

Benefits Committee Meeting

Date: 02/03/16

Time: 11:00 AM

Attendees Voting: Kirk Anderson, Josh Dyer, Deb Finkle, Ella Fly, Laura Ford, Andrew Petersen, Lisa Sears, Leesa Traman

Attendees Non-Voting: Anna Evans, Melissa Lambrecht, Ashley Osborn, Chelsea Powers, Jeffrey Scarpinato, Brandon Tidwell,

Absent: Sangeetha Rayapati, Marsha Smith

Location: Business Office Conference Room

- 1) 2015 Recap
 - a) Consultant RFP was conducted last spring
 - i) Holmes Murphy was selected during this process
 - b) Early summer our TPA/Network RFP was conducted
 - i) UMR/United Healthcare was selected during this process
 - c) Core Beliefs Session held during fall with Benefits Committee members as well as the Cabinet
 - d) Wellness engagement was very high last year
 - e) Educational Sessions
 - i) Healthcare 101
 - ii) UMR website/claims/EOB training
 - iii) High deductible health plan/voluntary benefits
- 2) Potential 2016 Initiatives
 - a) Voluntary Benefits Program Reinvented
 - i) Laura put together a Voluntary Benefits PPT and survey and sent out to our campus. Meetings in the fall were also held to discuss the option of adding some of these to our current benefit offerings. Here are the results:
 - (1) High Deductible Health Plan/Health Savings Plan
(a) Yes – 24; No – 61; Unsure – 23
 - (2) Critical Illness Insurance
(a) Yes – 22; No – 48; Unsure – 37
 - (3) Accident Insurance
(a) Yes – 28; No – 43; Unsure – 35
 - (4) Optional Life Insurance
(a) Yes – 38; No – 45; Unsure – 24
 - (5) Pet Insurance
(a) Yes – 10; No – 85; Unsure – 13
 - ii) The group agreed that there is still a lot of room to education employees on these benefits
 - (1) Members of the committee have stated they've heard concern around campus that we will be getting rid of the traditional health insurance and moving to the high deductible plan only. That is NOT true. If we add the HDHP (high deductible health plan), it would be in addition to our traditional coverage.
 - (2) Confusion in regards to the HAS vs Flex Spending. HSA can roll over from year to year and can even go with you after you leave Augustana. Flex spending does not roll over and terminates when your employment terminates.
 - iii) Committee all agreed that it is worth Holmes Murphy to start working on some cost estimates of what the HDHP would look like at Augustana before we make a decision. Jeff will provide pricing back to us within 30 days.
 - iv) Laura will talk to the Cabinet once we have a price estimate to see if Augustana will be contributing anything to the Health Savings Account.
 - v) If the College moves forward with the HDHP, that would be a great time to add additional voluntary benefits as more employees will be attending informational meetings. Still deciding if we would add voluntary benefits during open enrollment time or have a separate enrollment for those.
 - vi) It was mentioned that Augustana could look at a third health insurance option in a couple of years; it would be like our traditional health insurance, but with a limited network. If that were the case, in a few years we would offer three different health insurance plans to our employees, all with different monthly premiums.
 - vii) A question was asked about the funding if we do add the HDHP; traditional insurance funding vs. new HDHP funding. Jeff S clarified that all funding will still be put into the same "pool" as it is today.

Benefits Committee Meeting

Date: 02/03/16

Time: 11:00 AM

Attendees Voting: Kirk Anderson, Josh Dyer, Deb Finkle, Ella Fly, Laura Ford, Andrew Petersen, Lisa Sears, Leesa Traman

Attendees Non-Voting: Anna Evans, Melissa Lambrecht, Ashley Osborn, Chelsea Powers, Jeffrey Scarpinato, Brandon Tidwell,

Absent: Sangeetha Rayapati, Marsha Smith

Location: Business Office Conference Room

- 3) Budget Report Review
 - a) Year to date we are at 89.29% of budget, about 10% under budget
 - b) Average per employee per month cost is \$373.30
 - c) Health insurance census is staying constant (not much change month to month)
 - d) Highest claimant so far this year is at \$55k. Stop loss insurance will not kick in until the claimant is at \$100k.
 - e) Our dental plan claims are lower than the premiums we've collected over the past few years. Benefits Committee agreed to have a "premium holiday" for those employees currently enrolled in the dental plan. Most likely this means that employees enrolled in dental plan will not have to pay dental premiums for two months this year. HR will work with our Payroll team to work out the details and then let those people enrolled know.
- 4) Discount Analysis
 - a) Current discounts with United HealthCare are approx. 53%, which is greater than the discount we were told to expect
- 5) Renewal Timeline
 - a) Holmes Murphy is working on pricing for a HDHP and will get back to the Benefits Committee within 30 days
 - b) UMR price is already locked in for next year
 - c) Stop loss insurance pricing will be available 60 days before renewal
- 6) Next meeting will be on 4/1/16 at 10 am.