

Bloomington Faculty Council

Benefits Committee Meeting

Friday, September 27, 2024

10 am-1011 am

Zoom

Members in Attendance:

- Nancy Nelson (Co-Chair)
- Amy Minix (Co-Chair, Notetaker)
- Cheryl Hughes
- Issam Albdairat
- Jim Sherman
- Susan DeMaine
- Christan Royer (Ex-Officio)
- David Taylor (Administrative support)

Introductions and welcome to new and returning members:

New: Susan deMaine (Maurer School of Law Libraries, Julia Rademacher (Speech, Language and Hearing Sciences)

Returning: Amy Minix (co-chair, Libraries), Nancy Nelson (co-chair, Speech, Language and Hearing Sciences), Cheryl Hughes, (O'Neill School of Public and Environmental Affairs), Jim Sherman (Emeritus, Psychological and Brain Sciences)

Ex-Officio: Christan Royer, Director of Benefits, Human Resources

Administrative support: David Taylor, University Faculty Council

Review of charge and 24-25 assignments:

The Benefits Committee develops policies concerning faculty benefits programs, including health and retirement benefits, and consults regularly with the Associate Vice President for Human Resources.

- a. Ensure that IU continues to offer high quality, affordable health and retirement benefits for all employees and students.
- b. Maintain our strong relationships with HR leaders, particularly those who oversee benefits.
- c. Keep members of the Council apprised of proposed changes in benefits and make sure that members understand the finalized benefits package for the coming year so that they can share information about it with constituents.

Discussion:

- VPFAA other benefits arm (leave, policies, vacation policies, etc.)
 - Danielle (current BFC president) establishes charges. If anything is missing or needs changed, contact Danielle. Charges serve as guidelines but are flexible.
 - VPFAA is the office for faculty HR (tenure & promotion, faculty hiring, termination, retirement, leaves, etc.) also includes adjunct student academic appointees. IU HR does similar work for staff—hiring staff, policies around PTO, leaves, etc. The only

function that IU HR has that crosses both is benefits. This committee has received questions that are geared towards academic affairs rather than in scope with HR purview.

- Is there a contact within VPFAA to get an ex-officio member to sit on this committee as well?
- There has been student representation one year on the committee, but ultimately since it's a faculty benefits committee, it didn't make sense to continue including them in this committee.
- Student benefits have multi-stakeholder representation through the graduate school, as well as student-focused committees within BFC

Update from Christan – plan for presentation to BFC in October

- Benefits Committee will present at BFC October 15th
- IU spends approximately \$325 million dollars on just medical benefits for employees. Indiana is one of the most expensive states for healthcare; IU HR balances cost increases with employee benefits and offerings.
- Open enrollment for employees is November 4-15th. Enrollment dates shifted due to the presidential election to avoid having the end of open enrollment occur in a week when many are out voting.
- Eligibility population hasn't changed—full-time faculty and staff appointed at 75% FTE or greater
- HR does send a home mailer with reminders and updates about open enrollment. There are also digital benefits guides that get sent out via email with extensive information. HR also provides Q&A sessions and presentations to share information out.
- Changes this year:
 - All Medical plans
 - An overall 1.5% increase in employee contributions for medical coverage across all salary bands, plans, and coverage levels
 - HR looks at salary band ranges and adjust—lowest three salary bands will be increased to include more employees in the lower-cost premium groups.
 - Tobacco-free premium reduction will be reduced to \$7.50. Premium reduction will not be offered in 2026.
 - New partnership with Archimedes instead of CVS Specialty. Approximately 1,800 members (employee or a covered family member) use specialty medications (generally high-cost medications that require special handling), this change is estimated to save between \$6-7 million. Archimedes offers a higher touch service model, which we hope provides a better member experience than CVS
 - For all other medications, CVS Caremark changes the formulary throughout the year and will be making changes for 2025. The specifics have not been announced yet, but employees are always encouraged to check the formulary at the beginning of each year, and periodically throughout.
 - Anthem PPO HDHP:
 - In network: Deductibles will increase to \$2,000 employee only/\$4,000 for all other coverage levels.
 - Dental coverage
 - No premium changes

- No plan changes
 - The lowest salary band ranges will be raised to include more employees in the lower-cost premium groups
 - Cigna network remains the same, but name changed to total Network from Cigna DPPO
- Health Savings Account (HSA)
 - IRS-defined annual contribution maximum will increase to \$4,300 for employee only coverage/\$8,550 for all other coverage levels. The age 55 & older catch-up contribution remains the same at \$1,000
 - The university's HSA contribution will continue to be deposited on a bi-annual basis. This means that active participants will receive half of IU's contribution in January, and half in July. It is possible this will switch to a per pay period contribution in 2026.
- Flexible Spending Accounts (FSA)
 - Healthcare FSA
 - Annual contribution maximum will increase to \$3,200 per individual
 - Annual carryover limit will increase to \$640
 - Claims must be submitted online or by fax (not through email)
 - Dependent Care FSA
 - No plan changes.
- Critical Illness
 - No plan changes.
 - Employees will be reminded about the annual \$100 health maintenance screening incentive.
- Supplemental AD&D
 - No plan or premium changes
- Long-term disability (LTD)
 - No premium changes
 - Special enrollment period for employees to elect LTD outside of the 30-day new hire period without requiring medical underwriting. Employees also have option to increase their coverage level without medical understating. Employees who were previously denied coverage due to medical underwriting are unable to apply during this special enrollment period
- Marathon Health
 - Reminder to employees to use the Marathon Health Centers to receive healthcare.

Discussion:

- An extended thanks to HR for mindfully considering how to balance growing costs with trimming programs. Suggestions for potential cuts were made that weren't implemented (cutting benefits to employees over 65 and force Medicare usage, limiting HSA contributions, Purdue has implemented a policy where spouse employed somewhere else where benefits are offered, spouses would be ineligible for university benefits).
- Question about whether pharmacies will offer the lower cost regardless if you're using GoodRx benefits or IU insurance. Indeed, if you are picking up a prescription, pharmacies will give the lesser price and same if the IU plan is cheaper (started January 1st this year).
 - We are required by state legislation to use CVS as prescription pharmacy management

- The network of pharmacies will abide by that as well.
- Specialty medications: 1800 employee or dependents on the plan currently on specialty medications. These are higher cost medications, such as over the counter prescriptions (oral chemotherapy, etc.) \$20-30K/month costs.
- Marathon Health—are there numbers about usage?
 - HR will be sending an email to all employees on Tuesday with a reminder about Marathon Health and usage of the clinic (March 20th through August 30th over 2,000 visits.
 - Are numbers showing that expansion is on the horizon—IU HR is working with Marathon Health on expanding access to our regional campus locations and an additional site in Bloomington. Hopefully, many of these will occur in 2025, with more details coming soon.
 - \$0 cost for lab work (over 300 lab tests available)

Upcoming agenda items:

- Revisit road to retirement serious options and financial tools
- Inquiry into leave benefit (question for VPFAA):
Academic appointees may take family formation leave up to twice every five years.
 - a. A 10-month appointee must return to full-time service for at least one fall or spring semester between leaves; a 12-month appointee must return to full-time service for at least five months between leaves.
 - b. The first week of a paid family formation leave begins the period for calculating both the twelve-week leave and the five-year eligibility period.
 - c. The maximum of twice in five years applies to any combination of family support leave ([Section C. below](#)) and family formation leave, but does not apply to medical leave, including medical leave for pregnancy.