

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES OF NOVEMBER 30, 2005

Present: Donna Wittwer, Gaylyn Finn, Rebecca Ferguson, Linda Hamilton, John Stewart, Pat Kelly, Cindy Puffer, Steve Butts, Gardner Umbarger, Steve Jex, Deb Bennett, Monica Dietrick, Chris Haar, Diane Regan, Karen Wasson, John Stewart, Kathy Dean, Julie Barnes and Terri Schaller

Absent: No one

The meeting was called to order at 2:30 p.m. Gardner brought up the minutes from the October meeting. The minutes were approved. Donna started off with several agenda points.

- First was open enrollment, where she stated that 218 employees did not fill out a form which represents a full 8.58% of the BGSU population. This was a disappointing return because of the need for updated forms, spouse information, update dependent information, addresses, etc. Ramifications are needed. Donna mentioned the need to use the committee members to get the message out and communicate with the BGSU population. Donna said that the process starts in August developing the strategy, working with vendors, costs issues, packet information, etc. After open enrollment ends, the benefits staff loads information and the system is changed to reflect new costs. The winter months are spent making sure that things are OK and planning for the next year.
- Also, Donna highlighted the new BGSU benefits fair. All providers, MMO, Delta Dental, Caremark, OPERS, STRS, all Tax deferred annuity companies, and the BGSU pharmacy were represented on Wednesday, November 2 from 9-3 in the multipurpose room of the Bowen-Thompson Student Union. Out of 2460 eligible, over 300 people went through gaining information and dropping off forms.
- Donna noted that some people threw away open enrollment packets and that because of the cost and disinterest shown, that the packet may only be online next year. Donna and Terri mentioned that only a few of the packets came back as undelivered, almost all of the population did obtain the packets.
- Donna is looking forward to next year where maybe everyone will receive a postcard instead of a mailer. The group discussed the fact that people are not reading the materials sent to them. Several individuals on the committee suggested charging people for new materials.
- Donna will be asking everyone to discuss common problems and come to solutions. Examples of this might be problems with spouses' employers not willing to provide benefits information.
- Other benefits projects coming up in include open enrollment for those in the alternative retirement plan as well as for those enrolled in COBRA.
- Donna said that 2006 is a year full of benefits. She will do a life insurance review, evaluating coverages, types, etc. She mentioned work with the Student Health Center in regards to prescription drugs and management of the BGSU healthcare plan costs. Donna discussed a potential new programming that is titled Life Continuum. The concept view employees with varying risk factors. It will include programming for all phases of employees.
- Donna will be looking for constituent input for future directions: examples could be bringing forward concerns regarding recreation center reductions or health risk appraisals, etc.

- Donna mentioned several other ideas for input, including: domestic partnerships and plans that are out there by other universities as well as MMO as a plan for household dependent benefits that can be purchased. Along these same lines is the issue of part time employee benefits. She said that at OSU, the employee pays the full cost of the benefits.
- Donna mentioned health risk appraisals and that MMO has much to offer in this area on their website and programs. She gave everyone homework of going to the MMO website and taking the Health risk appraisal. The website gives tips on how to manage your own care.
- Donna gave a highlight of healthcare/dependent care savings plans. The participants are up significantly to over 200 people. The maximum allowed for the year is \$3,000 that can be used for allergy medications, contact lenses, even daily things such as Tylenol.
- January 1, 2006 the MMO nurse call line goes into effect. She gave the second type of homework and asked folks to access the line to see how it works. It is for individuals covered under the BGSU healthcare plan only.
- Everyone should have received a Medicare Part D letter from Donna in November. This did not really apply to BGSU employees.

It looks as though the group would be able to meet the third Wednesday after 3:30 PM.

Julie moved to adjourn the meeting. A group of individuals seconded. The meeting ended at 4:33 PM.

NEXT MEETING HAS BEEN CHANGED TO January 25, 2006

Respectfully submitted,

Patrick D. Kelly

Patrick D. Kelly, Acting Secretary