



UNIVERSITY BENEFITS COMMITTEE ANNUAL REPORT

August 1, 2023 – May 31, 2024

PURPOSE

The purpose of the **UBC** is to represent and promote the interests of its constituents with respect to the University's employee benefits programs for academic faculty and administrative professionals; to advise the University administration regarding such programs and interests; and to inform and educate its constituents and the University community about employee benefits issues.

SIGNIFICANT CHANGES TO EMPLOYEE BENEFITS

During the 2023-2024 fiscal year, the committee supported a 4-5% increase in health insurance premiums across the board based on a presentation provided by Human Resources. Volatility in medical claims and delayed care costs are now slowing. Due to regulatory change, the deductible for the HDHP plans increased. The individual deductible increased by \$100 (from \$1500 to \$1600) and the family deductible increased by \$200 (from \$3000 to \$3200). Well-being behavioral health utilization continued to increase.

Family and Medical Leave Insurance Program (FAMLI) benefit payments became effective January 2024. *FAMLI was approved by Colorado voters in 2020 as Proposition 118. Payroll deductions to support the program began in January 2023.* CSU negotiated with the State of Colorado to substitute a private plan that offers better benefits and protections than the state's FAMLI program.

SUBSTANTIVE ACTIONS, RECOMMENDATIONS, AND DECLARATIONS TAKEN BY UBC

UBC hosted a table at the annual Health Fair soliciting feedback from faculty and administrative professionals to inform our goals and priorities for the year. The table was highly successful with many contributions and constituents providing feedback.

A proposal was submitted to the Vice President of HR, Eric Ray, regarding a change to the annual leave policy for retirees which would allow annual leave to be utilized during the 30 working days prior to the retirement date without penalization to the payment of the maximum number of days (24) of accrued leave. The proposal is currently in review.

A UBC email account was reactivated to be used for promotional materials including Health Fair materials and a future UBC web page. The committee worked with Faculty Council to host the web page on their site and launched it in May. A redirect from ubc.colostate.edu to the faculty page was discussed. The cost is \$48 per year. The UBC does not have formal funding and plans a special request to the Provost and President for the ongoing cost.

Several constituents reached out throughout the year regarding the loss of Delta Dental Plus plan in-network coverage by their preferred dental provider. Human Resources requested a report from consultants regarding the availability of PPO dental providers within Colorado and the Fort Collins area. That report is pending.

Guests presented the current and future state of transportation, parking, and housing initiatives.

**SIGNIFICANT ISSUES ANTICIPATED BY THE UBC FOR THE COMING YEAR**

Affordable childcare, eldercare, and housing are essential for a thriving community. Our committee will advocate for policies that support funding and resources to support these needs.

Review report with Human Resources regarding the number of in-network PPO providers for the Delta Dental Plus plan and help guide recommendations for this issue.

Determine outcome of the proposal to change the annual leave policy for retirees.

Create proposal to gain funding for UBC web page redirect (from ubc.colostate.edu to <https://facultycouncil.colostate.edu/university-benefits-committee/>).

Review preliminary cost increases, reconfiguration, and redesign the medical plans, and provide recommendations on the options.

Provide feedback and support for well-being initiatives. Invite the coordinator of EAP and well-being programs to present.

Invite Commitment to Campus (C2C) to present at a future meeting.

Host table at the Health Fair to inform our goals and priorities for the year.

Support the continuation of well-being days and provide recommendations around conformity and leveling it as an expectation each year.

ROSTER OF MEMBERSHIP**OFFICERS**

Julie Paolucci (Chair), Amanda Wright (Vice-Chair), Vacant (Secretary)

VOTING MEMBERS

Dennis Anderson (Admin Pro), Tonya Buchan (Admin Pro), Stephanie Clemons (Retiree), John Elder (Faculty), Kimberly Henry (Faculty), Hong Miao (Faculty), Julie Paolucci (Admin Pro), Cynthia Scarpa (Admin Pro), Amanda Wright (Faculty)

NON-VOTING MEMBERS

Teri Suhr (VP HR; CTRO), Trish Torrez (Former UBC Chair; APC Vice Chair), (Chair or Vice Chair of Classified Personnel Council), (Chair or Vice Chair of FC)

Prepared by Juile Paolucci, Chair