

**EMPLOYEE BENEFIT PLAN COUNCIL MEETING
MINUTES
December 13, 2011**

Hal Roach, Jr., Vice Chair, called the Employee Benefit Plan Council meeting to order at approximately 10:10 a.m. The meeting was held in Room 512 of the West Tower, James "Sloppy" Floyd Veterans' Memorial Building. The Council members present were Hal Roach, Jr., David Blevins, Robert 'Curt' Moore, Gregory Mason and Monirah Womack. Robert R. Joseph and Albert M. Hodge were absent during this meeting.

Marion Fedrick, SPA Assistant Commissioner of Total Rewards, brought the Council up to date the Employee Flexible Benefit Plan activities since its last meeting. Among other things, Ms. Fedrick reported that the State Personnel Administration had procured AON Hewitt's consulting services to review the status of the current statewide flexible benefits plan and to provide recommendations for improvement, if any. She then introduced AON Hewitt representative Salem Shunnarah to discuss Hewitt's recommendations to the Council.

In summary, Hewitt recommended soliciting bids during calendar year 2012 to procure a more competitive dental insurance provider for state employees in calendar year 2013 and to explore expansion of the Dental HMO in the metropolitan areas of the state as a future goal. Hewitt also recommended renegotiations for the contracts for life and disability, which are under consideration by the SPA Flexible Benefits team. Mr. Greg Mason suggested that an additional column be placed on the Plan Vendors 2012 Contract list which would inform the Council of actions items. After the presentation, Mr. Shunnarah and Ms. Fedrick addressed related questions from the Council.

The Council members requested a copy of Hewitt's complete study which includes multi-year recommendations. Ms. Fedrick stated that she would make that available to the Council, prior to the next meeting, at which the Council is expected to vote on whether to approve Hewitt's recommendations.

There being no further business, the meeting was adjourned at 11:16 a.m.

READ AND APPROVED ON January 10, 2012.



Hal Roach, Jr., Chair



David Blevins, Member



Robert 'Curt' Moore, Member



Gregory Mason, Member



Monirah T. Womack, Member

ATTEST:



William Lee Rudd
Deputy Executive Secretary
Employee Benefit Plan Council