Faculty Healthcare Council  
September 24, 2021


Absent: Deborah Moriarty

The meeting, conducted via Zoom, began at 3:05 pm.

Pre-Meeting Business
Cherie Booms is currently the Interim Director of Benefits.

The Director of Benefits position was posted, first round interviews were completed, and then there was an unexpected change in HR’s structure. Compensation has been moved under Alice Smith in Solutions Center. Because the compensation component moved, the posting was reevaluated and will be posted for benefit-specific capabilities. Also, before the position was reposted, Sharon Butler, AVP, announced that she will be retiring effective January 1, 2022, and will be off on medical leave until that date. Rick Fanning is currently Interim AVP. The Director of Benefits position will not be filled until the AVP position has been filed. Cherie Booms will keep the Committee informed moving forward.

Approval of minutes
Linda Keilman made a Motion to approve the March and April minutes. Seconded by Kara Schrader. Motion passed.

Update on Open Enrollment
MSU HealthTeam will be attending a future meeting to discuss their partnership with Henry Ford and HAP.

Affidavit - The Affidavit must be completed every year for employees. The threshold remains at $1,500 for plan year 2022. AHR will help with communications to faculty members who have not completed the Affidavit towards the end of October.

Open Enrollment Fair – The Open Enrollment Fair will be October 12 and 14th. There will be live chats at each event. MSUHR would have preferred to conduct the Fair in person; however, many vendors had policies prohibiting them from attending in person. The virtual platform will be live the entire month of October with booths for each vendor. There will be two full days dedicated to live chats with vendors and HR. October 12 (12pm – 7pm) and 14 (7pm – 5pm). Site labs will be available on October 5, 19, 26 and 29, held via zoom, between 8:30am – 4:30pm, by appointment only.
Humana virtual meetings are scheduled as follows:

- Medicare
  - October 13, 10:00am – 11:30am and 4:00pm – 5:30pm

- Non-Medicare
  - October 13, 2:00 – 3:00pm
  - October 15, 10:00 – 11:30am

AD&D Changes – The benefit for AD&D has been increased to $1.5M for employee and $750K for spouse. There is no change to the child benefit. Additional enhancements include spouse and child benefit amount from 50% spouse/15% child to 50% spouse/20% child. The child only benefit increased to 25% from 20%.

Upgrade to Critical Illness Plan - Critical Illness was bought out by Farmer’s Insurance and upgrades have been made to the plan to align the plan across their book of business. Anyone currently enrolled will automatically be in the enhanced coverage level. They are still referred to as MetLife. There are no changes in rates.

Open Enrollment Guides are available at the MSU HR website as follows:

Faculty: https://hr.msu.edu/benefits/documents/2022-FAS-OE-Guide.pdf


FSA Changes – Due to COVID, dependent care contributions were increased to $10K for 2021. Contributions will return to $5K in 2022.

National Emergency Adjustment Reason – Due to COVID, members were able to make mid-year plan changes. Due to the pandemic, a qualified life event wasn’t required in order to make changes. This benefit expires on December 31, 2021. Any changes for the 2022 plan year will be in effect for the entire year unless the employee has a qualifying life event.

All the resources listed above can be found on the MSUHR website.

The first email regarding open enrollment will be sent to faculty and staff on Monday, September 27. Another email will be sent on October 1. Different emails will be sent throughout October regarding FSA, Affidavit, etc.

Humana Retiree Plan Discussion
Frustration with Humana has been expressed via social media, letters to HR and administration. MSU continues to try to balance quality with cost. Humana is a Medicare advantage plan and has been on the market for quite some time. MSU did not implement a Medicare Advantage plan in the past because this type of plan was new and had issues to address and work through. In 2019, pre-COVID, an RFP for a Medicare Advantage plan was
submitted and approved. Although it is not ideal to switch a healthcare plan during a pandemic, MSU had approved and signed the contract with Humana prior to the pandemic. Humana was selected because of their reputation, with the caveat that they are an employer Medicare advantage plan. Humana also provides individual plans, and there has been much confusion with providers in that regard. None of the other vendors had the breadth of experience within this type of plan. BCBS indicated that if MSU was not going to have Medicare retirees on the BCBS plan, they were unwilling to only cover Non-Medicare retirees because it is a much smaller group.

The coverage is the same across the board for most issues. The Medicare advantage plan operates differently than a Non-Medicare advantage plan. There has been a significant learning curve for MSU, retirees and Humana to work through with this transition. MSU has received positive feedback from those on the Medicare advantage plan. A lot of the issues are related to providers not having the proper information regarding the Humana Plan. Many believe it is an individual plan. Once providers realize it is a group plan, they accept the plan.

Prescription coverage did change, and there was a disruption to about 3% of the retiree population. Some disruptions were positive (lower co-pay) some were not positive (higher co-pay). Humana reached out to enrollees to explain options when co-pays were changing, etc.

MSU has been working with retirees regarding challenges and processes and continues to make sure providers are educated. MSU continues to try to make positive changes to increase the coverage levels where possible for retirees.

The Chair of this Committee has heard from several retirees around the country that they aren’t covered because they do not live in Michigan. In many instances, retirees have had to buy additional coverage. Retirees may not realize they can reach out to MSUHR for clarification or guidance. The Chair would like an additional communication sent to retirees who reside outside of Michigan to explain their options.

There is a difference between in-network and out-of-network coverage on the non-Medicare plan. If Humana reaches out to a provider directly to explain the plan, many times the provider will join the network. MSUHR is trying to communicate with individuals, as well as the MSU Retiree Association. Cherie Booms will look into what additional information can be sent to retirees to better explain that they should reach out to their providers to notify them that their Humana coverage is a group plan.

Cherie Booms will circulate the Open Enrollment slides to all Committee members.

The next meeting is scheduled for October 22, 2021 – 3:30 – 5:00pm.

Adjourn: 4:00pm