

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
January 14, 2008

Present: Maria Dandar, DeeDee Wentland, Ellen Naderer, Gaylyn Finn, Linda Hamilton, Donna Wittwer, Pat Kelly, Judy Jackson May, Christine Cucciarre, Faith Olson and Janice Twork

Absent: Terri Schaller, John Stewart, Glenn Egelman, Chris Haar, and Maria Rizzo

The meeting started at 2:36 PM. Ellen started the first topic, which was the review of the minutes. After a few brief changes, the minutes were approved as amended.

The next topic on the agenda was a report on wellness and the \$39 incentive. Donna reported that of the initial list of 704 BGSU employees who filled out the MMO on line risk appraisal, that some were duplicates. This means that the number is a little less than 704. HR is reviewing the list to delete the duplicates so that email addresses can be attached. Donna is working on trying to get the \$39 taken off for those individuals. It probably will occur in February or March 2008. MMO said that the aggregate data is set to come in the end of January. The goal is to present the data to a combine group of HWI members, Well Aware members, and the constituent leadership group in February.

Ellen brought up the alternate healthcare plan that Faith brought to HWI for Classified Staff Council. Faith reported that CSC is looking into researching part time benefits at the other four corner institutions (Miami, Kent State, and Ohio Universities). CSC is including Janice Twork as a representative from ASC to work on the committee. No faculty members are included as part time faculty members tend to be a more transient group. Faith said that she followed up with the results of the last effort to bring benefits to part time employees, which occurred in the late 1990s. Overall, it was too expensive, and no one was interested in enrolling. Donna asked that when researching the plans at the other institutions, if CSC could ask about dependent eligibility for non spouse dependent , given that the issue is on the HWI priority list for 2008 as well. Donna and Faith discussed having Donna and Glenn come to the March CSC meeting (March 19th) to discuss the alternative healthcare plan in more detail.

Faith did mention that if the University offered part time staff health care benefits, many full time people would want to work part time. It was discussed that the department would make the call if the position would be needed part time and not full time. Part time compensation is paid out of the operating dollars and if they could go part time and the department would need to transfer personnel dollars to operating budgets, if the department feels that the position is needed only on a part time basis.

Other Issues

Jan Twork brought an issue from ASC. She brought up healthcare premiums and if HWI was looking into banding those premium amounts based on employee salaries and number of employees covered under the BGSU insurance. Donna responded that the group is charged with

researching this in the year ahead. However, the plan is to look at breaking down premiums by employee salaries using perhaps four bands, and by benefit group (i.e. single, employee plus one, employee plus spouse, family). This would ensure that all benefit groups would share in the funding of the healthcare plan, thus not shifting the cost to any one group. The number of individuals covered under any group would probably not be included in the analysis. Glenn had mentioned that this setup would not be an incentive for BGSU recruiting and hiring employees. The upper administration is supportive of HWI researching this method.

Faith said that she had heard something from the State of Ohio regarding early retirement incentives. Donna said that any prospect of this topic would be out of the scope of the HWI committee.

DeeDee brought up the suggested pay bands for healthcare premiums again. She thought that CSC would be opposed to the idea. Other felt that ASC and Faculty Senate might be against the concept as well. Some challenges of the pay bands would be administrative work in the system to create the process followed by a possible positive enrollment for all BGSU employees. However, it remains a priority for the year.

Ellen, speaking for Firelands College, brought up the question regarding optional vision coverage for BGSU employees.

Faith said that she heard rumors of a statewide health system for all institutions of higher education including healthcare, prescription drugs, etc. Donna said that she had heard about OSU, STRS, and OPERS forming a consortium for prescription drugs. BGSU is in a consortium for its prescription drug coverage. Gaylyn said that there are many consortiums in Ohio for various healthcare benefits, including primary and secondary school systems, etc. Gaylyn and Donna felt that some aspects of healthcare, for example life insurance and prescription drugs, can be negotiated on a statewide level. However, healthcare is more of a regional or local entity that changes from area to area. In addition, employees will want doctors and specialist close to their location, not two hours from home, for example.

Historically, BGSU went together with other IUC schools in the past for life insurance and prescription drugs. The result was that the consortium broke apart when other schools dropped out. Currently, BGSU is alone with life insurance as Sun Life offered favorable rates.

Christine brought up the free membership to the Recreation Center that was promoted by the Well Aware program in 2004-2005. This program was funded short term, but long term funding was not identified.

Donna said that the many programs exist at BGSU that are aimed at health and fitness. One example would be a Nordic walking program, sponsored by the Recreation Center, which could not get enough participation to run.

The meeting was adjourned at 3:35 PM with Ellen thanking everyone who attended.

THE NEXT MEETING WILL OCCUR FEBRUARY 11TH FROM 2:30-4 PM