

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
February 7, 2007

Present: Chris Haar, Gaylyn Finn, Steven Butts, Linda Hamilton, Donna Wittwer, Terri Schaller, Pat Kelly, John Stewart, Maria Rizzo, Cindy Puffer and Gardner Umbarger

Absent: Monica Dietrick, Judy Jackson May, Maria Dandar, Debbie Bennett, and Diane Regan

The meeting started at 3:11 PM. Donna started the meeting and said that because of a new position, Julie Barnes has moved off of the committee. There were not enough members present for a quorum. The minutes for the October and December meetings will be voted on at the next meeting.

An agenda and handouts were given all of the members and that is where the benefits discussion began. The first point was Spousal forms. Included was feedback from phone calls of BGSU employees.

- As a result of this feedback, it is clear that the form needs to be reviewed and some education needs to occur regarding some definitions. Linda seconded the notion of reviewing the form.

The second point was the Life Insurance. The benefits group has been working hard with Sun Life to rectify bills, obtain the contract and booklets. The handout provides some additional information regarding short term disability, optional life and optional long term disability.

The next discussion point was MMO and the flexible spending account that previously, was with Mutual Health Services (MHS)/FlexSave. MHS did not have the technology to provide some services that the flexible savings accounts needed. . Therefore, for this year FlexSave was outsourced to MHM, Resources, Inc. Although this was to be a seamless implementation, it has caused many transitional issues. Because BGSU was not notified of the change until too late, BGSU will work with the vendor for 2007. All employees should be able to turn in claims. Members of the committee have had success already with the program. Gaylyn explained why his signature is on checks that are sent to BGSU employees.

NOMS was a group of providers in the Sandusky Huron area. MMO was in negotiations to renew their arrangement however in December we were informed that talks broke off. Discussions were made with MMO and quick communication was sent out to the Firelands employees regarding this group's change in status as network and what that would mean to them.

Delta Dental was next update. Donna passed out handouts regarding new services that are covered with no extra cost to the plan. These services will be effective March 1, 2007 and will be eventually communicated to the employees via e-mail.

Employers Health Purchasing Corporation of Ohio, EPHCO, is the consortium that BGSU belongs to for prescription drug coverage. The consortium is currently in the Request for

Proposal (RFP) for prescription drug vendors. The outcome of the RFP is to be in April. If the results are not favorable to BGSU, the benefits group has the option to go out for an RFP for prescription drugs for 2008 coverage.

Benefits Office updates were next on the agenda. The group has done an excellent job handling the open enrollment, transitions to new vendors, etc. The area was responsible for keeping up with HIPPA notifications, updating HCM with new rates, handling all phone calls, drop-ins, tax deferred annuity updates, etc.

Future Projects

- TDA review including offering a 457 plan
- Prescription drug contract up December 31, 2007- RFP could occur
- Plan for open enrollment for 2008
- Flexible spending accounts- RFP could occur
- Updating rates for 2008
- Assessment of impact of spousal rule
- Continued collaboration with Dr. Sherman on a new Wellness Program
- Continued education on the life insurance program
- A new subcommittee to review the spousal form. Christine will take charge of getting everyone together. The group consists of Gardner, Linda, Terri, and Donna

Questions-

Cindy asked why BGSU is not in a consortium with the IUC for healthcare. It was explained that because healthcare and prescription drug is more regional in nature and the fact that Ohio institutions have differences in benefits, it tends to either not work out to get together or once the consortium is created, tends to dissolve because of institutional dropout rates.

Gardner asked if HR could send confirmation when employees send in paperwork at open enrollment. Terri said that it was a good idea but very time consuming. Donna said that with reductions in staff, it was not an option for the open enrollment period this last fall. In future open enrollment period, HR will be sending out postcards and sending emails, but placing the actual enrollment materials on the HR website.

Additional parts of the PeopleSoft program (benefits administration and e-benefits) would help bring open enrollments to an online process. This would help out the process, but is not something that will be implemented until probably 2009-2012.

Questions came up regarding the ability of BGSU employees to get to a computer to access open enrollment materials or enroll online. The last open enrollment period showed that almost all employees have access to a computer. HR has a kiosk in the office and one outside of the door.

Donna and Terri mentioned that during the last open enrollment period, BGSU employees who were traveling or living internationally were able to work out issues with the benefits staff and

get all materials back before deadlines. The problems of receiving forms before deadlines belonged to those employees who worked on campus.

HR said that they need to get better outreach to those employees who are on faculty improvement leave.

The meeting was adjourned at 4:05 PM with Donna thanking everyone who attended.

THE NEXT MEETING WILL OCCUR IN APRIL 2007