

**HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES**  
**August 4, 2010**

**Present:** Ellen Naderer, Pat Kelly, Donna Wittwer, Chris Haar, Faith Olson, Steven Kendall, Deb Wells, Kathy Dieterich, Jim Evans, Sara Rainey, Maria Rizzo, John Folkins and Kelly Meyer

**Absent:** Dee Dee Wentland, Penny Nemitz and Terri Schaller

**Special Guests:** Karen Craigo and Becca Ferguson

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The meeting began at 1:05 p.m. Ellen called the meeting to order.

The committee approved the minutes from July's meeting.

At this point, Ellen closed the meeting to discuss whether or not special guests would be allowed to sit in. The committee discussed and opened the meeting to the special guests.

A question came up about minutes displayed on the HWI website. Pat was to double check the minutes from the April 2010 meeting.

**Old Items and follow up from the last meeting**

Donna updated on the following Old Business items:

- The recommendation of HWI, to remain with the current funding philosophy with 2011 being year 4 , was moved to the upper administration and administration support's HWI's feedback
- Donna shared a comparison chart of new healthcare changes from both a federal and state perspective and where BGSU is in the process. The grid showed the complexity of adhering to the new mandates. New healthcare changes go into effect 1-01-2011.
  - As a result of the healthcare changes, HR will have to create new forms (affidavids, certifications etc), create new coverage codes, etc.
- The Dental plan will be unbundled from medical. The Dental Plan is not subject to National Health Care Reform changes. The spousal rule will still apply. This would allow employees/those covered under the plan to sign up for medical and not dental or vice versa and allow employees to elect different coverage levels based on their family needs. Example – BGSU faculty or staff member's spouse has medical coverage with their employer but no dental coverage. The BGSU faculty or staff member could elect a different coverage code for medical that does not include the spouse and then elect a coverage code for dental that includes the spouse.
- Express Scripts will be the company for prescription drugs beginning January 1, 2011. OSU is already with Express Scripts and sister institutions will be following. Currently, BGSU is conducting disruption analysis of the change.

A classified staff member asked the question regarding National Health Care Reform regarding being taxed on the amount of the coverage that BGSU pays (Donna followed up and sent this information back to the classified staff member) - Employers are required to show the value of the employer-paid benefits. This value, however, is not added to the employees taxable income. It is just being reported so that the IRS can begin tracking who has employer-paid health care benefits.”

A question came up about BGSU current Plan A and B and if they are going to change. The plan design changes (i.e. deductible, co-insurance, co-pays, out of pocket maximums) **will not** change however the lifetime limit of 2,000,000 will no longer apply to be compliant to the National Health Care Reform. In addition, dependent eligibility is changing. Also, under the spending accounts, over the counter prescriptions will not be eligible for reimbursement due to the National Health Care Reform act.

Communication Plan to campus- The discussions surrounded informing campus of changes, times, etc. through emails, marketing and communications as well as the HR website. A request was that information be sent in September.

Donna will be speaking to various groups across campus during the month of October. This includes committee meetings, large groups (ASC, CSC, Faculty senate, Firelands College, etc.) Similar to last year, Donna asked the group for assistance in scheduling meetings in departments or buildings in October for faculty and staff to attend to discuss open enrollment and changes due to National Health Care and the State of Ohio House Bill 1.

The open enrollment period will begin October 25, 2010 and will end at 11:59 p.m. on November 19, 2010. In addition to the meeting outreach, HR will host training sessions in computer labs to support the online enrollment this year.

### **New Items**

The next item was coverage for domestic partners. After discussion, the committee came to consensus that they support a motion to cover both same sex and opposite sex partners. The committee desired to update recent benchmark data to see how many individuals that other institutions cover. In addition to healthcare, the group wanted to include fee waivers as well. Donna will take their motion and forward it to upper administration.

### Future Discussions/Programming for the group

- Donna asked about having Miami University come for a presentation in the next couple of months to discuss a new wellness initiative.
- Banding of contribution rates based on employees' salary
- Know Your Numbers might occur in the future...depending on funding for wellness
- Well Aware update-
  - Employee fitness programming is set for fall 2010
  - Eating on a budget program is coming in fall 2010
  - Farmer's Market is coming to BGSU in the fall 2010. They are on specific Tuesdays in September, October, and November

Pat will email out for schedules to set the next meeting date.

Ellen called for a motion to adjourn the meeting, and the meeting ended at 2:35 p.m.

Respectfully submitted,

*Patrick Kelly*