

## **Employee Advisory Committee Meeting Minutes**

**April 2, 2014**

**Curtis State Office Bldg., Room 530**

Attending: Brant Barber, Barbara Barto, Alexandra Blasi, David Bollig, Cheryl Buxton, Patty Delmott, Kim Fowler, Elizabeth Fultz, Karen Gutzwiller, Kris Holm, Linda Kelly, Marjorie Knoll, Sheryl McKelvey, Kristy Rizek, Jackie Scott, Tyler Smith and Steve Stankiewicz.

By telephone: Jenny Braun

Absent: David Boyle and Jan Sides.

Cheryl Buxton called the meeting to order. Gave update on Jan's health status.

### Approval of February 12, 2014 Meeting Minutes

No changes submitted. Motion carried to approve minutes.

### EPIC Hearing Health Care Presentation

Josh Hoover with EPIC Hearing Health Care made a presentation to the committee. He provided a handout booklet and shared the benefits of EPIC. A motion was carried with only one nay vote to recommend the plan to the HCC.

### High Cost Excise Tax Overview

Ashlee Cummins with AON, via telephone, gave a brief explanation of the Excise Tax on "Cadillac" health plans. The new law requires thresholds that trigger a 40% tax in 2018. It appears the state may not be subject to the excise tax. Time will tell in regard to the regulations and adjustments to the plans may need to be made in the future.

### HCC Update

Mike Michael presented the committee with the HCC update. The EAC's recommendations regarding Castlight Health and Rx Savings Solutions were taken to HCC and the EAC's recommendations were adopted. Mike also informed the committee the recommendations for the FSA carry-over was also approved by the HCC.

### Discussion on Health Reimbursement Accounts (HRAs)

Gail Johnson with AON Hewitt, via telephone, presented the committee with a high-level overview of the HRAs. Ms. Johnson discussed how contributions are made, eligibility and design

restrictions. The main points of the presentation of HRAs were the plans are 100% employer funded accounts and 0% employee funded. Essentially the HRA is an employer account set aside for the employee.

#### HealthQuest

Mike Michael gave the committee information asked for in a previous meeting regarding age and gender factors in the HealthQuest participation. The committee had further discussion and Mike was asked to bring even more information for the committee at a future meeting. The committee is attempting to identify if there is a correlation between those who don't participate in HealthQuest and higher health costs.

#### Discussion on Plan B

Mike provided information on Plan B. The committee discussed pros and cons of the current plans. Different benefit designs were discussed and different scenarios were presented. A motion was carried to eliminate Plan B with the caveat that there must be an HRA.

#### Discussion on Salary Tiers

The committee revisited the discussion on salary tiers. Scenarios with claim amounts were presented. Currently tiers 2 and 3 subsidize claim costs for tier #1. The committee discussed plan participation of those who fall into tier #1. The committee also discussed the desire to stay revenue neutral if the tiers were eliminated. A motion was carried to reduce to only one salary tier with two nay votes.

#### Discussion on 10 Year Projection

Decision made to table this topic until the next EAC meeting.

The next EAC meeting is scheduled for May 14, 2014.