

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
August 11, 2008

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

Absent: John Stewart, Glenn Egelman, Maria Dandar, and Terri Schaller

The meeting started at 1:03 PM. Ellen started the first topic, which was the review of the minutes. Faith had a question regarding the Wood County Anesthesia Group and billing. BGSU is handling billing issues from Human Resources. After this, the minutes were approved.

The next item on the agenda was the review of benefits for plan year 2009. Last year, the University developed a cost sharing plan to be phased in over five years. In 2008, BGSU as the employer is absorbing between 87-91% of the annual cost per employee depending on the coverage level elected by the employee (employee only, employee plus spouse, employee plus child(ren), employee plus family). During 2009, BGSU will be absorbing between 86% and 90% of the annual cost per employee. Even with this cost-sharing plan, the cost for the University's share will increase by one million dollars in 2009.

By the end of the five year phase in BGSU will be covering 80 – 85% of the annual contribution - depending upon the level of coverage you select.

As a result of the funding plan and to help minimize the cost to BGSU employees, a model was developed that analyzed plan design changes and calculated the cost to both the institution and the employee as a result. This model was used to create multiple suggestions that both HR and upper management analyzed and discussed. The result was a handout (please see attachment). The document is titled Health Plan Recommended Changes for Plan Year 2009. The goal was to obtain feedback regarding the changes, the layout, the presentation, clarity, etc. The group wanted the word maximum added to the \$6 co-pay for generic prescriptions. Donna added that the employee would pay the cost only of the prescription, if under \$6.

Questions that arose around the next portion of the Healthcare changes were about BGSU's coverage of dependents over the age of 19. Please see the attachment. Currently, the plan covers children (not married) to the end of the calendar year in which they turn 23. The new coverage is extended to the end of the calendar year in which they turn 24, however, the child must be a full time student. There will be a form that must be filled out by the student and reviewed with the registrar or appropriate person of the student's school verifying whether or not the student is full time. Summer school would not be required to be included as a full time student.

DeeDee asked how HR would monitor this requirement. HR would include this audit as part of their open enrollment process. In the event a child becomes ill or sustains an accident and cannot attend as a full time student, consideration will be given with the appropriate medical documentation.

In the event, a child is not a full time student after the end of the year they obtain 19 they will be removed from the plan. However, in the event they enroll and attend as a full time student anytime

between the end of the year they turn 19 and the end of the year they obtain 24, they can be added back to the Plan as an eligible dependent with the appropriate documentation showing they are enrolled and attending as a full time student..

A question regarding dependants came up. The scenario of a dependent child who is currently 23, a full time student, and on the BGSU healthcare plan (but slated to move off January 1, 2009). Would they be eligible to remain on the plan if the changes in dependent coverage are enacted? In this case, if they can show they are a full time student, they will be able to remain on the plan as long as they are enrolled and attending as full time student through the end of the year they obtain 24.

As a result of these changes Donna has said that she would be available to speak to large groups, small groups, meetings, etc. She is scheduled to meet with Classified Staff Council in September.

Jan asked about the future of the BGSU healthcare plan. The long range plan might include an option for a HRA (Health Reimbursement Account). Jan asked about the differences between the current flexible spending account that is part of the BGSU Healthcare plan and the HRA. Donna listed the differences between the flexible spending account, an HRA and HSA (Health Savings Account).

| Flexible Spending Account | Health Reimbursement Account (HRA) | Health Savings Account (HSA) |
|--|--|--|
| <ul style="list-style-type: none"> • All employee dollars • Pre-tax dollars • No rollover of funds from year to year • Not portable • Cannot use to purchase/pay long term care | <ul style="list-style-type: none"> • Employer dollars • Pre-tax dollars • Possible rollover of \$\$ (depending on plan design) • Not portable (employer gets back the unused portion of the dollars if employee leaves BGSU) | <ul style="list-style-type: none"> • Combined employer/employee dollars • Pre-tax dollars • Employee responsible for deciding coverage • Portable (employee can take if they leave BGSU) |

The long range plan calls for BGSU to research high deductible plans with HRA and HSA. Faith asked about changing the current flexible spend account to allow employees to roll over their contributions from year to year. According to the tax laws, currently, it is not permitted. HRA and HSA plans allow for this...

The 2009 open enrollment period begins October 27th and ends November 21st.

Donna wanted to highlight that the co-pays for a doctor visit will go up if the appointment is with a specialist. Examples of this would be Rheumatologist, Oncologist, Ear, Nose, and Throat Specialist, etc. Pediatricians and OBGYNs are considered primary care physicians and will remain \$20 co-pay.

Proposed Plan Changes

- July 28th, the changes were discussed with the President’s cabinet

- President wanted the changes to be reviewed and approved through Health, Wellness, and Insurance Committee as the next step in the August meeting

Research found 13 individuals whose increase will not be greater than the healthcare increase. These individuals are classified, relatively new hires, and who were attracted to the university, at least in part by the benefits.

Communication Plan for Fall 2008

- August- HR is working with Marketing and Communications to develop a letter that will come out in early September to introduce plan changes to BGSU employees.
- September- Donna is to attend a Classified Staff Council meeting and possibly an Administrative Staff Council meeting.
- October- open enrollment brochure will be finalized and posted on the BGSU website. Also, open enrollment meetings will take place during the last week of the month
- November- continued open enrollment meetings. Open enrollment ends on November 21, 2008 at 5 PM.
- Donna is available to come to staff meetings or any other type of meetings to discuss the new plan changes during mid to late September, October, or November.

Also, she can discuss current aspects of the plan. What about the nurse line that can be used 24/7 to see if you need to go to the emergency room? This could save you \$50 and the healthcare plan even more.

Plans for 2009

- See attachment

Vision-BGSU might offer a voluntary vision plan sometime in 2009. BGSU is working with Miami University on a collaborative effort to offer employee paid vision coverage.

Ellen asked what the next step is. The approval of Health, Wellness and Insurance is needed. Everyone was in favor of the changes as they are fair in every area. Ellen said that she would send a response signaling the group's approval.

Faith stated that HWI is stepping forward in an atmosphere of a tight budget, small increases and healthcare plan changes to education the BGSU employees to help them become better informed and better consumers of the healthcare plan.

Faith said that Chris has a meeting with Classified Staff Council to demonstrate how to eat healthier. In addition, they have classes set up for various aspects of personal finances. CSC is trying to be proactive to help improve the situation. Education is the main goal in the next year. For example, how employees can be more assertive in a doctor's visit (i.e. bringing in a list of questions to ask).

HR will be doing wellness screening again in probably February or March 2009 combined with the online health risk assessment. The goal is to help educate and see how employees have changed since the last assessment in October 2007.

Bryan felt that the biggest overall change to the healthcare plan is the changes with the dependent coverage. He felt the biggest challenge would be dependents/children who are not enrolled into school full time.

Maria thought that the University already offers healthcare to students through the Student Health Service. Some dependents who are accepting jobs would have access to their own healthcare. Some dependents, however, would not be covered. Jan asked about credible coverage and Donna said to not let your dependents coverage lapse for more than 60 days, otherwise they could be subject to pre-existing clauses and restrictions.

The meeting was adjourned at 2:26 PM with Ellen thanking everyone who attended.

THE NEXT MEETING WILL OCCUR OCTOBER 13TH FROM 2:30-4 PM