

WTW Benefits Update (Abby Lane – representative with WTW presented)

- UofL is self-insured, only an administrative fee is charged. UofL pays actual claims.
- Medical inflation lags actual inflation in the market.
- In the market, Rx prescriptions are trending higher due to diabetes and weight loss drugs; UofL's Rx was higher last year.
- 2023 medical expenses were lower than the projection.
- 6.5% increase projected in 2025 for medical.
- Administrative fee is 14% is below the market because of great partnership with Anthem.
- UofL is 18% below other educational programs & 2% below general.
- Dental: MetLife is a fixed cost. UofL negotiated with MetLife for rates. We have a 3-year agreement. Average cost is 26% below market.
- Vision: Davis Vision is now owned by MetLife; 12% decrease in 2023; flat rates for next year.

Wellness (Tamara Iacono presented)

- UofL won platinum award.
- 6/18/24 meditation webinar
- 6/27/24 sun protection webinar
- July clean living webinar
- 170+ participating hydration challenge
- Collecting feedback for FY25

General Wage Increase (Jacqueline Stepherson presented)

- Tied to the budget and nothing has been approved. A general wage increases of 2.5% has been suggested (which excludes those who received a phase 2 adjustment in the compensation study), but this is not yet approved.
- If 2nd phase recipients who received less than 2.5% (or whatever the across-the-board rate ends up being), they will be made whole to the approved % increase.
- Jacqueline Stepherson has proposed tiered raises (for example those making over a certain amount would receive a lesser percentage) in lieu of an across-the-board same increase. This proposal has not been implemented.
- The goal is COLA + merit but Jacqueline Stepherson said UofL is not there yet.
- Angela Lewis-Klein gave historical narrative of COLA + merit.
- Patrick Harris (he's been at UofL 43 years) – the Administration has always viewed staff and faculty as the same, and they are not the same.

DOL Overtime Rule (Mimi Bell presented)

- Exempt positions (paid monthly) DOL is proposing a minimum of \$43,888 effective 7/1/24.

6/10/24 HRAC Committee Meeting (Teams)

- Some individuals would get 2.5% increase first then move to the required \$43,888 new baseline.
- 2nd piece DOL is proposing is to increase level again on 1/1/25 and increase the exemption to \$58,656 for salary. There is a lawsuit relating to the \$58,656 threshold, so UofL is not taking any action now.

Career Ladders (Jacqueline Stepherson presented)

- Employee Success Center is under HR again.
- Mimi and Brian Buford are co-leading implementation.
- 9/1/24 is the initial roll out for supervisor training, could be sooner.
- 11/1/24 is the deadline that all supervisors will be trained.
- January is the implementation of career ladders; then there will be reclassifications. All advances will follow career ladders.
- Still working through WorkDay. Jacqueline is suggesting an audit of WorkDay because there are too many missing marks.

- This was Jacqueline's last meeting.

Submitted by,
Senator Jody Carroll Heard