

University Senate Budget Committee Minutes

Wednesday, October 23, 2013

315 Dahlberg Hall

Members Present: JoAnn Bacon, Pam Barr, Tim Bartness, Diane Belcher, Michelle Brattain, Margo Brinton, Jennifer Chiovaro, Douglass Covey, Irene Duhaime, Mary Finn, Joe Hurley, Tyler Lewis, Unil Perera, Jerry Rackliffe, Vincent Rehder, Lesley Reid, Rose Sevcik, Melissa Taylor

1. Lesley Reid called meeting to order
2. Approval of the minutes.
3. Robert Elmore, Director of Payroll, Benefits & HRIS provided a detailed presentation on benefits changes for 2014 Open Enrollment and anticipated changes related to ACA.

Open enrollment will only be for 2 weeks this year, Nov 11-Nov 22, 2013. There will be a Benefits fair on 11/8 at Student Center Ballroom with vendors from all plans.

There are substantial changes to the voluntary benefits offered by GSU as the result of the BOR decision to consolidate these benefits across the USG. This change will affect dental, vision, life, disability, and flexible spending benefits.

Changes to Dental Benefits – Dental benefits will be provided solely by Delta Dental and there will only be two different plans - base and high, which will include orthodontics. All currently enrolled individuals will be automatically transferred into the Delta Dental high plan. Individuals may make changes if they so elect.

Change to Vision Benefits – Provision of benefits will move from United Healthcare to Eyemed. There will only be one plan that includes eye exams; the plan that just offered equipment has been eliminated.

Changes to Life Benefits – They will no longer be provided by Liberty Mutual, they will be provided by Minnesota Life. Participants may elect to increase by one level of coverage during open enrollment without providing evidence of insurability (EOI). Current enrollment will be mapped to the new provider by HR.

Current AD&D coverage will map to new plans.

Changes to Disability Benefits – The provider is changing from Liberty Mutual to MetLife. EOI will be waved during open enrollment.

Flex Spending Account Changes – The management is switching from Discovery Benefits to US Bank. Subscribers will have until 3/31/14 to submit claims to move any monies left over in Discovery accounts.

Health Spending Account Changes – Although the USG is switching providers, transfer of funds will be optional. The BOR will cover fees for either plan through 2014 at this time.

Mr. Elmore confirmed that domestic partners will still be eligible for voluntary plans.

Beyond changes to voluntary benefits, Mr. Elmore reminded committee members that the USG will be applying a tobacco surcharge; all employees default as tobacco users and individuals must go in to opt out of surcharge.

He also noted that premiums will remain the same for all health insurance plans except for Kaiser. Kaiser premiums will increase 4.3%.

Mr. Elmore discussed the USG RFP for health plans and indicated that there may be substantial changes next year. He also reviewed what is currently known about the potential impact of the ACA. Very little is known at this time. There is a USG committee that is dealing with these issues. Their recommendations will determine policy to be implemented for all Fall 2014 employees.

4. There was no new business.
5. Meeting adjourned.