

# Employee Benefits Advisory Committee

Minutes from the February 8, 2007 Meeting  
URC, Room 411

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**In attendance:**

Chris Arab (Chairperson)  
Ron Allen (APC)  
Belinda Palmer (Career)  
Karl Schmidt (Career)  
Larry Snell (APC Alt/Resource)  
Steve Milczanowski (Faculty Alt.)

Steve Bowers (Resource)  
Janet Meigs (Minutes Recorder)  
Sonya Polke (Resource)  
Judy Robbins (Resource)  
Dawn Swed (Resource)  
Elaine Tisdale (Resource)  
Jo Vosefski (Resource)

**Absent:**

Bill Barfield (APC)  
Yvonne Horner (Resource)  
Mark Peeples (Faculty)  
Jack Spears (Retirees)  
Kenneth Whitten (Faculty)

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The meeting commenced at approximately 2:10 p.m. following the EBAC Planning Retreat.

**Approval of Minutes (9/21/06)**

**Motion: Approve the minutes as presented with a typographical correction.** (Motion made by Larry Snell and seconded by Belinda Palmer.) There being no discussion, the motion was approved by unanimous vote.

**Life Insurance Bid**

Larry Snell reported that 2001 was the last time an RFP was requested for life insurance. A committee was formed (Dennis Blank, Janet Meigs, Belinda Palmer, Judy Robbins, Karl Schmidt, Larry Snell, Jo Vosefski) to address the issue. The target for Board presentation is September.

**Other Items for Discussion**

Chris Arab introduced the topic of 2008 health insurance planning decisions as follows:

- The Committee needs to decide upon the structure of the health insurance program for 2008 in order to begin the work leading to a recommendation to the DBOT for action in June, 2006.
- Points of consideration include: traditional HMO and PPO offering, single offering with tiers, HMO plus tiers, HMO only, inclusion of an HSA with a high deductible health plan.
- The Committee explored the single plan with tiers and an HSA during the past 12 to 14 months.

Before a motion was made, Steve Bowers advised the position of the Finance Department is that the traditional PPO plan is no longer viable.

**Motion: The College no longer consider the HMO/PPO plan arrangement that currently exists.** (Motion made by Ron Allen and seconded by Larry Snell.)

Belinda Palmer requested the motion be amended to reflect that the Committee not consider offering traditional HMO/PPO plans for 2008 with the proviso the Committee offers equivalent benefits offered under the two plans.

Committee Discussion:

- The term “equivalent” needs to be defined (i.e., plans, copays, care, etc.).
- Instead of comparing new plans to what we currently have, look for plans that meet the needs of the College.
- HMO seems to be dying out/morphing with a life expectancy of 2-3 years.
- The education plan must include the “whys” as well as the “whats” and should be conducted over 4-5 months rather than 4-5 weeks.

There being no further discussion, a vote was called for. The motion failed by majority vote.

**Motion: Examine other BCBS options to replace the current HMP/PPO plans.** (Motion was made by Steve Milczanowski and seconded by Ron Allen.)

There being no further discussion, a vote was called for. The motion passed by unanimous vote.

Karl Schmidt reintroduced the consideration of offering a ROTH 403(b). Discussion was held as to what would be entailed administratively and whether only certain vendors would be able to be used. Other points made included:

- All vendors offering the traditional 403(b) option also offer the ROTH option.
- A plan document is not needed as it is not an ERISA plan.
- If the College is going to open the 403(b) ROTH issue, it would be a good time to explore the traditional 403(b) offerings and collapse it which would require an ERISA plan.

- The Payroll Department can't take on another level of challenges.

The issue will be tabled until May.

The suggestion was made to form a subcommittee to do the ground work with BCBS and report back to the full committee. The subcommittee will be comprised of Steve Bowers, Yvonne Horner, Judy Robbins, Larry Snell, Elaine Tisdale, and Jo Vosefski.

Points of interest included:

- Requesting a document with a side-by-side comparison of all BlueOptions plans to include cost components for each plan.
- Identifying which hospitals are associated with all plans.
- A physician analysis would be helpful.
- For ease in comprehension, a benchmark of the HMO/PPO plans would be helpful.
- Requesting a review of claims experience to show hospital and physician preferences (key indicator report).
- Include in the physician analysis the top specialist utilization as well as a doctor/doctor comparison to current plans to indicate any change in the network size/availability.

Human Resources will compile the notes from the meeting and distribute to the Committee. Chris Arab will follow through with faculty to determine their ability to meet (times and dates) and will work at scoping out the work of the subcommittee.

As the meeting is public, members may discuss the meeting topics with employees.

There being no further business, the meeting adjourned at approximately 2:54 p.m.