

# Employee Benefits Committee Minutes

## April 17, 2013

Present: **Amanda Grose, Angela King, Yohna Chambers, Godmar Back, Dan Cook, Hal Irvin, Judy Taylor, Kim Dulaney, and Patricia Rodgers**

Absent: Jack Finney, Bradley Klein, and Kim Dulaney, Anne Zajac

- I. **Meeting Called to Order** – Amanda Grose, Chair, called the meeting to order at 10:03 am. The committee affirmed the approval of the minutes of the April 17, 2013 meeting.

### II. Old Business

**Legislative Updates** - Yohna Chambers. Regarding the Affordable Care Act, in an update DHRM sent on April 11, it stated should a retiree become eligible for insurance, he/she may waive. Although individuals may waive their insurance benefit, they still are not permitted to work more than 29 hours a week.

### III. New Business

**Spouse and Dependent Scholarship Program** – Amanda Grose. Amanda encouraged each person to consider supporting the fund by either donating to the fund or purchasing The Grove cookbook from the bookstore. University Development's Annual Giving department hoped to send out the fundraising appeal sometime in May. There are 18 applicants this year, usually half of these will decide to go to VT, thus making a potential of nine awards. The Committee agreed to offer \$1,000 for each scholarship; however, if the final number of qualified students who plan to attend is lower than the nine, the award amount will be increased. This will be the highest amount per award for this scholarship fund – in 2012 nine were awarded an \$850 scholarship and in 2011 nine were awarded a \$750 scholarship.

#### **Open Enrollment Highlights - Becky Morris.**

- The COVA Connect plan will no longer be offered; all current COVA Connect members will be moved to a comparable COVA Care plan.
- For the Tri-Care plan there is no change in the plan.
- Anthem is taking over the Employee Assistance Program and prescription drug program.
- The state is offering a new program called COVA HealthAware through Aetna:
  - Has \$1500 deductible
  - Owned and maintained by the state
  - Health Reimbursement Arrangement with your own financial institution
  - Offers "Do Rights" a reward system to earn an additional \$150
- DHRM offers an online tool called ALEX to research dollars and do comparisons; an interactive assistant designed to help in plan decision making.
- All dental plans will change.
- Vision Buy-Option – beginning July 1<sup>st</sup>, employees will be able to go once per plan year instead of once every 365 days.
- Emergency room co-pay increases from \$125 - \$150.
- Everyone will receive new cards.

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### **New Business (continued)**

#### **Aflac Presentation** by David Cook.

Yohna Chambers introduced David Cook and Chris McKee with Aflac. Aflac is already a part of the Commonwealth of Virginia

Highlights of the presentation:

- Aflac will not replace but enhance VT's package.
- Aflac provides supplemental health insurance to help pay benefits major medical insurance doesn't cover.
- Aflac offers accidental death and dismemberment and wellness benefits.
- Aflac has microsites and would be an independent relation employee.

Meeting adjourned at 11:25 am.