

MINUTES

Employee Benefits Committee

May 18, 2026

2:00 p.m.

Zoom

Present: Teresa Lyons (presiding), Diane Agud, Lacey Doyle, Jason Malone, Kirsti Moose-McConkey, Tamarah Smith, and Mary Sullivan.

Absent with Notice: Juliet Dadras and Anna LoMascolo.

Absent: Jessica Crawford, Sehgeet Kaur, GQ Lu, Amie Pendleton, Leisa Shelor, and Jeff Walling.

Guests: Kari Evans.

Teresa Lyons called the meeting to order at 2:00 p.m. A quorum was not present.

1. Discussion Items

The meeting focused on a condensed open enrollment presentation for health benefits, covering key changes and requirements for Virginia Tech employees. Teresa explained that open enrollment runs through May 29th, with new requirements including a physical examination and online health assessment needed by May 31st for premium rewards participation. The presentation outlined changes to health plans, including proposed premium increases pending state budget approval, new pharmacy deductibles of \$150 for individual plans and \$300 for two or more participants, and updated criteria for GLP-1 weight loss medications requiring a BMI of 35 or higher. Teresa discussed expanded dental and vision benefits, wellness programs including Hello Heart for blood pressure tracking and Hinge Health for virtual physical therapy, and the requirement for annual preventative visits coded by insurance providers. She emphasized the importance of completing both the physical examination and online assessment to qualify for premium rewards, which provide cost savings of \$8.50 per pay for individuals and \$17 per pay for employees with spouses. The conversation ended with instructions for making benefit elections through Cardinal system by the May 29th deadline and submitting required documentation for dependent additions.

2. Announcements

- This was the final committee meeting for the 2025-26 session.

3. Adjournment

There being no further business, the meeting was adjourned at 2:22 p.m.