

Minutes of the Total Rewards Advisory Committee Meeting
Zoom
February 17, 2026
2:00 pm to 4:00 pm

A meeting of the Total Rewards Advisory Committee was convened via zoom at 2:00 P.M., on Tuesday, February 17, 2026. Marsha Fischer, Vice President of Human Resources, presided over the meeting.

Present:

Marsha Fischer, Chair, Chief HR Officer of Human Resources
Jessica Baker, Co-Chair, Assistant Vice President, Human Resources – UM System
John Clark, Associate Professor, Finance - UMKC
Melanie Keeney, Associate Director, Marketing and Communications – S&T
Amber Candela, Assoc. Professor, College of Education – UMSL
Harry Harris, Director, TRIO Student Support Svcs, Access & Academic Support – UMSL
Betsy Garrett, Emeritus, Family & Community Medicine – MU
Ginger Gibson, RN Case Manager, Care Coordination – MUHC
Clair Ann Reynolds Kueny, Associate Professor, Psychological Science – S&T
Kris Hagglund, Dean, Health Professions – MU
Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC
Kim Foley, Senior Executive Assistant, Vice Chancellors Office – MU

Absent:

Kayla Grobe, Clinical Educator, Acute Care Cardiac Intensive Care Unit – MUHC
Brian Hensel, Assoc. Teaching Professor, Health Sciences – MU
Brianna Portmann, Senior. Program Manager, General Education - UMKC

Also Present:

Cari Lyman, Director, Retirement, Human Resources – UM System
Caitlin Beal, HR Consultant, Benefits, Human Resources – UM System
Carol Wilson, Director, Benefits, Human Resources – UM System
Casey Owens, Assoc Director, Internal Communications – UM System
Ashley Rogers, Director, Finance – UM System
Chris Ortmann, Director, Health Plan Strategy, Human Resources – UM System

Call to Order and Approval of Minutes

Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting minutes from December 18, 2025. Motion to approve was given by Bob Piepho and seconded by Betsy Garrett. Committee voted to approve, none opposed, no abstentions.

Benefit Rate and Annual Benefit Strategy

Ashley Rogers provided an update on approval of FY27 benefit rates. In addition, she provided medical plan CY25 performance statistics and awareness on the financial impact to the University of managing self-funded medical plans.

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48 Carol Wilson provided an overview of the annual benefit strategy to evaluate and
49 mitigate costs. Each year the University identifies opportunities to conduct request for
50 proposals (RFP's) to ensure optimal coverage and costs for employees and retirees.
51

52 **Medicare Advantage Plans**

53 Jessica Baker, Carol Wilson and Chris Ortmann provided an update on evaluating
54 University Medicare Advantage Plans to address prior and upcoming CMS funding
55 reductions. Retirees continue to see significant increases in premiums as a result of the
56 reduction in CMS funding. The University will be requesting a 1-year extension with the
57 current UHC Medicare Advantage plans and evaluate the long-term strategy and what
58 options might be available to best support retirees.
59

60 **ERP Project Updates**

61 Jessica Baker provided an update on the current project to evaluate and update the
62 current Human Resources and Finance platform. The current system, PeopleSoft, will
63 not be able to continue to support HR and Finance needs. Earliest possible go live date
64 is 2029 but the timeline is likely to fluctuate. We are currently working to identify and
65 hire a program director to manage the overall project.
66

67 **DC Opt-In Phase II Update**

68 Cari Lyman provided a reminder of the DC Opt-In project timeline as the project enters
69 the election window. Eligible employee's who requested a packet by the deadline have
70 received their election packets and have until April 10, 2026, to decide whether or not to
71 participate in the program by completing and returning the required election forms.
72 Approximately 20% of eligible employees requested to receive the election packet.
73

74 **Discussion – Annual Report Reminder**

75 Marsha Fischer reminded TRAC about the Annual HR Report that will be presented to
76 the Board of Curators in April. We will provide a draft to TRAC for feedback prior to
77 finalizing the report for the Board.
78

79 The meeting was adjourned at 3:23 P.M. on Tuesday, February 17, 2026.