

Benefits Committee Meeting Minutes

February 10, 2015, 9:30-11 am

OHR 220

Attendees: Jason Freeman (Chair), Stella Richardson (Secretary), Doug Britton, Wayne Book, Brandon Conkle (HR), Michael Elliott, Amy Herron, Tommy Little, David Millard, Michelle Powell.

Absent: Debra Lee, Jefferson Losse (student representative)

Administrative

Minutes from the January 13, 2015 meeting were approved without changes.

Updates

Anthem Security Breach

Brandon gave an update of the Anthem security breach. Anthem is the parent company of Blue Cross Blue Shield (BCBS). Not every BCBS organization is a product of Anthem, and it is not yet clear whether the breach included Georgia Tech staff. Anthem has put information on their website. Brandon provided the following information.

- a. Anthem announced breach a couple of days after they discovered it. Around 80 million records were stolen. They don't know exactly which ones were stolen. They don't have a timeline for getting in touch with those affected but plan on contacting everyone.
- b. The Board of Regents (BOR) gives information to institutions to send out. As of this time, private medical information is secure; however, social security numbers and address information, etc. has been taken. Anthem has agreed to pay for ID theft protection for all affected clients. This will be in addition to the program that Georgia Tech offers. Georgia Tech has two programs. Brandon is trying to get both on campus for information sessions.
- c. There will be open information sessions for those affected by the breach.
- d. They do not yet know if anyone within the University System of Georgia was affected, but Brandon states that it is best to err on the side of caution and take necessary steps to protect your identity.

- e. Customers can contact credit bureaus to request credit freeze and be given a PIN to use for release of credit information when trying to make purchases.
- f. Georgia Tech will let us know if anyone at the BOR had records stolen.
- g. Human Resources is sending emails to current employees and will contact retirees who are enrolled in BCBS.
- h. The breach also includes historic information of anyone who had BCBS in the past several years, including those no longer employed by GT.
- i. Georgia Tech is working with Anthem account representatives to get a list of who was actually impacted and will reach out to those people.

Jason stated that important information wasn't encrypted in the Anthem system. Brandon agreed and said that the breach will likely impact health costs to employees going forward (costs passed down from Anthem to BOR to premiums) but doesn't know how it will affect BOR employees.

Wayne pointed out that retirees are more vulnerable because of communication is slower since it's through the mail. Brandon stated that he had reached out to silver jackets and that HR is trying to get mailings out by the end of the week. All agreed that the larger issue is that security fraud is systemic and that it is important to have some type of fraud detection. The committee suggested that OHR investigate security measures in place on its own systems and communicate about it at the next meeting.

Retirement health plan exchange RFP update

Brandon stated that the Request for Proposals (RFP) is still being drafted. There is a renewed commitment by the BOR to go to exchange with retirees in 2016. He has invited Karin Elliott, Associate Vice- President of Total Rewards in the BOR office, to come to a Silver Jackets meeting to discuss this plan. He is trying to schedule in July.

Currently retirees have the same health plan options as regular employees; going to exchange gives more options. Here's how it works. Retirees would get a voucher for the amount of the subsidy the USG currently gives, the retiree would choose from pool of plans. Plan designs would vary between options. The amount of subsidy is to be determined. Plan design has not been settled. Retirees would probably buy into an exchange that has a range of people, not just elderly. There was a question as to whether moving retirees out of the main health plans would reduce costs to active employees, who are generally younger. Brandon said that yes, it probably would. All current and future retirees will be put in the exchange program. It is a BOR decision for cost-savings, but savings are unknown at this point. Tommy asked if there is a similar model in other states' agencies. Brandon doesn't know about that but does say that many corporate

offices have moved to the exchange option.

Open Enrollment Communications

Brandon will attend a meeting next week with BOR to talk about retrospective and prospective communications for open enrollment. He asked that the committee share thoughts with him so that he can share them at this meeting. Georgia Tech is limited in how long the open enrollment period is. Brandon says part of the reason for ending it early is because they have to aggregate data to get to BOR so they can get it to vendors. This has to be done within a specified period. Also, time is further limited by the week off between Christmas and New Years.

Temporary child care expenses during travel

Michelle is still working on numbers. Sixty-eight percent of travel expenses at GT are covered by external grants. She is trying to see how to assess potential cost for the rest. These are expenses that are incurred outside the normal hours for child care during the regular work day when employee is traveling for work.

Benefits for subcontracted employees on campus

There was no new information on this topic.

Other updates

Board of Regents Total Rewards Steering Committee

Jason met with Mark Braunstein, who is a new member of the BOR Total Rewards Steering Committee. Mark will attend our next meeting. Retiree benefits should be a topic of discussion at this meeting. Mark is also focused on health and wellness and interested in what we can do at the USG level. Jason updated him on health plans in general. He will have been to at least one Total Rewards Committee Meeting when he attends our meeting.

Parking

Jason and Tommy had lunch recently with Lance Lunsway. They don't foresee that rates will go down in the near future but hope that it will begin to level off at some point when construction of new decks slows down and bonds begin to get paid off. They asked Lance if there are some options, for instance, for off-site lots. These are often more expensive than on-site lots due to transportation costs but continue to be explored. There has been a net loss of ~1000 parking spaces over last few years. It is challenging trying to project future demands with so many different factors involved. More surface spaces will be gone in future.

PTAC committee (Kim Harrington is current chair) reviews parking increases, transportation costs, etc. Jason told Lance that there is a need to publicize committee and how members are elected/appointed. Lance offered us a standing position on that committee. They meet once a month. Jason asked if anyone interested in serving on this committee or if someone from the staff council would be appointed. Tommy said council is still orienting to its new existence. They will take up this issue but he isn't sure which committee will take it up. Tommy will let us know when it's appropriate to discuss whether or not the staff council will have a representative.

Coordination with Staff Council

There won't be staff representatives appointed to the Faculty Benefits Committee after this year because of staff council's own committees. Further details on coordination remain to be worked out by appropriate people in faculty and staff governance.

Respectfully submitted,

Stella Richardson