



FACULTY SALARY & BUDGET COMMITTEE
MEMORANDUM

TO: Scott Richardson, Acting Vice President for Finance and Administration;
David Smith, Director of Benefits & Wellness

FROM: Robert Hollister, Chair, FSBC

SUBJECT: Announcement of Benefit Change

DATE: March 5, 2018

CC: Felix Ngassa, Chair, ECS/UAS; Lisa Surman Haight, Senate Assistant

At the benefits meeting on February 2, 2018, Dave Smith announced that the administration does not plan to announce changes to the benefits package for 2020 in April of 2018. This is a significant change in standing practice that breaks a long-standing commitment.

The FSBC understands the administration's reluctance to commit to benefits changes in April. However, if the administration plans to increase the Deductible or add any additional Co-payments or other changes that would be paid from the faculty members HSA, then these changes ***must be announced prior to open enrollment for 2019.***

A year of notice is necessary because employees need a year to send manageable monthly payments to their HSA (during 2019) in order to be prepared to pay the full deductible on January 1, 2020.

Given the recent stable spending trends, the FSBC can find no reason, at this time, to justify a change in the healthcare benefits package. If for some unforeseen reason a change in the benefits package is necessary, then the FSBC is committed to working diligently with the administration to find an agreeable solution that can be announced prior to open enrollment.