Benefits Advisory Committee 19 Mar 2009

1. MSC to approve minutes from 10 February 2009.

2. Health Plan Updates
Jennifer reported on preliminary rates regarding the health plan renewals for 2009-10. Contribution levels to the health care trust will be adjusted to reflect a 77/23 split between the university and employees. This will result in an increase in the amount the university is contributing to the trust and a reduction in premiums for dependent coverage.

Open enrollment will be held in May this year for coverage with an effective date of June 1, 2009.

The re-insurance rates we have received are tentative until our claims data through the end of March are available. So far we are experiencing another favorable year in terms of the amount of claims. If claims through the end of March remain as they are trending, no significant increase in our maximum liability level is anticipated – probably somewhere between 3-4% increase. We have been offered reduced ASO fees and reduced re-insurance fees.

3. Pharmacy plan Updates
Our plan’s pharmacy plan utilization compares favorably to our PBM vendor’s (Catalyst) book of business and specifically their higher-ed book of business. A positive, significant difference is that we currently don’t have any members utilizing specialty medications. Discussed the top two disease categories based on pharmacy utilization, as well as the top three classes of medications prescribed. Jennifer discussed possible plan changes the committee may consider for the 2009-10 plan year. Reports related to the impact of these changes will be evaluated prior to any plan modifications.

4. Health Care Network
Our health care plan will be continuing on the HealthLink (St. John’s) network for the new plan year which commences on June 1, 2009. Todd Parnell has asked the benefit advisory committee to investigate all options relating to our health care plan, including the health care network, for June 1, 2010 renewals. Jennifer will begin working with our benefits consultant, Tom Garasky, to develop a set of criteria to evaluate proposals from different vendors for different aspects of our health care plan. This will help the committee compare and evaluate the various proposals.

5. Life Insurance and Long Term Disability Insurance Renewals
Our three-year contract with UNUM will expire on May 31, 2009. Tom Garasky did not conduct a full-blown RFP for renewal rates, but did explore the market. UNUM came back with a rate increase and rate guarantee through 5/31/10. They did offer
an alternative with no rate increase and a two year rate guarantee, but only if we add a voluntary benefit to our benefit package. CIGNA has offered the same coverage that we currently have with a rate guarantee through 5/31/12. MSC to change to CIGNA for our university-paid life and long term disability benefits.

6. Dental Plan Renewal
Proposals for dental coverage have been evaluated. Our current carrier, Delta Dental, has offered renewal coverage with premium reductions of just less than 1%. The Standard has submitted a proposal for coverage with reduced rates; however, the Delta Dental Network has approximately 174 providers, The Standard has 32. Delta also offered an alternative plan: to stay at the current premium rate and change our plan to the MAX plan. This added benefit allows preventive services paid at 100% not count toward the $1500 maximum benefit. MSC to remain with Delta Dental, but to switch to the MAX plan with premiums remaining at their current level.

7. Tuition Remission — handbook language
Scott Petrich will check on the progress made on making two wording changes in the faculty handbook and report back to the committee at next month’s meeting. This request for wording changes was referred to the faculty affairs committee for action. The changes addressed the use of a disability definition consistent with standard Social Security language, and details of the death benefit.

8. Health Risk Assessments on campus
Set for April 21 & 22. Appointment times for HRA’s remain, but all appointments for mammograms and bone density screenings have been filled. A waiting list has been started and if we have enough interest, we could possible schedule a third day for the mammograms.

9. TIAA-CREF Retirement Counselor Visit
Individual appointments with a TIAA-CREF advisor will be available April 14 an 15. Due to high demand for these limited number of appointments, employees are submitting their names to HR and appointment times will be awarded via a lottery method.

10. Next Meetings:
April 9, 1:30 pm
May 14, 1:30 pm