

# Employee Benefits Committee Minutes

## April 30, 2014

**Present:** Amanda Grose Cannoy, Yohna Chambers, Anne Zajac, Pat Rodgers, Kim Dulaney, Donna Raines, Godmar Back, Brad Klein, Angela King, Monica Mathena

### Call to Order

Amanda Grose Cannoy called the meeting to order at 2:06pm.

**Minutes** - March 12, 2014 minutes approved by committee.

### Aflac/Legal Resources Communication Plan

Must have contracts in place to communicate to employees and when contracts are signed, will be able to build micro-site and HR Benefit web page.

- Communication: "Be on lookout" starting August 1, VT News, blue sheets, meetings on campus, adobe connect, reps are willing to travel to other locations.
- Legal Resources enrollment period is August 15 – September 15, and benefits effective October 1.
- Aflac – contract with JMU expires 12/31/2014, new contract 01/01/2014.

Provide Aflac/Legal Resources update in September meeting.

### Open Enrollment Updates

- ALEX (online interactive assistant) – if employee and/or dependents have a lot of prescriptions, may not be beneficial to use. Must follow directions when using ALEX.
- Premiums increase for COVA Care and COVA HealthAware plans.
- COVA Care (Anthem) – prescription drug copay tiers 2-4 increase by \$5 at retail and \$10 at home delivery (mail order).
- COVA HealthAware (Aetna) – two new "do-rights" for Health Reimbursement Arrangement (HRA): routine vision exam and MyActiveHealth Coaching Module completion; maximum \$150 for three activities.
- MyActiveHealth Programs – Healthy Insights – Asthma, COPD, and Hypertension are new incentive programs.
- Residential treatment centers added to behavioral health services for COVA Care, COVA HealthAware and COVA HDHP.
- Kaiser will offer new pediatric eyewear benefit.
- Flexible Spending Accounts (FSA's) – the period to file claims changes if your account ends before June 30, 2015.
  - If you have an FSA account for only part of the plan year, you may file FSA claims up to three months after your coverage period ends.
  - If your account ends on June 30, 2015, you still have until Sept. 30, 2015 to file for reimbursement.
- Premium Rewards continue for the new plan year. If not receiving the Premium Reward, complete an online health assessment and a biometric screening.
- Use online portal, Employee Direct for making Open Enrollment changes.
- Computer Labs will be available for those who want to use Employee Direct but do not have access to a computer or need assistance.

### Adjournment

Amanda Grose Cannoy called for the meeting to adjourn at 2:55 p.m.