John Laverty, Monica Madura, Emily Milke, Heather Mineart, Jamie O'Meara, Stephen Pacha, Robin Paetzold, Steve Paulsen, H J Pedelty, Yelena Perkhounkova, Lisa Piper, Ted Potter, Kathryn Reynolds, Jessica Richardson, Julie Qidwai, Teri Schnelle, Mary Shumaker, Glenda Smith, Jennifer Stout, Brenda Van Dee, Jim Verry, Cassie Walizer, Angela Ward, Michael Weaver, Jessica Welter, John Weyer, Carrie Whittaker, Anne Wilson, Toni Woodbury, and Kevin Zihlman

Absent: Ewa Bardach, Suzanne Doershuk, Beau Finley, Jadvyga Gerasimovic, Amy Halvorson Bouffard, Shari Heick, Carrie Mahon, Carlton Petty, Sonia Slevinski, Linda Varvel, Linda Weir Jacobi,

Administrative Liaisons: Cheryl Reardon and Marla Rosenblum

Guests: Diane Fountain, Megan Hammes, Cristobal McKinney, and Joni Troester

Welcome and Minutes: Mike Weaver, UISC President

Minute Adoption:

- September 11, 2019- UI Staff Council meeting minutes approved.

Minutes Review:

- October 1, 2019- UISC Executive Committee Meeting.

Announcements:

- Welcome, Matsalyn Brown. Matsalyn was selected to fill the remainder of Mindy Redlinger's term as organizational representative for the Tippie College of Business.
- Goal for this year - load all council members biography and photo on the website.

Presentation Topics:

liveWELL Program Update – Megan Hammes, Director UI Wellness

- **Mission Statement:** liveWELL inspires a culture of well-being and campus excellence, providing employees with the opportunity to thrive.
- In 2019 the **LiveWell** program underwent an external review. The review led the program to readjust their focus to 3 main areas: 1) Maximum Reach and Program Design, 2) Leadership Engagement & Alignment with UI Mission, and 3) Supportive Infrastructure & Program Sustainability.
- **liveWELL** has operated with the same general structure since 2006. The Personal Health Assessment incentive (up to \$45) will be discontinued on Jan. 1, 2020, but other rewards will continue (**liveWELL** points, recreation membership incentive program, free referrals to MBSR and PT). The PHA survey will still be the gateway to access campus resources/programming.
- Programming will be expanded in 2020 to focus on **health and well-being**. Please visit updated websites (Summer 2019) and continue to check for upcoming events, new program rollout, etc. <https://hr.uiowa.edu/employee-well-being>
- Campus access to **liveWELL** staff and programs will be improved, and a new staff member has been hired to support existing and new programming. (Ex: "Week of Wellness" in colleges/units in 2020, team based challenges, and increased accessibility in the portal)
- We ask UI Staff Council to support the **liveWELL** 2020 effort by emphasizing the importance of local-level well-being efforts as instrumental for satisfaction and engagement at work. Continuing to take the Personal Health Assessment survey annually is something that can benefit individuals and the organization.

Health Benefit Review and 2020 Open Enrollment – Joni Troester, Assistant Vice President Total Rewards

- **Health Benefit Review- Recommendations:**
 - **Plan Efficiency** – UI will begin exploring a direct relationships with Pharmacy Benefit Managers in the future as a financial efficiency opportunity.
 - **Access to Care** – UI Health Care has added Level 1 providers and partners to provide access to care outside of the Iowa City area. The University Benefits website should be updated to reflect the 2020 list of providers by October 23, 2019; the first day of open enrollment.
 - **Plan Options and Design Premium Cost Structure Potential Savings** – was discussed with shared governance groups. All have asked that possible savings be reinvested back into system to benefit subscribers to our healthcare plans. The discussions are ongoing and will include FRIC.

- **Two health plans to choose from for 2020: UI Select and UI Choice:**
 - Premium cost share changes for UI Choice for single and double spouse.
 - Health Care flexible spending account (FSA) contribution max will increase to \$2,700.
 - No changes to any other insurance premiums or coverages (i.e. Dental Insurance, Group Life).

- **UI SELECT: *New***
 - Lower premium cost, higher out-of-pocket costs.
 - \$0 premium rate for Employee Only and Double Spouse Family.
 - May be attractive to those with minimal medical needs and/or those who get care only in the state of Iowa.
 - Traditional Deductible plan and Rx Value Plus Formulary.
 - Level 3 providers not covered (Exceptions: Guest Membership, Emergencies, Services not Available in Iowa)

- **UI CHOICE:**
 - Higher premium cost, lower out-of-pocket costs.
 - 5% premium cost share for Employee Only and Double Spouse Family starting in 2021 (increased to and capped at 10% starting in 2021) all others remain at the 20% cost share amount.
 - Can receive care nationwide though Level 3 providers.
 - No plan provision changes to UI Choice for 2020

- **What is Open Enrollment and When is it?:**
 - Your annual opportunity to elect benefits (i.e. FSA), make changes (add/remove a spouse) and confirm your elections.
 - This year Open enrollment will run 1 week longer: October 23, 2019 thru November 15, 2019 @ 5:00 p.m.
 - New Benefit elections take effect on Jan. 1, 2020.
 - You may switch programs during future Open Enrollment periods, individuals are not locked into a program for a set amount of years.

- **What if I don't do anything during Open Enrollment? :**
 - Your current elections will continue with the exception of your flexible spending account (FSA). If you have an FSA, you MUST re-enroll each year during the open enrollment period.
 - Employees who are in UI Choice and currently paying \$0 for employee only or double spouse family coverage will pay 5% of their calculated premium in 2020 if they do not elect the new plan.
 - After the close of Open Enrollment on Nov. 15 at 5 pm, you will no longer be able to make changes until the next Annual Open Enrollment in fall 2020 or if you have a qualifying event.

- **Open Enrollment -Education**
 - For assistance in understanding all your options for Open Enrollment, informational sessions and individual meetings are being held in October and November. See the website for the full schedule. <https://hr.uiowa.edu/benefits/health-insurance/employee-health-plans/need-help>

Bylaws Amendments – John Weyer, Bylaws Committee Chair

- **2nd Reading, Proposed Changes to Article XIX- addition of :**
- *SECTION 1. A proposed amendment shall be sent to the Executive Committee, via the Vice President/President Elect, for consideration by the entire committee at its next regular meeting.*

- *SECTION 2. The Executive Committee may approve, modify, send back for revision, or reject the proposed amendment by a two-thirds vote. If the decision shall be provided, and the proposing group shall have an opportunity to submit an updated amendment to the Executive committee.*
- *SECTION 3. If a proposed amendment is approved, the Vice President/President Elect shall transmit the proposed amendment to the Bylaws Committee to follow its procedures regarding amending the Bylaws.*
- **Rationale:** codify the procedure for sending proposed amendments to the bylaws to the Executive Committee
- **Call for vote:**
 - Brenda Van Dee motioned; Heather Mineart confirmed motion
 - The vote passed with all in favor, 0 against, and 0 abstentions

Roundtable:

- P3 Update- Utilities employee are waiting to see what happens next as the potential vendors are being finalized. Employees have many questions regarding possible position offers from the new company and UI, timeline for their responses, and what will go into the transition process.
- Next Wednesday is "[Fresh Check](#)" day for students in Hubbard Park.
- Homecoming Update: The UI Staff Band "Iowa eclectic light orchestra – UI Staff Council we're instrumental" is ready to go. They will hold 3 practice sessions before the parade to learn 3-4 songs, kazoos are welcome. Non-musically gifted volunteers are needed to walk with the float and hand out the pompoms and stress footballs. Please wear comfortable shoes!
- UI Strategic Planning process has begun on campus. Each college and unit has been charged with submitting drafts of their own plans to the Provost/President by February 2020. These plans will be based on the 4 pillars – Diversity Equity and Inclusion, Engagement and Outreach, Student Success, and Research.
- The meal at the Hope Lodge went well- there was a full dining room, great food, pictures. There is interest in hosting another dinner in the spring. Please remember to log your volunteer hours!
- Education Committee will be staffing a booth at [UI Health Fair](#). An email with the volunteer options will be sent out soon.
- **Committee Updates:** see attached report ([insert link to website](#))

Meeting adjourned: Michael Hesseltine motioned; Glenda Smith confirmed motion.

Next Meeting: November 13, 2:30-4:30 p.m. Old Capitol Senate Chamber