AP Salary and Benefits Subcommittee

October 8, 2015, Allendale KHS 4454

Members Present

* Luanne Brown – Chair (Returning Group 4)
* Sherry Barricklow (New Group 3)
* Stephanie Dombrowski (New Group 2)
* Logan Weis (New Group 1)
* Linda Yuhas (HR/Compensation/Salaries Liaison)
* Dave Smith (HR/Benefits Liaison)

Dave Smith – Presented on changes and updates on Benefits:

* Flu shot clinics October – November dates will be listed in the AP newsletter
* Open Enrollment 10/20-11/4. Communications have gone out via email, post card and intercampus flyers.
* Computer labs will be set up for employees needing assistance to enroll.
* Open enrollment info is available online
  + Not many changes
  + Standard PPO plan no changes
  + PH HMO product – less than 60 participants increased 11.5%
    - Closed to new participants in 2016
    - Closed to all participants in 2017
    - HMO and PPO network- all providers are in PPO so no disruption
  + HSA
    - Deductible - $1,750 single family to $3,500 for 2016
    - Deductible - $2,000 single and family to $4,000 for 2017
  + Pharmacy benefit
    - Ongoing pharmacy formulary changes
      * Changes can happen anytime but communications are sent out to all employees.
  + Comparison chart for all plans on website to show difference
* Delta Dental – no employee increases
* EyeMed – no changes; we had locked in through 2016 (optional to purchase)
* Priority Vision – Every 2 years exam is free
* FSA – no change – Health care $2,500 and Dependent Care is $5,000

NEW\*\* Anytime Events!! You can make online changes for retirement contributions and HSA contributions. Also qualified events you can begin notification process.

ACA Reporting – new form 1095 will be receiving around same time as W2.

Voluntary life insurance. – Guarantee issued by asking a few simple questions.

Encompass Employee Assistance Program – counseling sessions have been increased to 7 (up from 5)

Healthy Choices – Incentives will be paid out several times in 2016 – will be paid out on the check, no longer to HSA

HSA – Limits $3,350 single and $6,750 for a family

Plus an additional $1,000 catch up for those age 55 or older

United Bank – Investment options

* RFP went out and compared providers for HSA
* United is still the best option
  + ATM on campus

65 – If you are enrolled in GVSU plan you do not have to enroll in Medicare!! When you are actually retired that is when you enroll in Medicare

* If you start receiving SS you are automatically enrolled in Medicare part A
* You cannot contribute to an HSA anymore you can still have coverage but not have money deducted from paycheck

Spine Centers of Excellence SCOE – you will need to be evaluated before back surgery.

Automobile Insurance – we do not coordinate with auto insurance. If you are in an accident MI no-fault covers you.

Priority Health – Cost Estimator. 2016 incentive. Priority will send you info if you use the estimator – receive a gift card for choosing a lower cost provider for procedures.

Online treatment – Priority Health virtual visit.

Exit Interviews

* Scott is reviewing – we will have more info. Some of the top reasons people leave:
  + No advancement
  + Spouse relocated

Next Month’s meeting 11/12/15 – Meet Dev Butler – Labor Relations.

Minutes respectfully submitted by Luanne Brown 10/8/15