

2018 - 2019
Report of the University Council Committee on Personnel Benefits
April 5, 2019

COMMITTEE MEMBERSHIP

Chair:	Jonathan Moreno
Faculty:	David Balamuth Markus Blatz Scott Harrington Tanja Kral Olivia Mitchell Andrew Postlewaite
Graduate and Professional Students:	N/A
Undergraduate Students:	N/A
PPSA:	Ashley Bush Desiree Fleck Adam Roth Saks
WPPSA:	Darlene Jackson Rhonda Kirlew Rosa Vargas
Administrative Liaisons:	Jack Heuer Susan Sproat
Staff:	Melissa Brown

COMMITTEE GENERAL CHARGES

The Committee on Personnel Benefits shall have cognizance over the benefits programs for all University personnel. The Committee shall consist of eight faculty members (of whom one shall be a member of the Senate Committee on the Economic Status of the Faculty), three representatives of the Penn Professional Staff Assembly, and three representatives of the Weekly-Paid Professional Staff Assembly. The vice president for human resources, associate provost, and director of benefits shall serve as non-voting ex officio members.

2018-2019 SPECIFIC CHARGES

1. Review and comment, as necessary with the Facilities Committee, on the availability of day care and lactation rooms for new parents and mothers.
2. Review and comment on the University health insurance plans and the potential impact of "Be In The Know" and related wellness programs.
3. Review and comment on expanded education and information to employees and retirees on financial planning for and throughout retirement.

SUMMARY OF COMMITTEE ACTIVITY

The committee met 4 times during 2018-2019.

The Committee reviewed the Financial Wellness program, Retiree Medical program, and was updated on the program's budgetary status, and heard changes to the EAP (Employee Assistance

Program). Penn Behavioral Health (PBH) chose not to continue as provider for behavioral services so the EAP business was moved to Health Advocate in July of 2018.

Retiree dental rates have increased but the coverage has been enhanced. The Committee also reviewed tuition benefits for retirees and eligible dependents, the availability of a Penn ID for retirees wishing access to the Library and gym, the ability to continue long-term care insurance, and their ability to access the Health Advocate for any needed assistance.

The Committee was informed that, for the active employee benefit plans FY20, net drug expenses showed a decrease, so that benefits contributions for employees will be held flat for the second year in a row. Dental rates will also be flat and there will be a reduction in Supplemental Life Insurance rates. Life Insurance has been moved to MetLife, and short and long term disability medical certifications will be administered by Broadspire.

The Committee noted that travel insurance is available for Business Travel via the International Services Office and Risk Management.

There is a continuing effort to review the opportunity to expand the Tuition Benefit Program to cover accredited special programs for dependents who cannot attend traditional undergraduate degree programs. Programs of this design are offered to those on the autism spectrum, but also available for other cognitive, emotional, and behavioral disabilities. Special programs are postsecondary non-degree granting opportunities to teach individuals life skills for use in the real world (e.g., social skills, academic skills, skills for basic life functions).

RESPONSE TO 2018-2019 SPECIFIC CHARGES

The issue of day care and lactation rooms, inherited from the previous year, was reviewed. It is recognized that the availability and quality of these spaces varies. These rooms are the responsibility of the individual schools. As this is mainly a problem in the purview of Facilities, we do not recommend returning to this topic without material changes in circumstances.

We reviewed and commented on the University health insurance plans and the potential impact of "Be In The Know" and related wellness programs.

The committee reviewed and commented on expanded education and information to employees and retirees on financial planning for and throughout retirement.

RECOMMENDATIONS FOR FUTURE CHARGES

Review the University Health Benefits and insurance offerings for Active employees and Retirees.

The Committee should hear an update on University Wellness including Financial Wellness and Financial Education.

The Committee should be updated on Behavioral Health Benefits from Quest Behavioral Health (who will take over the services from PBH and Health Advocate (EAP)).