

BENEFITS COMMITTEE MINUTES

February 26, 2015

10:30 – 11:30 a.m.

- **Call to Order – Patricia Rodgers, Chair**

Meeting called to order by Patricia Rodgers, Chair, at 10:35 a.m.

- **Aflac Update**

Angela King – Contract with JMU has been awarded. Requisition for Virginia Tech was sent yesterday to procurement. Becky Morris is working on a benefits comparison to illustrate differences between currently offered benefits vs Aflac. Becky will come speak to the benefits committee at the March 26, 2015 meeting. More information regarding open enrollment for Aflac will be available at the March meeting.

Recommendation from Hal Irvin: Ask JMU how much their employees have saved on rates by participating in the group Aflac plan.

Savings on rate premiums through the group rate vs. individual rates would vary for individuals. The hope is that there will be a nice savings.

- **New Employee Dashboard**

New Employee Dashboard was released to a pilot group to assist employees in viewing their “new-hire” choices, such as health insurance and other benefit elections and provide deadlines for completing their elections. New employees have begun using the dashboard in addition to the pilot group for additional feedback. Dashboard allows employees to view job details, see what mandatory training is required, and view other job/personal information. HR Partners and employee supervisors can check to see what tasks still need to be completed by their employees.

Yohna Chambers provided a demonstration of the pilot dashboard to the benefits committee. Employee and supervisor screens were demonstrated.

- **Tuition Waivers and Tuition Reimbursement**

The Tuition Waiver and Reimbursement report is now edited. At the March 26th meeting, the report will be distributed to Benefits Committee members in paper form.

Lori Baker-Lloyd with UOPD will be at the March meeting to discuss potential reciprocal agreements with other educational organizations and other potential educational opportunities available to employees.

Question from committee: Will dependent assistance be available as well?

Dependent tuition assistance is unlikely through the state. Virginia Tech is working to raise more money for the Employee Spouse and Dependent Scholarship fund so that more people can take advantage.

Recommendation from committee: Have Tom McAvoy speak to benefits committee regarding the scholarship.

- **Other Topics- All**

- Open Enrollment- Health Insurance and Flexible Spending**

- Open enrollment will be held May 1-22nd this year. There is currently no further information regarding open enrollment. Becky Morris will update the committee in April regarding Open Enrollment information.

- Legal Resources- Special Enrollment**

- A special enrollment session for Legal Resources will run March 1-31, 2015. Changes will be effective April 1, 2015. This is an enrollment period only, not an open enrollment. Employees already enrolled in Legal Resources cannot make changes until the open enrollment session.

- Sessions are currently being scheduled for the North End Center. Some will also be held on-site at Virginia Tech facilities depending on HR partner requests.

- Recommendation from committee: Send an email to the benefits committee regarding how to sign up for Legal Resources and how employees can receive help on Legal Resources and Open Enrollment.

Pay Increase

The state is considering possible raises for employees. All staff members of the university would be eligible. This is not yet official.

Future Meetings

Recommendation: Invite Cathy Kropff from Hokie Wellness in to discuss what Hokie Wellness has been working on. Specific topics of interest were: child care and gym associations.

Recommendation: Show demonstration of the new leave system to the Benefits Committee before the new system goes live. Demo system is unavailable until late April/May. If the demo system is available for the benefits committee's April meeting, it will be demonstrated at this meeting. Claudia Cornwell, leave programs supervisor, will be asked to attend the April meeting for an update on the system.

Elder Care

An elder care symposium will be held in May. This will be an all-day event. No date has been scheduled.

- **Adjourn**

The meeting was adjourned at 11:30 a.m.