

HEALTH, WELLNESS AND INSURANCE COMMITTEE MINUTES
April 23, 2009

Present: Ellen Naderer, Pat Kelly, Janice Twork, Maria Rizzo, Faith Olson, Judy Amend, Donna Wittwer, Chris Haar, Kathy Dieterich, DeeDee Wentland, Bryan Benner, Deb Wells, Judy Jackson May, and special guest Bruce Davis

Absent: Terri Schaller and Christine Cucciarre

The meeting began at 2:31 PM. Ellen called for everyone to review the minutes from the March 16, 2009 meeting. After a few changes, the minutes were approved.

Comments were solicited by the group in regards the last several meetings where much information has been shared. The committee is positive about the choice of vision starting in plan year 2010. The group next discussed the HRA and HSA and the few distinctions between the two. The initial group consensus was that though both types hold promise, that this year was not the year to research and implement a new health care option for employees.

Donna mentioned that in regards to prescription drugs, she received the initial report back from the analysis. This is the analytical workup that compares BGSU's current prescription drug plan, through EPHCO and the RX plan that contains Ohio State University, STRS, and OPERS. The current plan through the consortium EPHCO is \$12,000 less, and that does not include potential disruption to BGSU employees.

Donna informed the committee that any new contracts that are labeled premier contracts (and the BGSU prescription drug plan is a premier contract) must change to any Ohio collaborative agreement, unless BGSU can show that it is not in their best financial interest not to do so.

Guest Bruce Davis of Findley-Davies was the next topic. He reviewed the Request for Proposal of the BGSU medical plan and wanted to discuss local health care changes. He included comparisons of the healthcare plans of the University of Toledo, Owens Community College among others. BGSU went out to bid in order to check the current healthcare plan as far as optimizing the financial aspects of the plan, including administrative fees, provider discounts, and stop loss premiums. BGSU has several goals through this process:

- Improve administrative services
- Expand self service tools
- Increase lifestyle programs
- Maintain network access to providers
- Feasibility of offering another healthcare

The three College Presidents of Northwest Ohio (of BGSU, UT, and Owens Community College) discussed collaborations in healthcare as all three institutions are going out for RFP this spring/summer. Donna emphasized that Dr. Cartwright said that BGSU will make decisions based on what is good for the institutions and its employees.

Bruce highlighted all of the vendors that responded the RFP. Humana did not provide a bid back. All of the others: Aetna, Anthem, CIGNA, MMO, Paramount, United Healthcare as well as several

third party administrators Healthscope, Meridian, NGS, and Principal. The top two RFP results were MMO and Aetna. The process has been slowed down in order to allow UT and OCC to catch up so that if collaboration could be created, then the timing would work as well.

The conversation moved to any questions that the committee had from the last several meetings. Given that one of goals from the administration was to look at the feasibility of another benefits plan for 2010, Donna asked the group about this. Some options were defined again for the group, including the HSA and the group's concerns regarding age restrictions and the notion that a separate prescription drug program would have to be developed as well. It was mentioned that if BGSU were to develop an HSA or HRA, that a communication plan would have to be developed and implemented. It was added that all of the potential vendors have the ability to provide one of these plans for BGSU.

Bruce Davis mentioned that if BGSU would get another benefit plan for the 2010 plan year that it would be similar to the current PPO design in that it would remain self funded, but would probably be less rich with a different funding philosophy. Bryan followed up with the thought that the plan would be a cost shift to the employee. Faith mentioned tiered premiums for healthcare, but Donna said that all three constituent groups were against this. Faith was against the HSA if it is not available to all BGSU employees (due to age).

DeeDee asked if the University would benefit financially if another benefit option was made available. No one on the committee knew.

Another question was thrown out: If BGSU offered new healthcare options; would employees pay additional for more coverage?

Bruce did mention the following thoughts:

- With looming federal healthcare reform, the entire fabric of healthcare could change in the next year or two.
- Specifically for BGSU, if a new healthcare plan was developed that was a lower cost plan; would employees pay more for increase benefits? Could the plan be out-priced for some BGSU employees?
- In order to keep moving to the 85%-15% funding philosophy, BGSU will want to look at a HRA or HSA.
- The national trend is that HSAs are gaining ground in the marketplace over HRAs.

Bryan compared the BGSU shift from PPO to HRA/HSA to when the institution had the traditional plan and shifted to the PPO. Donna demonstrated how two plans might co-exist with different coverage levels and options.

Donna moved to summarize the conversation between Bruce and the committee members. The committee is concerned about changing the healthcare plan or adding an another option at this time based on the current economic situation, potential healthcare reform, atmosphere of no increases for BGSU employees and potential increases in BGSU's current healthcare plan, etc. Donna said that she would go back to the administration and pass along the message. Donna does want to know what BGSU/UT/OCC is doing by the end of June so that BGSU can move ahead.

Other benefits developments:

- Benefits administration implementation-PeopleSoft program that will allow self enrollment for BGSU employees begins May 4th and continues for six months.
- E-benefits may be ready for open enrollment 2010
- Report from Caremark- BGSU employees' use of generic drugs is up from 55% to 61%. Caremark will be targeting employees who use the prescription Nexium and suggesting alternative medications.
- CVS card will go online and allow employees to make some purchases with a 20% discount.
- Health Risk Assessment results will be reported in June. The rebate that was given to those who participated in the assessment will be handled in fall 2009 so that all employees, both 9 and 12 month will be given the amount at one time.

Ellen called for a motion to adjourn the meeting. Janice motioned and DeeDee seconded. The meeting ended at 4:14 PM.

THE NEXT MEETING WILL OCCUR ON MAY 11, 2009 FROM 2:30-4 PM