The minutes will be posted on the ECB website. The minutes will be no action needed.

### Action

- **No action needed.**

### Report

- **Agenda Item 6.**
  - **Employee Benefits Committee Minutes**

### Open Enrollment

- **Bill Harris - Chair**
  - **Call to Order**
  - **Review/Approval Of Minutes**
  - **Call to Order - Bill Harris**
  - **Motion to Adjourn**

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**Agenda Item 6:** Employee Benefits Committee Minutes

- **Present:** Harris, Bill Chair, EBC
- **Recorder:** Harris, Bill Chair, EBC
- **Presenter:** Harris, Bill Chair, EBC
- **Secretary:** Harris, Bill Chair, EBC
- **Treasurer:** Harris, Bill Chair, EBC
- **Honorarium:** Harris, Bill Chair, EBC

March 24, 2014 10:00-11:30 AM

231 Student Center

Employee Benefits Committee Minutes

Discussed: Participants who have currently elected $2/00 will have a $2/00 option available and the $2/00 option will be included in the out-of-pocket maximum in (2013). Health plan out-of-pocket maximums will include all deductibles, co-pays, and coinsurance. Prescription co-insurance will be followed as required. Healthcare spending account in place of the 2% increase.

There will be a new $2/00 double to the medical flexible spending account in place of the 2% increase.

Benefits open enrollment dates are: Monday, April 28th - Friday, May 2nd (this is one week later to

Call Carol presented the 2014 open enrollment presentation. The key points for fiscal year 2014/2015 are:

- **Presentation:** Carol and Jody

2/18/2014 Minutes

Mr. Harris moved to pass the EBC minutes for the February 18, 2014 meeting. Susan Kress made a motion.
<table>
<thead>
<tr>
<th>Action</th>
<th>Report</th>
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<tbody>
<tr>
<td><strong>Meeting Concluded</strong></td>
<td><strong>Mr. Harris ended the meeting at 10:45 a.m.</strong></td>
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The committee members stood, well done on getting good rates for Fiscal Year 2014/2015!

Mr. Payne shared the fact that for the first time, dental and life insurance resulted in no increases for Dental and Life.

The university's costs for basic life was decreased by 60% This savings will go towards offsetting the cuts.

Mr. Payne shared the fact that they have been working on setting up a separate foundation that would be tax deductible. Mr. Payne stated the fact that he has been working on the fact that for tax exempt status, however, there is still some uncertainty on the cost involved with the exercise of the life insurance. However, the fixed expenses could be several years away.

Kim Wilson responded. While it might be a worry that the committee is here for business, particularly if it is not deductible.

Susan Cross questioned what is being done to allow donations to the university.

4. **Several questions were posed by the committee members:**
   1. How much for example is the cost of a pocket maximum? $26,350 per member, $32,700 per family.
   2. What is the decrease for therapy visits under UC-PO and UK-PO? It will decrease 320 per visit.
   3. Did FLEX change or is the decrease due to the change in the insurance? FLEX changed, but they will only issue a new card for the new insurance. The current card will not be accepted.
   4. For the first quarter of Fiscal Year 2014/2015, did the Board of Directors authorize the creation of an educational committee to discuss and explore the possibility of creating such a committee?

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