

## Employee Health Benefits Advisory Committee 2017-2018 Annual Committee Report

### **August 10, 2017:**

Members Present: Sarah Wurtz, Julia Bruce, Sarah Ber, and Beverly Grubb.

Ex-Officio Members Present: Diann McKee, Wil Downs, Chip Rogers and Candy Barton.

Guests Present: (Richard) Curt Dame of Aon Consulting in Louisville, Kentucky

Discussion included:

- Brief discussion of where the health care situation was during CY 2016
- RFP process for consultant with EHBAC subcommittee interviews
- Proposal for the addition of a High Deductible Health Plan (HDHP) with a Health Savings Account (HSA) to the current Preferred Provider Organization/FSA plan
  - To use as a recruitment tool
  - To bring the ISU plan offerings current with other similarly situated schools
  - To eventually provide savings to the overall plan (PPO + HDHP)
- Further, as a reminder, the HDHP is not established to replace the PPO plan

Additionally, there is a Health Savings Account (HSA) that accompanies the High Deductible Plan:

- ISU provides seed money to start the HSA \$500 for a single person; \$1,000 for a plan that covers more than one person (annually)– Administered by The HSA Authority
- Funds roll over from year to year.
- Seed money is not taxed and belongs to the employee forever.
- Employees may add tax free money from payroll check to the HSA

Note: differences in the PPP/FSA medical account were explained:

- Has a “Use it or Lose it” ruling – funds must be used by December 31 of the year the money was contributed with a 2.5 month grace period
- NO FSA funds are contributed by the University
- No growth on the funds

NOTE: the FSA for Dependent Care is not affected

The Low Income Health Coverage subsidy will continue for employees using the PPO plan but will not be eligible for those with the High Deductible Health Care Plan.

The group came to consensus that the HDHP and HSA would be a good addition to the current PPO product for some employees. This plan was discussed in the various Governance groups and employees across campus and presented to the Board of Trustees in October 2017.