

Fringe Benefits Committee Minutes Minutes

05-13-13

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1:00 PM

Chair: Lynda Robinson

Secretary: Jason Smith

In Attendance: John Geiger, Suzanne Crawford, Ralph Alexander, Glen Pinkston, Chase Massey

Item: The meeting began with Vice-President Pinkston stating that Blue Cross Blue Shield will be increasing their rates by 13 ½ % over the coming year. This correlates with the national average of around 11%. Pinkston also passed out two handouts with different plans and rates. He also informed the committee that he is putting together an advisory staff to discuss this issue.

It was also mentioned that Cameron University is part of a consortium called the Oklahoma Education Employee Insurance Group. This group is made up of 14 schools representing roughly 5,500 higher education employees. Our rates with Blue Cross Blue Shield are a result of this group rate. Due to a few high claims, as well as new fees associated with the Health Care Reform Act, we will experience an increase in insurance premiums. Questions were asked about OSEEGIB, our previous health insurance provider, and Pinkston explained that they had an unpredictability of rates, were slow on claims, and their network of providers was very small.

Pinkston said that most employees at Cameron are enrolled in the Blue Choice PPO Plan which will increase to \$560.10 per month. This corresponds with the High Option Plan, in which their deductible would increase to \$750.00; however, if someone completes a Health Assessment, they would be eligible for a \$250.00 discount, leaving the same current deductible of \$500.00. One option is to have individual employees paying a part of their premium. Another option is to persuade people to change to the Basic Plan and give them a monthly stipend.

It was suggested to explain these options to the faculty and staff. Questions were asked about if certain options would even be enough to cover the rate increases. Pinkston said that the rate increase will cost around \$300,000 more for Cameron.

Meeting adjourned around 2:30 PM.

