

· The Benefits Committee is working in partnership with Human Resources and Sibson Consulting to accomplish the following three goals:

ALL OF THESE ARE DRAFTS – NOTING HAS BEEN FINALIZED.

o Diversify plan choices:

New plan options being considered include a high deductible plan with an attached corresponding HRA/HAS account.

We plan to maintain a PPO option as one of the choices similar to a current plan. (Currently all options are PPO style plans.)

o Maintain cost sharing between WKU and WKU employees.

The committee will continue to advocate a continuation of cost sharing between employee premiums and increases WKU contributions.

(At this point in time it is not possible to know what the new plans/premiums will be - this will be finalized in August/September.

We need to have data of our current expenditures including the first 6-7 months of 2014 before we can finalize premiums for 2015 with any accuracy.)

Maintain premium structure that is intended to cover plan cost, while also being competitive with relevant benchmarks

o The development of a healthy campus culture through:

Enhancement of wellness services and plan benefits which focus on prevention

New Health Plan alternatives (plan options) that emphasize employee engagement

Enhanced communication strategy to assist employees in being better informed about their health plan choices

Credits/rewards for participation on wellness programming/healthy behavior/engaging in prevention

Premium surcharge for smokers, promotion of a smoke-free campus (Senate input would be very helpful to make this a reality.)