

## Employee Benefits Committee Meeting September 9, 2015

Carol Barnhill Present  
Carol Byrd Absent  
Angela Daniels Present  
Laura Downing Present  
Rosemary Freer Absent  
Loretta Fulton Present  
Bill Humphrey Present  
Donna Kirksey Absent  
Donna McMillin Present  
Janet Moore Present  
Sam Pae Present  
Judith Pfriemer Present  
Jollean Sinclarie Present  
Nonie Wiggins Absent  
Lori Winn Present

Visitor: Lori Wimberly from Lockton Companies

Julie Isaacson Past President of Faculty Senate

The meeting was opened by chair Judy Pfriemer with the majority of members on the committee present. Judy reported she had attempted to invite the current presidents of the faculty and staff senate to hear the guest but was unsuccessful. Lori Wimberly with Lockton Companies was introduced to talk about their work as benefits managers for the A-State System office. Their job is to look at all of our benefits and to get the best product and price for A-State. She stated that there is no intent for an increase for 2016 in the health care benefits rates at this time.

She discussed the health plan which included: tier alignment and plan design changes –grandfathered status. Forfeiting our status could bring us more preventive care items; bring the inclusion of copays in out of pocket; adult immunizations; \$0 preventive care visits and \$0 women’s health care to name a few. Marketplace trends were looked at compared to best practices and what is being considered by other employers for 2016.

Eligibility management was discussed concerning Medical/RX Claims. It was recommended by Lockton that there may be a need to do an audit in this area. There also needs to an eligibility verification audit to eliminate ineligible employees and dependents sometime in the future.

Other Observations; Dental and Vision plans were reviewed with again little to no rate increase of 2016. (See separate presentation for details)

Lori Winn asked the committee to talk to their constituents and give her feedback by October 1<sup>st</sup>. Angela Daniels will address Staff Senate on September 16<sup>th</sup> and Judy Pfriemer will address the Faculty Senate on September 18<sup>th</sup>. Both speakers will ask that the senators share the information with their

constituents and share any results with Angela and/or Judy. They in turn will share these with Lori Winn and ultimately Jennifer Smith at the systems office. Lori will prepare a one page summary and will email both the summary and the PowerPoints from Lockton out to all members of this committee

Open enrollment will be November 9<sup>th</sup> – 20<sup>th</sup>. Individuals who are making any changes or participating in flexible spending accounts will need to participate. This will be the last year for anyone to enroll in long term care under the group policy. The products from Ulum group will no longer be payroll deductible so individuals will need to set up bank drafts etc. with Ulum and notices will be sent to them.

Lori also discussed suggestions from the consultant who reviewed the retirement programs and the possibility of putting a limitation on loans from the fund.

Another change coming will be having all benefits paid for by employees to start on the 1<sup>st</sup> day of the month following the beginning of employment.

Submitted by Carol Barnhill, sitting in for Secretary Rosemary Freer.

Attachments:

Lockton Presentation for Proposed Benefit Changes 2016

Arkansas State University System Proposed Benefit Changes 2016