



Staff Council

Minutes

November 10th

HMSU Dede III

10:30am – 12:30pm

In Attendance: Susan Crist, Pamela Malone, Marisa Vincent, Roxanne Torrence, Jamie Hays, Chris Middleton, JoEllen Ornduff, Rusty Hochhalter, Katelyunn Duby-Edwardson, Matt Jenkins, Beth Phillips, El-Houcin Chaqra, Patti Bolton, Laura David, Carolyn Rohlfing, Evan Boyer, Tom Everett, Debbie Woolard, Leslie Wheeler, Barry Overpeck, Martin Collins, Audre Brickey, Yolanda Barnhill, Martha Reed

Excused: Rick Murdock, Wendy Cox, Jayme Payne, Tracy McDaniel, Crystal Cox, Vicki Banks

Unexcused:

- ✿ Call meeting to order (Roxanne Torrence)
- ✿ HR – Candi and Wil
 - Health coverage
 - Self-insured since 1986
 - Don't buy insurance from a company –
 - Pay 3 different companies to process claims
 - Delta Dental
 - Express Scripts
 - Cigna
 - 15 page spreadsheet with claims
 - Categorize by date
 - Watch claims
 - Over \$20 million per year spent
 - Last year during 1st 3 months – prescription drug claims increased by over 50%
 - Better now due to programs implemented
 - In July – 80% of \$20 million
 - 28% higher than previous year at that time
 - 20% higher claims total for the year (medical)
 - Had Cigna reprice the claims - no change
 - United HealthCare and Anthem comparisons
 - United HealthCare 3% less than Cigna

- Anthem 6% less – over \$1.8 million
- **Moving to Anthem January 1, 2017**
 - Duplicate the coverages we have now with Cigna
 - 1 slight change – hospitalization / inpatient hospitalization / outpatient surgery - - subject to deductibles in 2017 (\$500 in network)
 - Largest insurance company in America
 - Most providers in their network
 - Most of providers that are with Cigna are also with Anthem
 - Anthem will send provider relations to the provider that is missing to attempt to get them with Anthem so there is not an issue
 - Deepest discounts
 - If there is a current (on-going) treatment that is being done, let Candi know so the process will be seamless
 - New cards will need to be given at doctor visits after January 1st
 - Exact network will be listed on the website soon so we have 1 month to look up information
- If we left everything the same and stayed with Cigna, we would have had a 16 ½ % rate increase or cut coverages to make up the money
- No cost increase for Delta Dental in 2017
- Need \$22 million for next year's program
 - Backed into the rates
 - Overall rate increase of 7.3% (doesn't mean that each individual has that % increase)
 - Proposed rate structure is on Staff Benefit's website
 - Go to Board of Trustee in December
 - 91% of employees did wellness screenings and are tobacco free
 - Subtract \$30 from rate that shows on website
 - Subtract \$50 from rate if there is employee and spouse
 - No tobacco surcharge
 - Was \$50 per month no matter who used tobacco products
 - Will be \$50 each if you and spouse use tobacco products
 - Doesn't not apply to children
 - Tobacco cessation program to avoid surcharge – Lauren Clifford
- Claim – won't hit before December 31st, Cigna will process run off claims that were incurred before the end of the year
- Employees do not need to do anything unless they are adding or removing individuals from insurance during the open period
 - All coverage will roll over to Anthem without the employee needing to do anything

- Flexible Spending
 - Looking for vendors to do Flex Spending
 - Will have a card for processing
 - Extension (Jan-March of next year can go on previous year)
 - This will process the same
 - Use the internal staff benefits form that is on the website
- CareCentric for medical supplies – durable medical equipment
 - Anthem does not use anything like this
 - Must work with doctor and send in the material from the doctor and it will work
 - One less step for patients
- Staff Benefits will be meeting with Anthem today to discuss items
 - Flex spending
 - Excess carrier premium
 - Setting up the plan
 - Katelynn Duby – Edwardson
 - If spouse has Anthem, how will this impact secondary insurance?
 - Rusty Hochhalter
 - Nurse practitioner billings

🌀 Wil Downs

- New President of the United States in office in January
 - Affordable care act changes
- Senate and House
 - Fair Labor Standards Act changes
- HR is proceeding as if things are stable now and there are no changes
 - Effective date is December 1 for FLSA
 - End of January reporting regarding Affordable care act

🌀 Dr. Hawkins – Faculty Senate

- Handbook has currently vague and conflicting definitions of “working day”
 - Opening day and closing day of university
 - Academic year
 - Fiscal year
 - Calendar year
 - Academic week
 - Working day
 - Academic working day
- Faculty governance – then we can look at it before it goes to Board of Trustees
- January goes to faculty senate
- He will pass the information on to our area as well as student governance

🌀 Approval of minutes

- October minutes were approved
 - 1st motion Audre
 - 2nd motion Patti
 - Susan Crist and Yolanda Barnhill Abstention
- Treasurer's Report – cupcakes for scholarship
- Exec committee
 - Parsons / Rankin / Career Center / Stalker / Library collection sites for hats, scarves, gloves until December 1st
 - Audre to resend the flyer
 - Bi-Laws
 - Any changes – contact Barry Overpeck
 - Vote on twice – need to have changes by the end of January
 - New Business
 - Martha accepted new job on campus – Career Center to Multi Cultural Center on Wednesday – switching divisions
 - Division of university engagement at this time – term up this May.
 - No election this past year so we have no other individuals to fill that role and would have to do an election
 - Martha has requested to stay on council until May and fulfill her term (bi laws allow for exception if they request to stay) and remain representative for the current division she represents
 - If we did an election, they would fulfill her term until May and then have to re-run for the position
 - Pam 1st motion / Susan 2nd motion
 - Yolanda Barnhill abstention
 - All others in favor
 - No denials

🌀 Committee Reports

- Employee relations – (Susan)
 - Fall Rep Sessions are scheduled for October 25th in Library events from 11am-1pm. 13 attendees. Multimedia services recorded the session. Session ended early because someone on schedule could not make it.
 - Move to video format instead of actual sessions
 - Bi laws rewritten to remove that actual rep sessions occur
 - Committee is asking for new items to be placed in welcome bags for new employees
 - Financial assistance from council
 - Funds used to pay for refreshments from rep session could be repurposed to help with bag items

- Public relations – (Audre)
 - Spirit week – prizes for people participating in spirit week. Athletics department donated blankets and tshirts. April Hay and Pam Malone won.
 - Harvest Party was October 25th. 140 attendees. Sodexo joined this year with games and prizes.
 - Ornament fundraiser – within 3 hours of opening up orders we oversold ornaments. Purchased additional ornaments to fulfill orders. 239 sold out of 250 – 1 design left.
 - \$5 profit
 - \$239 profit = 2 scholarships
 - Chair massage fundraisers in the spring. February 24 and March 31.
- Staff Benefits (Yolanda)
 - October 27th meeting – Candi and Wil were guests
 - Wil stated 70 educational sessions as well as rep sessions regarding FLSA
 - 120 employees affected and reassigned to non-exempt class
 - Target salary program will stay the same
 - 80 employees reclassified as academic administrators
 - Academic programs and success / take care of students / advisors / specialists
 - Conservative with “duties” test
 - Likelihood of an audit is high
 - Candi – self insured
 - Employee pay and university money
 - September – 15% increase in claims
 - Claims are higher
 - Employee population is older
 - Excess claims and stop loss is high
 - 10 claims exceeded coverage this year
 - Drug claims up this year
 - 6% decrease with Anthem than Cigna
 - Effective January 1st
 - Duplicate coverage
 - Express scripts and Delta dental will remain
 - Save \$1.8 million
 - 7.3% increase for the university
 - 1/3 employee contribution and 2/3 university contribution – working to get to this
 - 121 people using income based subsidy
 - PERF
 - Guarantee fund being eliminated
 - Annuity savings account
 - Deadline is December 31st

- Existing assets in guarantee fund will change to stable value fund (should be more profitable)
- Contact Joey with questions
- Additional life insurance
- Next meeting is December 1st

✿ Closed session

✿ Motion made to adjourn by Leslie Wheeler and seconded by Jamie Hays.

Next meeting:

December 8th, 2016

10:30 - 12:30

TBD