

College Benefits Committee Meeting Record - draft

Wednesday, February 7, 2007
1:00 p.m.
Library 407A

Meeting called by: Carolyn Rouillard

Member Attendees:	Leaugeay Barnes	Denise Gomez	Ike Sloas
	Rhonda Cantrell	Stu Harvey	Alan Stringfellow
	Dr. Jo Ann Cobble	John Helton	Randy Wythe
	Myra Decker	Mary Jones	
	Mike Franco	Cecilia Pittman	
	Cynthia Gary	Rhonda Simpson	
Exofficio Attendees	Carolyn Rouillard		

Agenda

1. Review of rankings and priorities established from input.
2. Information from Carolyn Rouillard on health/life and vision changes.
3. Discussion of issues the Committee wants to establish for consideration.
4. Development of subcommittees to address and report back to group.
5. Timelines.

Record of Meeting

1. There was some initial discussion and it was decided that items on the priority list would be discussed in order as listed on the chart provided with the agenda.
2. One early point of discussion was the need for a routine, timely procedure for looking at alternate health insurance providers. This was the first item under #1, Health Care – Employee, on the College Benefits Committee Survey Tally that was distributed by e-mail 12/19/06.

Decision: The committee believes that the process should be done every three years. The time commitment required by the committee the last time this was done, two years ago, was more than 15 hours (14 hours just for provider presentations).

Follow up discussion: Since the current committee members are making this decision it seems appropriate that they would continue serving through the next review cycle which would be next year. This will be placed on the agenda for the next meeting.
3. It was decided that items 2- 11 would be researched by subcommittees, with Carolyn Rouillard as the information contact person.

Subcommittee were formed to investigate the various benefits with the intent that each committee would report back to the benefits committee next week. Committees and membership are:

- 1 **Health Care - Employee** – Jo Ann Cobble (follow up/data gathering) with entire committee reviewing
- 2 **Health Care Retiree** – Rhonda Cantrell, Rhonda Simpson, and Jane Carney
- 3 **Dental** – Jo Ann Cobble
- 4 **Vision** – Randy Wythe, and John Helton
- 5 **Education** – Leaugeay Barnes and Ike Sloas
- 6 **Life** – Stu Harvey and Carolyn Rouillard
- 7 **Process Issues/Sick Leave** – Mary Jones and Alan Stringfellow
- 8 **Flex Spending** – Cynthia Gary and Denise Gomez
- 9 **Wellness** – Cecilia Pittman and Myra Decker
- 10 **Other** – Michael Franco, John Helton, and Ginnett Rollins

(Please note - if you were not at the meeting, please connect with a group that is of interest to you.)

Evaluations by each committee should determine:

Those items which could readily be addressed with minimal or no costs
Order of importance
Information/d iscussion/recommendation to group

4. The committee voted to produce a document at the end of it's work to provide a response, with cost figures when appropriate, for each submitted issue or concern.

5. Action recommended on items covered from the list of questions and answers provided by Carolyn Rouillard for discussion by the committee.

- #1 Due to the cost to the institution the committee did not recommend a decrease in the co pay for specialty visits such as physical therapy. (\$68,559.12)
- #2 Due to cost to the institution the committee did not recommend change the maximum age for covering dependent children from 23 to 25. (\$19,588.32)
- #3 Due to cost to the institution the committee did not recommend change in prescription co pays. (\$39,187.34)
- #4 The committee did not recommend a change in tier groupings for employee with child, spouse, # of children, etc. The committee did recommend that wording be placed in benefit documents that would state "check with HR for other alternatives" or similar wording.
- #5 Based on small number affected and concerns with the cost of a 4th option, the committee did not recommend a 4th option

6. The meeting adjourned at 2:15 p.m. The decision was made to meet Wednesday, February 14th at 1:30. Members were asked to be prepared for a two hour meeting and to bring their calendars.