

Employee Advisory Committee Meeting Minutes
February 12, 2014
Landon Office Bldg., Room 509

Attending: Brant Barber, Barbara Barto, Alexandra Blasi, David Bollig, Jenny Braun, Cheryl Buxton, Kris Holm, Linda Kelly, Marjorie Knoll, Sheryl McKelvey, Kristy Rizek, Jackie Scott, Jan Sides, Tyler Smith and Steve Stankiewicz.

By Phone: Patty Delmott

Absent: David Boyle, Greg Piper, Karen Gutzwiller, Elizabeth Fultz

Introduction of 2014 EAC Officers

Cheryl Buxton – President
Jan Sides – Vice President
Brant Barber – Secretary

Introduction of New EAC Members

Tyler Smith and David Bollig. Welcome.

Approval of December 3, 2013 Meeting Minutes

One change submitted. Name of the elected secretary was changed to Brant Barber. Motion carried to approve minutes as amended.

Direct Bill Enrollment Report

Jennifer Flory informed the committee on enrollment numbers. Most enrollees took advantage of on-line enrollment. Plan C has continued to add members.

Wellness Program ROI Results

Mike Michael opened the presentation and mentioned the remaining agenda items will all be discussed during his report. Michael Halford of Aon Hewitt, via telephone, also assisted in presenting details of the Wellness Program. 71% of eligible employees participated in the Health Assessment, down from 75%. There has been a 50% increase in employees participating in the various Healthy Living programs. Information gathered from the portal program showed improvement in lifestyle and behavioral risks.

Discussion on the Health Care FSA

The IRS gave a notice outlining a new option to allow for a limited amount of unused health care Flexible Spending Account funds to be rolled over. Committee discussed roll-over issues in regard to the FSA. Evidently some members forfeited funds at the end of each year if the money was not spent from their FSA. The state has allowed a grace period to use up those funds but some money has still been forfeited. In a motion, the committee voted to utilize the roll-over option as opposed to the grace period as the IRS now allows.

Discussion on Plan B

Mike presented enrollment numbers in Plan B over the last 6 years. There has been a significant migration from Plan A and B toward Plan C. He then gave the projections for the next 10 years. Ran different scenarios illustrating projections if Plan B were to be eliminated. Committee had good discussion regarding a pending excise tax for Plan A. And, if Plan B is eliminated, the committee wants to be cautious in the event Plan A would eventually be too cost prohibitive.

Discussion on Medical ASO Providers

The committee discussed the option of eliminating one of the providers. The committee's concerns were making sure the entire state would still get the benefits if one provider was eliminated. The committee agreed there should be competition. In a motion, the committee voted to reduce the providers down to two.

Discussion on Salary Tiers

Mike began a discussion on the current three salary tiers. Several scenarios were presented to the committee in regard to premium costs for both the employee and employer if the salary tiers were adjusted. If the salary tiers were collapsed, the contribution for tier 1 will increase. The committee had extensive discussion and generally agreed to protect the tier one members. Item was tabled for future discussion.

Discussion on Voluntary Hearing Aid Insurance Plans

Committee instructed to read the information provided regarding hearing aids. Refer any questions to Cheryl and item to be discussed at a later meeting.

The next E.A.C. meeting is scheduled for Wednesday, April 2, 2014 at 10:30 am in ROOM 530 (5th floor) of the CURTIS State Office Bldg.