



University Staff Advisory Council

AGENDA

October 10, 2023

THC 305

<https://urichmond.zoom.us/j/86032754530?pwd=a2xpblFNWmJpSmN0M2VOVUhYbjhPZz09>

Meeting ID: 860 3275 4530

Passcode: 426454

- **Attendees:** Geraldine Sullivan, Mary Wheaton, Kristin Stacia, Rachel Weinberg-Rue, Jess Oliver, John Shines, Cindy Smith, Emily Phaup, Ashley Kuemmerle, Wendy Shepherd, Bill Galaspie, Derek Miller, Cassie Price, Laura Dietrick, Jennifer Phillips, Jennifer Phelps, Susan Wolski, Carolyn Smart, Michael LaRue, Steve Bisese, Kris Day, Monica Booker, Robin Walinski, Theran Fisher, Meghan Harris, Matt P., Jacqueline Carrell, Aesha Uqdah, Maribel Street, Kim Edwards, Carole Yeatts, Jamie Lynn Haskins, Joyce Earley, Stacy Hull
- **Call to Order:** Derek Miller called the meeting to order at 1:01 p.m.
- **Presentation on Benefits and Upcoming Benefits Fair** – Laura Dietrick, Director of Benefits and Employee Well-Being, <https://hr.richmond.edu/benefits/open-enrollment/index.html>
 - Thanks to faculty and staff, including USAC’s Jess Oliver, who participate in Benefits Committee
 - UR contributes 80% to medical plans and employees contribute 20%.
 - Employees choose between three medical plans: Base High Deductible Plan (no changes), Value High Deductible Plan (deductibles and out-of-pocket maximums are increasing), Choice Open Access Plan (out-of-pocket maximums decreasing). UR funds each of the plans equally so that employees can choose the plan that best meets their needs. Enhanced gender reassignment in all three plans.
 - Made modifications to two of the plans this year, which led to adjustment in the premiums.
 - Cigna will not be mailing insurance ID cards this year. Can print your own card, pull it up on your phone using the Cigna app, or call Cigna customer service to request a printed ID card.
 - Health Savings Account available to people who choose a high-deductible plan.
 - Delta Dental is not changing.
 - Anthem Voluntary Vision Insurance is a good option for employees who wear glasses or contacts or whose family members wear glasses or contacts.
 - Voluntary Hospital Insurance might be a good option for employees who are worried about paying for a hospital visit if they have the HDP.
 - Voluntary Life Insurance: Employees may increase or add coverage during open enrollment.

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- Flexible Spending Account: Can't have Healthcare FSA if you have the HDP. Dependent care FSA is helpful for employees who are paying for childcare and eligibility is not based on the type of medical plan the employee chooses.
- For support during open enrollment period: Call WEX UR support line at 833-695-8747; use the online WEX decision-making tool to determine which medical plan is best for you; call the Cigna pre-enrollment line.
- Motivate Me: Employees eligible to earn up to \$200 worth of gift cards. Must complete Cigna Health Risk Assessment to participate.
- Cigna One Guide provides personalized customer service.
- Open enrollment Oct. 30 – Nov. 10. Can update your benefits through the WEX benefits portal or call the WEX UR support line at 833-695-8747.
- Open enrollment sessions: 9-10 a.m., Oct. 20, and 1:30-3 p.m., Oct. 24. Special sessions will be held for facilities and Dining Hall staff.
- Benefits Fair: 9-4 on Nov. 2 and 10. Walgreens will provide flu shots and COVID boosters at the Benefits Fair.
- **Threat Assessment Team (TAT) Presentation** – Kris Day (Director of Counseling and Psychological Services) and Steve Bisese (Vice President, Student Development), <https://studentdevelopment.richmond.edu/student-concerns/threat/index.html>
 - Team approach to responding to someone who is in crisis. Thirteen people form the core TAT. TAT meets within about 24 hours of receiving a notice of a student in distress (such as a student who is in the psychiatric ward of St. Mary's Hospital).
 - Report anyone you think is in crisis: If you are concerned about a student and need immediate assistance, call UR police (on-campus) or 911 (if off-campus). If you don't need immediate assistance, fill out a form regarding mental health or safety concern on the Student Development website. You may not hear about the resolution of the case due to confidentiality issues.
- **USAC Budget Report:** We started with \$5,875 on July 1, 2023; \$1,142 deducted from the budget for swag from previous academic year. As of the most recent budget report, USAC has \$4,733 remaining for this academic year.
 - Committee Reports:
 - Ashley Kuemmerle: Planning and Priorities heard similar presentation to what Laura just gave.
 - Jess Oliver: Benefits: We have a meeting next week.
- **Web Submissions:**
 - Why aren't we getting our 10th meal free at the Dining Hall? There was a glitch in the system, and it has been corrected.
 - UR continues to monitor the COVID situation based on reports from VA Dept of Health and from CDC. Stay at home and isolate for five days starting from onset of symptoms. No need to test negative before returning to work. Free COVID testing kits available from federal government. UR has limited supply of masks available. Mary Wheaton: VA Dept of Health website adds more context that is not reflected in the HR response.
- **Closed Session**

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