

Oklahoma Higher Education Employees Insurance Group
a/k/a OKHEEI Group
Minutes
655 Research Parkway
Oklahoma City, Oklahoma

May 18, 2015
1:00 p.m.

1. Announcement of Filing Meeting Notice and Posting of the Agenda in Accordance with the Open Meeting Act.

The OKHEEI Group Board of Trustees met in special meeting at 1:00 p.m., May 18, 2015, at Oklahoma State Regents for Higher Education, 655 Research Parkway, Oklahoma City, Oklahoma. Notice of the meeting had been properly filed with the Secretary of State by May 13, 2015 and a copy of the Agenda posted by 1:00 p.m., May 15, 2015 in compliance with the Open Meeting Act.

a. Call meeting to order

Chairman Anita Simpson called the meeting to order at 1:00 p.m.

b. Attendance

The following OKHEEI Board of Trustees were present:

Jessica Boles, East Central University
Dennis Westman, Murray State College
David Koehn, Northeastern State University
Anita Simpson, Northern Oklahoma College
Jena Marr, Redlands Community College
Kent Lashley, Rose State College by Raymond Blanke
Sheridan McCaffree, RUSO Administrative Offices by Charlie Babb
Katherine Benton, Seminole State College
Tom Fagan, Southwestern Oklahoma State University
Don Chrusciel, University of Central Oklahoma by Diane Feinberg
Tricia Latham, Western Oklahoma State College

The following OKHEEI Board of Trustees were present via ITV:

David Pecha, Northwestern Oklahoma State University at Northwestern Oklahoma State University, Alva OK
Ross Walkup, Southeastern Oklahoma State University at Southeastern Oklahoma State University, Durant OK

The following Trustees were absent:

The following guests were present:

April Nelson, Western Oklahoma State College
Beth Lott, OKHEEI
Courtney Jones, Seminole State College
David Misak, Southwestern Oklahoma State University
Dawn Thurber, East Central University
Debra Purdum, Southeastern Oklahoma State University
Jeanette Patton, University of Central Oklahoma
Jenny Johnson, Northern Oklahoma College
Justin Kaipus, USI Southwest Inc.
Kathryn Kwasniak, USI Southwest Inc.
Kathy Dunn, Rose State College
Kim Andrade, Redlands Community College
Kimberly Delk, Rose State College
Lee Camargo-Quinn, University of Central Oklahoma
Lisa Harper, University of Central Oklahoma
Misty Treas, Murray State College
Naomi Schemm, University of Central Oklahoma
Pam Gale, Northwestern Oklahoma State University
Phyllis Chappelle, Northeastern State University
Shannon Cranford, Northern Oklahoma College
Shailesh Kella, USI Southwest, Inc.
Tamara Kitsmiller, University of Central Oklahoma
Tammy Cooper, Northwestern Oklahoma State University
Taylor Bird, University of Central Oklahoma
Travis Lofton, East Central University

The following guests were present via ITV:

Southeastern Oklahoma State University, Durant OK

Dorothy Owens, Southeastern Oklahoma State University
Debbie Maness, Southeastern Oklahoma State University
Marjorie Robertson, Southeastern Oklahoma State University

2. Discussion and possible action on medical for 2016.(attachment A pages 7-33)

The group asked if a decision needed to be made now on plan design or if it could be done after a carrier was selected. A carrier can be selected before finalizing plan designs. Rates from Blue Cross Blue Shield of Oklahoma are not bundled so products can be mixed and matched to best suit the needs of the group. The group can offer different cost sharing approaches as long as the contract with the carrier reflects it.

Kathy Kwasniak, USI, presented updated rates and walked through current benefit options available to the group. The spread between Blue Cross and Aetna now is only 2%. With the pricing similar the real concern became network coverage for the rural areas.

The group discussed feedback from their local providers and campuses. An idea of offering three plans appealed to most in the group. A few of the trustees discussed the future of cost sharing based on budgets.

Tom Fagan (SWOSU) made the motion seconded by Jessica Boles (ECU) to stay with Blue Cross Blue Shield of Oklahoma

Voting for the motion:

Jessica Boles, East Central University
Dennis Westman, Murray State College
David Koehn, Northeastern State University
Anita Simpson, Northern Oklahoma College
David Pecha, Northwestern Oklahoma State University
Jena Marr, Redlands Community College
Raymond Blanke, Rose State College
Charlie Babb, RUSO Administrative Offices
Katherine Benton, Seminole State College
Ross Walkup, Southeastern Oklahoma State University
Tom Fagan, Southwestern Oklahoma State University
Tricia Latham, Western State College

Voting against the motion:

Diane Feinberg, University of Central Oklahoma

Abstaining: None

3. Discussion and possible action on dental for 2016.

Kathryn Kwasniak, USI Southwest presented the dental rates to the group again. Blue Cross Blue Shield of Oklahoma dental renewal is now almost 5% reduction for 2016. Aetna was not reviewed because their price was contingent upon being awarded the medical plan. MetLife came back in the last week with updated numbers but the cost increased some. Both carriers offered lower cost options but the spread was not as much as the group thought it would be. There is not enough difference to encourage movement to the lower plan.

Dennis Westman (MSC) made the motion seconded by Katherine Benton (SSC) to stay with Blue Cross Blue Shield of Oklahoma for dental.

Voting for the motion:

Jessica Boles, East Central University
Dennis Westman, Murray State College
David Koehn, Northeastern State University
Anita Simpson, Northern Oklahoma College
David Pecha, Northwestern Oklahoma State University
Jena Marr, Redlands Community College
Raymond Blanke, Rose State College
Katherine Benton, Seminole State College
Ross Walkup, Southeastern Oklahoma State University
Tom Fagan, Southwestern Oklahoma State University
Diane Feinberg, University of Central Oklahoma

Voting against the motion:

Tricia Latham, Western State College

Abstaining: None

Absent:

Charlie Babb, RUSO Administrative Offices

4. Discussion and possible action on vision for 2016.

Kathryn Kwasniak, USI Southwest Inc. covered the vision rates and benefits for the group. Eyemed did offer a \$150 allowance for lenses and \$150 allowance for contacts. Eyemed did offer a way for glasses to be ordered online. VSP's renewal was a 2.9% increase to current rates. Eyemed offered a 7.4% decrease on the current rate but only had half the providers in network. Metlife offered a 5% increase on the current rate and used the VSP network. Both VSP and Eyemed offered a 4 year rate guarantee.

Jessica Boles (ECU) made a motion, seconded by Katherine Benton (SSC) to stay with VSP.

Voting for the motion:

Jessica Boles, East Central University
Dennis Westman, Murray State College
David Koehn, Northeastern State University
Anita Simpson, Northern Oklahoma College
David Pecha, Northwestern Oklahoma State University
Jena Marr, Redlands Community College
Raymond Blanke, Rose State College
Katherine Benton, Seminole State College
Ross Walkup, Southeastern Oklahoma State University

Tom Fagan, Southwestern Oklahoma State University
Diane Feinberg, University of Central Oklahoma
Tricia Latham, Western State College

Voting against the motion: None

Abstaining: None

Absent:

Charlie Babb, RUSO Administrative Offices

5. Discussion and possible action on online enrollment tools.

Justin Kaipus, USI Southwest Inc. discussed other options for online enrollment tools since Aetna was not selected. The Empyrean tool was an option as well as Benefitfocus. The key would be the life and LTD contract to help drive down the cost of the tool. The other option is for some to offer voluntary products which would help offset the cost of the tool.

Kathy Kwasniak, USI Southwest Inc. hoped to have the Life and LTD proposals in and analyzed by the end of the month. She stated she would bring this to the HR meeting in a few weeks if it is ready.

6. Trustee's Comments and Announcements

Tom Fagan (SWOSU) requested the HR teams get together prior to the next meeting to discuss benefit options. In preparation for the meeting the institutions are encouraged to send benefit design requests to Beth Lott.

7. Adjournment

Jessica Boles (ECU) made a motion, seconded by Tricia Latham (WOSC) to adjourn the meeting.

Voting for the motion:

Jessica Boles, East Central University
Dennis Westman, Murray State College
Sue Catron, Northeastern State University
Anita Simpson, Northern Oklahoma College
David Pecha, Northwestern Oklahoma State University
Jena Marr, Redlands Community College
Krista Norton, Rose State College
Charlie Babb, RUSO Administrative Offices
Katherine Benton, Seminole State College
Marjorie Robertson, Southeastern Oklahoma State University

Tom Fagan, Southwestern Oklahoma State University
Diane Feinberg, University of Central Oklahoma
Tricia Latham, Western State College

Voting against the motion: None

Abstaining: None

Chairman Anita Simpson (NOC) adjourned the meeting at 2:30 p.m.