

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
February 9, 2009

Present: Ellen Naderer, Pat Kelly, Janice Twork, Maria Rizzo, Faith Olson, Bryan Benner, Deb Wells, Schaller, Judy Jackson May, Judy Amend, Donna Wittwer, Christine Cucciarre, Chris Haar, and DeeDee Wentland

Absent: John Stewart

The meeting began at 2:28 PM. Ellen called for everyone to review the minutes from the December 8, 2008 meeting. The minutes were approved. Next Ellen asked for everyone to review the minutes from the January 20, 2009 meeting. The minutes were approved.

Ellen started with the first agenda item, which was an update on the prescription drug analysis. Donna said that Buck consulting was handling the analysis between Caremark and the Roc(X). It is purely a financial review and does not take into consideration drug mix, disruption, or other aspects of the plan. The review will begin once all documents are signed by Caremark.

The next update was on the claims administration request for proposal. The proposal went out to competing organizations last week and the responses are due back February 25, 2009. Donna will provide a copy of the questions for the March meeting.

Vision will come back to BGSU on January 1, 2010. In collaboration with Miami University of Ohio, BGSU signed a four year contract that ends in December 2013.

The Well Aware and Know Your Number campaign is off and running. Emails have gone out in the past several weeks regarding aspects of the program. The Office of Human Resources is currently taking appointments for the Know Your Numbers program, which runs February 23, 2009 on the Firelands campus and February 24-26, 2009 on the Bowling Green campus.

The next agenda item was a presentation by Bruce Davis of Findley-Davies which discussed Health Reimbursement Accounts and Health Savings Accounts. One of these types of programs could become part of BGSU's healthcare options in the future, so the committee wanted to understand the differences between them. A copy of the presentation will be sent out with the minutes to the committee.

Some questions arose from the meeting. Maria asked about federal regulations regarding HRAs and HSAs and how much of a burden is it on the individual. Bruce did answer that with the HSA, there is a responsibility with the employee. For example, if they take money out of the health savings account for health related expenses, they would have to prove this if they were ever audited.

The group discussed who might be interested in such accounts (i.e. those who might work at BGSU for only a few years, may move on to other organizations, and do not have healthcare as part of their retirement).

Questions were asked about the plans- if BGSU offered the current PPO and one of these high deductible plans, could an employee switch back and forth from one to the other for various

reasons. If the high deductible plan were an HSA, for example, at open enrollment time, the BGSU employee could switch back to the PPO. However, any funds left in the HSA account would be frozen.

Donna said the one model could be that BGSU would offer the PPO plan, continue the flexible spending account, and one of these high deductible programs.

Bruce said that of organizations that currently offer an HSA plan; they are continuing to offer that type of plan and do not plan to offer the HRA as an alternative or the next step in healthcare. One change for BGSU employees is that, typically, the prescription drug plan would be incorporated into the HSA plan, as opposed to a separate component of BGSU healthcare, as it is currently.

A question came up regarding dental and the upcoming vision program. Both of these benefits would be outside of any medical plan that BGSU would offer.

The best scenario for these high deductible plans is that they are generally offered with a low contribution rate. Some organizations would offer another alternative; a more comprehensive healthcare plan but at a higher contribution rate. Currently, BGSU's only plan, the PPO, has low contribution rates in comparison to counterpart plans in other organizations. The contribution rates for the PPO would have to be increased to offer an alternative high deductible plan with the lower contributions. The best situation would be for BGSU to offer an HRA or HSA with a low contribution rate and the PPO, a more comprehensive plan that has a higher contribution rate, which allows for a spread.

Members of the committee asked what plan; an HRA or HSA would benefit BGSU most. Also, someone asked which plan would be better for individual employees. Donna mentioned that an HSA plan could affect employees, spouses, and dependents that are eligible for Medicare.

Bryan stated that if BGSU were to increase healthcare contributions, as is part of the five year plan (to move to employee contributions to 15% of the cost, 20% if covering other family members), there may be a progression of healthcare plans from an HRA to an HSA. This is similar to other organizations in the Toledo area.

Someone asked about the numbers for the flexible spending account. BGSU is down by one person for all contract staff and up by 137 for hourly staff. Overall, only about a quarter of BGSU employees participate in the program. It was brought up that perhaps BGSU could adopt a debit card for the flexible spending account.

The last discussion point was generic drugs. At this point, BGSU employees fill prescriptions at about a 50-60% rate. It is thought that the employees could improve that number to 60-70%.

Ellen called for a motion to adjourn the meeting. Christine motioned and Bryan seconded. The meeting ended at 4:03 PM.

THE NEXT MEETING WILL OCCUR ON MARCH 16, 2009 FROM 2:30-4 PM