Insurance and Benefits Committee

The Personnel Policies Committee (PPC) will be responsible for forming/appointing and facilitating communication for the Insurance and Benefits Committee.  The Committee will consist of two faculty representatives, two representatives chosen by the Staff Association, a representative chosen by the Human Resources Office, and the Vice President for Business Affairs (or designee).  The Committee will function to represent SE faculty and staff on matters concerning insurance and benefits, both at the state level with the Oklahoma Higher Education Employees Interlocal Group and on matters specific to SE.  The Insurance and Benefits Committee will provide reports of its activities to the PPC and solicit faculty and staff requests through the PPC, which will in turn channel this information to the Faculty Senate for publication on the website.

The Insurance and Benefits Committee will be formed/appointed by the end of the Fall semester for the next calendar year.

Membership 2018-2019

Member Represents

Charles Matthews Faculty
Karl Frinkle Faculty
Marjorie Robertson Human Resources
Josh Harris Staff
Dina Roman Staff
Dennis Westman Vice President for Business Affairs

Membership 2017-2018

Member Represents
Charles Matthews Faculty
Karl Frinkle Faculty
Crystal Moore Faculty (alternate)
Marjorie Robertson Human Resources
Dan Moore Staff
Dina Roman Staff
Dennis Westman Vice President for Business Affairs

Minutes of July 19, 2018

Insurance & Benefits Committee Minutes

The Insurance & Benefits Committee met on Thursday, July 19, 2018 at 1:00.

Members Present: Charles Matthews, Karl Frinkle, Dennis Westman, Marjorie Robertson
Members Not Present: Dina Roman
Guests Present: Marti Phillips

Dina Roman was excited about participating in the meeting, but she was on vacation. Ex-members Dan Moore and Crystal Moore are no longer at Southeastern. Marjorie has asked the Southeastern Staff Association to provide a replacement for Dan Moore. Charles Matthews will ask the Personnel Policies Committee to provide a replacement for Crystal Moore.

Marjorie Robertson and Dennis Westman presented some changes to the insurance coverage that Southeastern employees will sign up for in the fall enrollment period. These changes were voted on by the OKHEEI Group. The biggest change will be that there will no longer be the red, white & blue options. There will be five options: the Choice Plan, the Options Plan, the Preferred Plan, the HDHP (High Deductible Health Plan), and the HDHP with HAS (Health Savings Account). The Choice, Options, and Preferred plans differ in the deductible amounts, out-of-pocket, coinsurance percentages, and copay amounts. The Choice, Options, and Preferred plans do not perfectly match the previous red, white, and blue options from before. Dennis Westman stated that he hoped to have Southeastern pay for the Options plan, which most closely matches what Southeastern paid for this year. He stated that he anticipated that Southeastern will continue to pay the difference of the middle and lower plans toward dependent coverage or dental plans for employees who choose the plan with lower premiums.

Charles Matthews suggested that there will be some confusion in the enrollment period, and that short summaries of plan differences would be beneficial to employees during the enrollment period. Marjorie added that there will be informational sessions offered before enrollment.

Dennis Westman stated that UCO will be leaving the OKHEEI Group effective January 1, 2019. Representatives of UCO felt that their needs were different from others in the OKHEEI Group because of location. Because of the claims history of employees at UCO, rates for members in the OKHEEI Group will actually be lower than if UCO were to remain in the group.

Dennis Westman stated that the Zero Card will still be available for our use in 2019.

Marjorie Robertson stated that in 2019 American Fidelity will no longer be offering additional coverage, but that another provider will be offering similar additional coverage along with the Flexible Spending Accounts.

Charles Matthews mentioned that Crystal Moore had intended to bring up questions about Southeastern employees whose spouses also work at Southeastern, but he was unsure what the issues were. Marjorie offered to ask Shannon and Liz McCraw to see if they knew of any drawbacks of a married couple both receiving benefits from Southeastern.

The meeting was adjourned at 2:09.