

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
December 5, 2007

Present: Maria Dandar, DeeDee Wentland, Ellen Naderer, Chris Haar, Gaylyn Finn, Linda Hamilton, Donna Wittwer, Pat Kelly, Maria Rizzo, Judy Jackson May, Christine Cucciarre, John Stewart, Faith Olson and Glenn Egelman

Absent: Janice Twork and Terri Schaller

The meeting started at 3:35 PM. Ellen started the first topic, which was the review of the minutes. After a few brief changes, the minutes were approved as amended.

With the next agenda item, the open enrollment update, Ellen turned it over to Donna. Donna said that the benefits area was busy entering data from the open enrollment period. Targeted emails were sent out by Human Resources. Email focused on individuals that needed to turn information into HR. Also, Donna made phone calls during the last week. The result that was only two spousal forms were not turned in. However, it was noted that it was challenging to incorporate phone calls into the busy work day.

Ellen brought up the next topic of WellAware. Donna said that she has received some information regarding the “know your numbers campaign” and the accompanying online health risk assessment tool. 613 BGSU employees took part in the screenings. 704 employee completed their health risk assessment. For those 704 employees, \$39 will be deducted from their health care in contribution for one month in 2008. The participation numbers were solid considering that around 2,300 employees elect BGSU healthcare. In late December, Donna expects to have all of the aggregate data for the screenings.

The next agenda item was the alternative benefits sent by Faith to Donna. Ellen gave the floor to Donna. The plan sent forth through Faith from CSC was a discussion of an option for part time BGSU employees for healthcare. It included dental and prescription drug coverage. The first thought was the estimated weekly rates, which both Donna and Glenn thought were high. Donna said the in the past, some classified staff on HWI researched this, but the results were not reported back to the committee. Faith was going to follow up with the individual(s) who researched this information. Donna did research on the number of part time employees who worked 20 or more hours a week. The total number of employees for all three constituent groups was about 200. Donna said that if BGSU were to incorporate another benefits plan into the HCM system, it would take a lot of configuration, development, and time in regards to maintenance. Also, it would be difficult to set up payroll deductions.

DeeDee said that of BGSU’s peer institutions, that both Kent and Ohio University offered part time employees benefits. Miami University does not. Donna suggested that if this issue is a priority, then HWI needs to make it a priority in the next year.

Faith asked about where/how Donna pulled her information. Faith uses institutional research number. Donna uses the university system, CSS. Donna is able to pull based on employee’s job codes. For example, all part time nine month classified staff be pulled by focusing on the part

time and the job code of C09 (classified nine month). As part of the discussion, was mentioned that BGSU does have some part time nine month faculty members that are not fall and spring semester faculty.

Gaylyn went back to healthcare plan and said that everyone should pay attention to how much an individual might pay above the weekly premium. Everything above the amount that the plan will pay for a specific procedure is the responsibility of the employee. For example, Gaylyn said that the plan pays only so much for an office visit, any charges above that amount is the responsibility of the employee. Donna said that HR has some other opportunities for part time employees and would be happy to have a month where she can go over options and plans with part time staff members. Glenn said that he likes the marketing of the plan. He think it looks like the employee would actually get something. Donna followed up with the cost. She said that an employee that chooses plan IV costs about \$5,200 a year still pays everything above that the plan does not cover, such as routine examinations. Donna and Glenn will come to CSC to go over this healthcare plan to help educate why this is not a good plan. Glenn said that the Student Health Service has a book "Health Insurance for Dummies" that anyone can come and borrow.

Ellen moved on to the next topic, which was WELCOA funding. HWI approved the requesting of \$365. In its earlier meeting, WellAware found out this approval. Donna will move the proposal forward.

Questions

As a follow up to the last meetings questions, DeeDee will encourage the employees with questions to call Donna.

Priorities for 2008

Donna went over priorities for the committee in the next year.

- HWI has been asked for a funding philosophy. To that end, Donna discussed researching establishing pay bands that are based on salary.
- Dependent eligibility. HWI has been asked to research what makes sense. Currently, dependents do not have to be in school if over age 19. Is this something that we want to include? A logical first step would be to research the four corner institutions to see what their policies include
- Plan design changes. Researching modifications to healthcare plan. How does the institution manage healthcare contributions?
- One big project for Human Resources is compliance with the new TDA laws which must be place by January 1, 2009. BGSU is just starting the project. It will take a major effort because BGSU has to create a plan document, develop agreements with providers, and account for all assets of the plan. The thought is that some of the current companies will decide to not offer TDAs in the future, which will allow BGSU employees with those companies to choose other organizations. Faith was confused about the TDA. HWI will not have direct involvement in the updates, as that task will fall to Donna. Maria Rizzo had questions regarding the TDA and Donna answered her questions.

- Donna asked for any other priorities. She and Glenn brought up that the Student Health Service is looking into office visits for employee, the further development of a preventative program for employees (e.g. flu shot), and offering employees acute care. At this point, Firelands is not involved, but Ellen and Glenn will talk about finding some space at on the Firelands campus which might allow the Student Health Service to service that employee population as well.
- Linda mentioned Wellness. The committee will continue to give support to the WellAware subcommittee on wellness.
- Concept of healthcare for part time BGSU employees as requested by CSC.

As a follow up, Donna said the pay bands project will involve research online, site visits and systems analysis to see what CSS will accommodate. She said that as BGSU increases premiums, it is apparent that pay bands are needed.

Glenn said that bands were in the process of being instituted at his former employer and that contract staff were the most problematic.

Glenn said that BGSU has a rich healthcare plan. He thinks that you can change plan design to a concept of: if you use it, you will pay more. This could be a consumer driven healthcare plan, HRA.

Gaylyn said that when BGSU starts looking at all healthcare from basic to catastrophic, how does the institution cover all of that and manage premiums at the same time.

Donna said that if the Student Health Service was available, it would be helpful to BGSU employees. Perhaps a lower co-pay if employees go to the Student Health Service.

Again, Faith will follow up on the benefits study for PT staff.

The meeting was adjourned at 4:45 PM with Ellen thanking everyone who attended.

THE NEXT MEETING WILL OCCUR JANUARY 14TH FROM 2:30-4 PM