



UVA Staff Senate Meeting September 18, 2023

11 a.m.

Hybrid and In-person

Carruthers Hall/Zoom

Agenda

1. **Announcements: Patrick and Adam**
 - “Hoos Making an Impact”
 - Remote/Flex Work update
2. **UVA’s Benefits Open Enrollment - Rebecca Gristina**, Director of Benefits Administration, and **Erica Wheat**, HR Manager, Benefits, Leave, and Payroll, present the new Aetna benefits package for the 2024 calendar year as the October enrollment occurs October 2nd – October 13th. (45 minutes for presentation and questions)
3. **Constituency Corner – Leah Gould and Michelle Busby**
 - Parking and Transportation
 - Health Benefits

UVA Staff Senate Co-Chairs:

Adam Richard, Arts & Science.

Patrick Wood, University Finance

Rebecca Gristina and Erica Wheat spoke on open enrollment.

Three tiers

Basic – High Deductible increased by \$5 monthly

Value – Modest Deductible increased by \$4.50 monthly

Choice – Low Deductible increased by \$20.25 monthly

The out-of-pocket maximum is the same with each plan.

A benefit to the Basic Plan is the Health Savings Account which you can continue to roll over and take with you.

Individual - \$4150 for

Family - \$8,300

Add \$1000 for catchup if +55 years old

*****Must deduct UVA's HAS contribution from the totals.

Flex spending is available as well, but you must spend the entire benefit

Employees can log on to [UVA Benefits](#) to find out more

Or [Here](#) to find helpful resources.

General discussion:

- The money seems to go fast when doctors are charging \$200 per visit.
- Shopping around for lower-cost services within the service providers can save money.
- UVA does work with people who have excessive charges. Monthly billing can stretch out for years.
- Primary Care Physician access is a national crisis.
 - Virtual visits may be an option
- There are a lot of services covered 100%
- What is the process for getting funds out of the HSA?
 - Fidelity, the administrator for the HSA, sends you a benefits access card after you sign up. You use it like a credit card but only for health care items, but it includes some over-the-counter medicine.

Dental Plan:

- Enhanced Plan \$2000 max benefit
- Basic Plan \$1000 max benefit
- Davis Vision Plan: Discounts on eye exams and eye care, glasses, contacts.
- Aetna Vision Discount Program: You are automatically enrolled as a Health Plan Participant.

Retirement Cash Match

- VRS Hybrid – contribute an additional 4% and get 2.5% cash match

Constituency Corner:

Leah Gould: (Law) She has reached out to someone at parking and transportation to address parking issues and is working on setting up the working group.

Staff Emeritus is another working group seeking members.

Health Benefits is the third working group and the goal is to pull out anecdotal information as well as quantitative information.

There is continuing discussion with the administration about how folks may be able to use tuition reimbursement for paying off student loans.

The next meeting is the 19th of October.