

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
September 14, 2009

Present: Ellen Naderer, Pat Kelly, Maria Rizzo, Judy Amend, Donna Wittwer, Steve Kendall, Kathy Dieterich, Bryan Benner, Faith Olson, Geof Tracy and DeeDee Wentland

Absent: Deb Wells, and Penny Nemitz

The meeting began at 2:38 PM. Ellen called the meeting to order. Since the committee had new faces, the group started with introductions.

The committee reviewed the minutes from July's meeting. A number of changes had taken place and the minutes will be updated and presented at the next meeting.

Donna followed up on the last meeting in regards to BGSU healthcare for 2010.

She reminded the group that 2010 represents the third year in a five year funding model of a cost sharing philosophy where employees purchasing single coverage would pay 15% of the total contribution and employees purchasing employee plus spouse, employee plus children, or employee plus family coverage would pay 20% of the total contribution.

As a result of the anticipated cost of the two plans (based on current claims, dental, and prescription drug usage) in addition to the cost sharing model described above, the administration was able to affix contribution rates to all levels of both plans. The new plan maintains the current contribution rates. The current plan was priced according to the chart:

Plan Type	2010 Contribution Rate
Single	\$63
Employee plus Spouse	\$181
Employee plus Children	\$99
Family	\$205

Maria expressed some concern in the increased contribution rate. She said that as new employees are hired, they are told to look at their salary in the frame of the total compensation, which includes benefits. As a result of no pay increases for the 2009-2010 fiscal year combined with a higher contribution rate on healthcare, Maria felt that this was a reduction in compensation.

Donna said that she hears the argument, however, healthcare costs increase at a higher rate than most other facets of the economy and, as noted in the last two meetings, BGSU cannot continue to absorb the entire increases at a time when the budget is where it is. Human Resources heard from people that they would like to have a plan that does not increase the contribution rates for 2010. With the assistance of Findlay-Davies, and as noted in the last meeting, BGSU is going to offer a second healthcare plan options where the contributions are the same as the current plan is for 2009

As the two plans are implemented, it was suggested that members look at their own claim usage over the last calendar year and then compare the two options to determine the best plan for them and their family.

Maria asked if the contributions will increase in the future. She felt that the idea of having a healthcare plan that maintained the same contribution level as the 2009 healthcare plan is deceptive, as the contribution will increase in the future. Donna said that she does not know what the future will hold as far as contribution rates. Undetermined factors, such as overall healthcare costs, federal changes in healthcare (e.g. Mental Health parity act and others), and other factors will affect contribution rates in the future. Bryan also addressed that health care costs do not go down and that each year we will be at the same place.

Maria questioned the funding philosophy saying that she does not understand why it is tied to plan type. Steve, being a new member, asked what drove the creation of a new plan. Employees across campus stated that they did not want an increase cost to them for their health care plan. Therefore, Findlay Davies identified a plan that could be priced at current contribution levels as noted in the last meeting.

Ellen said that because of the frozen wages and furloughs decreasing paychecks that the committee asked for another plan that would not further decrease paychecks. Also, she mentioned that the Health, Wellness, and Insurance committee did discuss several times the five year plan and the percentages that would be tied to contribution rates in each of the plan.

Geof said that the state funding is in bad shape because it is linked to enrollment. Enrollment increases are of top priority for BGSU in this fiscal year.

As a follow up, Donna said that the new plan is priced for 2010 according the current plan contributions. She is not sure what might happen in the future. As a result of what plan employees choose, a chance exists that the contribution rates of one plan might increase quickly due to the cost of the plan.

Bryan said that federal stimulus dollars will end and BGSU will have to decide as an institution how much it will fund healthcare.

Donna said that a healthcare account worksheet will be part of the open enrollment materials that can assist an employee in comparing the two plan options. When comparing, the suggested strategy is to take all of your EOBs (if you saved them or obtain them from the MMO website) from January 1, 2009 through December 31, 2009 and compare based on what both plans would pay in 2010. Both plans will provide the same coverage for prescription drugs as well as dental visits and will be a network plan with the same hospital and provider networks.

There was a brief discussion of mail order program for prescription drugs.

The preparation for the communication plan for open enrollment period is in progress. The benefits area is currently confirming that all dependent children aged 20-24 are full time students.

Similar to last year, employees will be notified via post cards sent to the home. This year will be a positive enrollment, meaning that everyone will need to turn in new forms. The dates for open enrollment will be October 26, 2009 through November 20, 2009.

BGSU is finishing up negotiations with MMO. The optional vision plan is set to be available for January 1, 2010. Prescription drug vendor Caremark is in place as well.

As part of the statewide collaboration effort:

- BGSU, the University of Toledo and Owens Community College are going with MMO for at least one medical plan. The University of Toledo has chosen an HSA plan with MMO, so BGSU will be watching this closely. BGSU will have a history of how MMO handles such a plan, if it desired in the future.
- Owen Community College selected Caremark through the BGSU collaboration of Employers Health Purchasing Corporation of Ohio, EPHCO.

The Office of Human Resources is going live with benefits administration through CSS. As a result of this and other upgrades, open enrollment in 2010 for 2011 will be online.

Ellen called for a motion to adjourn the meeting. Motion occurred and the meeting ended at 3:54 pm.

THE OCTOBER MEETING DATE WILL BE SET VIA EMAIL

Respectfully Submitted,

Patrick Kelly

Secretary