

University of Louisville

Employee Benefits Guiding Principles

Agenda

- **Move to Strategy discussion**
- **Review Guiding Principles**
- **University of Louisville Strategy linkages to Employee Benefits**
- **“Strawman” Strategy**

Guiding principles

Vision statement

The University of Louisville will offer a competitive benefits package that enhances its ability to recruit, retain, and reward its talent; thereby, supporting the organization's overarching mission to be a great place to learn, work, and invest while encouraging community partnership, development, and donor trust.

Guiding principles supporting our vision

Competitive

- The benefits program will be competitive as an attraction and retention tool, while supporting the overall Total Compensation program. Median of benchmark will be used as a competitive guide.

Cost Management

- The benefits program will be managed with efficiency in mind. Program changes/enhancements will be evaluated with appropriate analysis to determine the impact on the employee population.

Measurement

- Aspects of the benefits program will be regularly reviewed against metrics that validate a return on investment, assist in understanding the financial impact of programs on the plan, and bring improved outcomes and value to employees.

Health Care Delivery

- Where appropriate, UofL service providers will be included in the program to support access, value and improved outcomes.

Employee Focus

- The benefits program will support active engagement of employees in their own wellbeing, create educational opportunities, and offer choice to support individual needs. The program should run smoothly and not become a distraction to plan participants.

Compliance

- Benefit programs will be compliant with all applicable regulations and staff will obtain appropriate stakeholder review of potential changes/enhancements.

Cardinal Principles

Community

Accountability

Respect,
irrespective of
position

Diversity and
Inclusion

Integrity and
Transparency

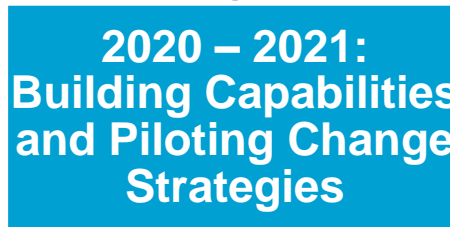
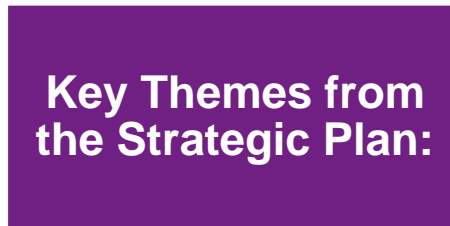
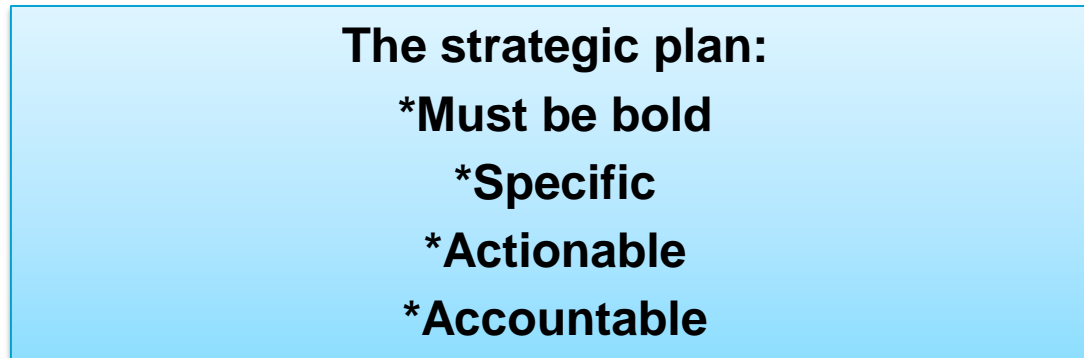
Noble
Purpose

Agility

Leadership

University of Louisville Strategic Plan

Learn / Work / Invest



A Great Place to Work

- 1. Become an Employer of Choice that intentionally attracts and retains the most talented, diverse faculty and staff through meaningful and structured commitment to employee success.**
- 2. Inspire a culture of care, trust, accountability, equity and transparency by embedding the Cardinal principles in the fabric of the University.**
- 3. Provide all faculty and staff fair and equitable compensations, recognizing that our employees are critical to attaining institutional success.**

Action:

- Ensure employees are provided an adequate and safe workplace and maintain a healthy work/life balance by improving policies and training leaders to maximize employee potential.**

2020 Strawman Strategy

Plan Design, Cost Share, Cost Management, Plan Administration	Evaluate moving to an HDHP with HSA and a generic preventive drug list to replace one or both HRA plans
Decisions around what plans are offered and relative investment	Evaluate EPO
	Consider plan design changes for PPO
	Evaluate University provided seed money
	Evaluate tobacco surcharges / non-tobacco user incentive
	Evaluate possible addition of spousal surcharge
	Continue to adjust tier ratios, as appropriate
	Evaluate two-employee family coverage
	Enrich maintenance drug coverage to improve adherence
	Promote generics and lower cost channels through formulary management, manage specialty drug trend
	Consider plan design changes for dental
	Study ER utilization
	Consider new hire waiting periods
Delivery of Care	Medicare retiree medical exchange/outsourcing
Specific decisions on core suite of providers	Grandfather pre-Medicare retirees, eliminate medical plan for future retirees
	Review requirements for genetic testing and limit where appropriate
	Consider adding appropriate voluntary benefits
	Explore Centers of Excellence and/or point solutions for specific disease states
Health Management and Wellbeing	Revisit overall wellbeing strategy, navigate best vendor solution(s) (e.g., wellbeing hub/navigator, point solutions) and compare to HealthFitness
Focused actions and initiatives to drive improved health	Develop baseline metrics to gauge success of the program
	Enhance disease/care management program
	Complete wellbeing diagnostic to evaluate focus areas
	Revisit incentive design based on HDHP with HSA evaluation
Member Education/Communication	Incorporate multiple media options to educate employees on plans, Health Savings Accounts (if applicable)
Overall customer experience to support members	Begin to change employee mindset from sick care to total wellbeing
	Continue educating employees on ER, Urgent Care, Telemedicine, PCP utilization
	Explore decision support tools
	Promote EAP

2020 Strawman Strategy

Plan Design, Cost Share, Cost Management, Plan Administration

Decisions around what plans are offered and relative investment

Evaluate moving to an HDHP with HSA and a generic preventive drug list to replace one or both HRA plans

Evaluate EPO

Consider plan design changes for PPO

Evaluate University-provided seed money

Evaluate tobacco surcharges/non-tobacco user incentive

Evaluate possible addition of spousal surcharge

Continue to adjust tier ratios, as appropriate

Evaluate two-employee family coverage

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Promote generics and lower cost channels through formulary management, manage specialty drug trend

Consider plan design changes for dental

Study ER utilization

Consider new hire waiting periods

2020 Strawman Strategy

Delivery of Care

Specific decisions on core suite of providers

Medicare retiree medical exchange/outsourcing

Grandfather pre-Medicare retirees, eliminate medical plan for future retirees

Review requirements for genetic testing and limit where appropriate

Consider adding appropriate voluntary benefits

Explore Centers of Excellence and/or point solutions for specific disease states

2020 Strawman Strategy

Health Management and Wellbeing

Focused actions and initiatives to drive improved health

Revisit overall wellbeing strategy, navigate best vendor solution(s) (e.g., wellbeing hub/navigator, point solutions) and compare to HealthFitness

Develop baseline metrics to gauge success of the program

Enhance disease/care management program

Complete wellbeing diagnostic to evaluate focus areas

Revisit incentive design based on HDHP with HSA evaluation

2020 Strawman Strategy

Member Education/Communication

Overall customer experience to support members

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