Faculty Senate Fringe Benefits Committee Update – Wednesday, Feb. 15

Your Faculty Senate Fringe Benefits Committee met with HR and the Staff Advisory Council Fringe Benefits Committee on Friday, Jan. 20, and we were able to get some lingering questions answered. Here are some highlights (also shared at the College Faculty Meeting on 2/13):

HR

- Positive feedback about the HR newsletter. Workday usage during open enrollment highest ever recorded.
- Very few complaints coming in through askhr, and low usage of the helpline and concierge service. Concierge service will be discontinued Feb. 2023.
- Positive feedback about costs of prescriptions going down with transition to CVS. Prescription pricing comparison tool is available on the Aetna website.

Aetna transition:

- Likely to be our provider for three years. Performance guarantees are in their contract. HR meets with Aetna weekly to review Rx numbers, the kinds of calls that are coming in, and provider capacity.
- We are unlikely to see changes in the health care tiers or broadening of the Zip Code coverage for the Maximum Savings plan (Whole Health Network), unless Atrium announces the purchase of a new hospital or care center.
- Decisions about 2023-24 Benefits coverage will be made by mid-to-late summer, including the decision about whether to continue behavioral health coverage through CBHA.
- One reported problem with the transition was Optum Rx attempting to discontinue prescription drug coverage on Dec. 23 rather than continuing through Dec. 31; HR worked with the affected individuals.
- Note color-coding of the Aetna cards: Orange is whole health, white is Choice POS II.

Peer Institutions:

- HR has politely declined our request for more details on the comparative data they collected in the run-up to the Benefits package we have now. They do offer a high-level summary of how Wake Forest compares with peer institutions each year around this time, and they will offer that to the Fringe Benefits Committee when we meet on Feb. 24.

Other Fringe Benefits:

- There is not talk of expanding the Tuition Concession Benefit to cover employees (as opposed to dependents). Right now, employees get a small discount (~20%) to take courses in our professional schools.
- It has been a while since we received an update on childcare. We hope to receive one at the Feb. 24 meeting.

***Upcoming Meetings*:**

- Chairs of Faculty Senate and Staff Fringe Benefits Committee will meet with HR on Feb. 20 to discuss a draft Charter for the FBAC (Fringe Benefits Advisory Committee)
- Your Fringe Benefits Committee will meet again on Wednesday, Feb. 22 as a small group to plan for a meeting with HR on Friday, Feb. 24. On the agenda for the Feb. 24 meeting: medical and dental plan assessment and renegotiation, 2023-24 Fringe Benefit Budget, and childcare.

Please get in touch with any member of your Faculty Senate Fringe Benefits Committee with questions or suggestions.

Faculty Senate Fringe Benefit Committee Contacts:
Sharon Andrews
Tracey Banks
Michael Cartwright
Melissa Jenkins
Ellen Kirkman
Emily Poole Pharr

Staff Advisory Council Fringe Benefit Committee Chair: Adam Carlson