Call to Order & Meeting Minutes

Chairman Davis called the meeting to order and asked for approval of the January 24, 2012, meeting minutes with a correction to a member’s title. A motion was made, seconded, and the vote unanimous to dispense with the reading of the meeting minutes and approve same as prepared by the Secretary with the correction.
Employee Assistance Program (EAP)

Ms. Esther Rogers stated that she is a Licensed Professional Counselor and manages the EAP at the hospital and campus. The University’s EAP manages mandatory and non-mandatory counseling in a fully confidential setting. Counseling may include substance abuse, emotional concerns, personal stress, traumatic incident debriefing and job related problems. In 2011 there were 237 work related, 248 family, 16 substance abuse and 5 marital counseling sessions. The program also hosts workshops and special issue programs for employees. Departments can request programs such as tobacco cessation, emotional eating and stress management. The program also refers employees to other mental health providers for more severe issues and child counseling, as appropriate.

Experience Report

The experience report for the three-month period ended 3/31/2012 reflects income in excess of expenses by $464,374 and a reserve balance of $5,586,622. The program is in line with the projections for the first quarter.

The Consultant reviewed the report and issues concerning the Affordable Care Act that will be required for 2012. In 2012 the Act will require a special Summary of Benefits and Coverage to be distributed to all employees. This will be a standard form explanation of the USA Health & Dental Plan benefits for easy comparison with other plans. The University will also be required to list the value of benefits on the 2012 W-2 form which will be issued in 2013. Additional information on the Act will be forthcoming with the Supreme Court decision scheduled for June of this year.

The Consultant stated that the Plan was performing on target.

New Business

A member asked if a benefit for orthodontic services could be added to the dental benefit schedule.

The Consultant stated that this might be difficult until the Plan is out of the deficit but that he would obtain some cost estimates for the benefit.

Mr. Gattis stated that this type of expense was eligible for the Flex Plan which allows for the cost to be paid on a pre-tax basis but that we would conduct a survey of our peer institutions to be presented at our next meeting.

Adjourn:

There being no other business to come before the Fringe Benefits Committee, the meeting was adjourned at 4:10 p.m.