

Benefits Advisory Committee Report
Meeting on Monday, October 17 from 2:00-4:00pm

The health care reserve remains on solid footing - with a little more than \$5.2 million in the health care reserve account as of last month. Year to date - the plan has added \$220,000 to the reserve. As President Ransdell announced this week (based on the BAC's recommendation), there will be no structural changes or changes in premiums to the health plan for the next plan year. There will be a small increase to the dental plan (if you have dependents) - and the university sponsored life insurance will be increasing from \$15,000 to \$30,000 (which puts us more in line with our benchmarks). Kari Atkins will be sending an e-mail to the university community sometime in the next two weeks with information on open enrollment. They are strongly encouraging individuals to do open enrollment over the web - and they will have computers at the open enrollment sessions to help faculty/staff with any changes/selections they need to make (of course, changes can be made via the web on employees personal computers as well; the computers at the physical open enrollment will be there to encourage faculty/staff to do it via the web).

Wade Pinkard, the new employee wellness coordinator, gave an excellent presentation to the BAC about the importance of wellness and how it can generate returns on investment. I think everyone on the committee was impressed with his knowledge and skills. I would strongly recommend that the Senate support his efforts. I also think the Faculty Welfare committee may find his presentation informative - and they might consider inviting him to make the same presentation at one of their meetings.

There is no new information on the Walgreens / Anthem dispute. Kari said she would send an e-mail to the faculty/staff when she learns of potential changes. Anthem has contacted many employees with information on pharmacies that are located near the Walgreens they are currently using.

A proposal was also put forth to make the tuition reimbursement policy for dependent children and for spouses of employees the same. This would mean that spouses and dependent children would be able to enroll full time in a semester and receive a 50% discount on tuition, and both spouses and dependents of employees would be able to pursue as many degrees as they wish - such as a BA degree and then a graduate degree. Under the current policies, dependent children are restricted to one undergraduate degree - but they can get 50% tuition remission for all of the classes they take in a semester; spouses of employees can pursue as many degrees and take as many courses as they wish, but their tuition remission is capped at 50% for the first 6 credit hours in each semester. The new proposal would make these tuition remission policies the same for dependent children and spouses of employees as I outlined above. HR is going to do some research on this proposed policy change (by looking at the benchmark institutions) before we vote on this recommended change at a future meeting.