

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
July 27, 2009

Present: Ellen Naderer, Pat Kelly, Maria Rizzo, Judy Amend, Donna Wittwer, Chris Haar, Kathy Dieterich, Bryan Benner, Faith Olson, Judy Jackson May, and DeeDee Wentland

Absent: Christine Cucciarre Deb Wells, and Janice Twork

The meeting began at 2:34 PM. Ellen called the meeting to order. The committee reviewed the minutes from June's meeting and they were accepted.

The first topic of discussion was the medical RFP update. Early this year, BGSU started this process, but slowed it down so that BGSU could collaborate with both the University of Toledo and Owens Community College, who also were going through the RFP process as well. Based on the RFP, the top choices were MMO and Aetna based on many factors, including medical, disease management, and wellness components. MMO offered an inclusive package of all of the components listed above. BGSU signed a five year contract containing option out clauses if the federal government and/or state government pass reform bills aimed at healthcare. Even though MMO is BGSU's current carrier, the institution will be treated as a new customer with a full implementation. Also, BGSU negotiated rates with Mutual Health, the provider for BGSU's flexible spending account. Lastly, MMO had proposed a 24%-25% increase in the stop loss charge as they can see BGSU trends. It was negotiated down.

BGSU is remaining with Delta Dental for the next year and looking at pricing for the following two years. BGSU's plan is fully insured and is comparable to the cost of the OSU plan with Delta Dental, which is self insured. The one enhancement to the Dental plan for 2010 will be the addition of covering composite resin for posterior teeth (white).

Vision- VSP- still negotiating. Donna double checked providers in the NW Ohio and Sandusky areas to make sure that employees had providers. If this plan is selected by employees, they must remain in the plan for two years. The benefits are - Eye exams are covered yearly as well as lenses however frames are covered every other year. Employee coverage levels are different than they are for the medical plan. They are Employee only, employee plus one (does not break out spouse or child), and family.

The Prescription drugs plan will remain the same and the vendor Caremark will stay the same through the consortium EHPCO. New prices (better pricing) goes into effect January 1, 2010. The next topic was the healthcare plan in 2010. Donna said that with the rising cost of healthcare, poor economic conditions, etc. that the University had to change pricing as it cannot continue to absorb the majority of healthcare increases. The cost of healthcare for BGSU is determined by number of people covered by the plan, the number using the plan,, the number of claims, cost per each claim. Although you can have a drop in the number of covered lives, if the cost of services go up and the type of services are more intense and more costly, the claims experience will go up.

Donna shared a draft document that showed two different medical plan options with different co insurance and out of pocket maximums. The current plan design would still be available and will be priced at a higher amount for 2010 5 year according to the funding philosophy though exact

figures have not been determined. The new plan for 2010 would be priced similarly to the 2009 plan rates, Preventative procedures would still be covered in both versions.

One change for both plans is an increase in cost if an employee goes to the emergency room (ER) for a non accidental injury and is not admitted into the hospital. The current version will require \$100 co-pay and cover the remaining 85% of the cost and the new version will require \$125 co-pay but pay 80% of the remaining cost. The co-pays will be waived if the person is admitted to the hospital from the emergency room. .

Faith commented that if an injury is non-accidental but serious, employees most probably would be admitted into the hospital.

Donna said that the fall will be full of informational sessions for meetings and groups across campus. She commented that smaller groups and department meeting, rather than large open forums, are better in order to get the information to employees.

Donna asked all HWI members to put together their own 2009 healthcare claims history together and plug it into the two plans to decide what the cost would be and what plan might be better for the individual. Above all, everyone needs to be a wise healthcare consumer. This will become increasingly important as national healthcare changes are implemented.

Maria asked if network providers would remain the same. Donna said that most area hospitals are under contract with MMO until at least 2011.

One consideration for BGSU concerning Aetna was their loss of the contract with OPERS and STRS. Aetna's ability to negotiate contracts was questioned. Humana will be the provider for those over 65 for OPERS and STRS. MMO will continue to cover those under 65.

Another change will be healthcare contributions for faculty members who elect 9 pays (versus 12). Currently, a 9 pay faculty member contributes five equal payments from January to May and the following four from September through December. However, the Faculty Charter states that faculty members have healthcare coverage through August. So, all faculty members who choose 9 pays will contribute 8/12 of the of the contributions from January to May and the remaining 4/12 from September through December.

Donna asked for additional questions:

Dates for Open Enrollment were asked: The dates will be the last week of October, or October 26th through the Friday before Thanksgiving, or November 20th. There is a possibility that employees may be able to complete some information online, but Donna has to put together the communication plan. She is emphasizing information meetings that she will be going to during the first two weeks of November.

Maria asked about changes occurring within STRS and limitations that occur in regards to the age of retirement with benefits. SERS (State Employee's Retirement System) currently has a minimum age of 55 with 30 years of experience for all new enrollees into the system. Current members do not have an age restriction, so long as the individual has 30 years of service. STRS and OPERS may be considering some type of age restriction as well.

Faith put a reminder out about the Leave Bank. The program was explained where eligible employees can donate sick time to a bank. The enrollment period from August 10th through August 21st was highlighted.

Ellen asked for a motion for understanding the benefits and changes. All were in favor. Bryan motioned and Faith seconded.

Ellen called for a motion to adjourn the meeting. Motion occurred and the meeting ended at 3:56 pm.

THE JULY MEETING DATE WILL BE SEPTEMBER 14, 2009 FROM 2:30-4 PM