

[In these minutes: 1. RFI Progress, 2. Results of the Employee Survey]

HEALTH PLAN TASK FORCE (HPTF)

MINUTES

THURSDAY, AUGUST 3, 2000

10:00 - 12:00

210 DONHOWE BUILDING

[These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the view of, nor are they binding on the Senate or Assembly, the Administration, or the Board of Regents.]

PRESENT: Dick McGehee (Chair), Allan Baumgarten, Carol Carrier, Robert Fahnhorst, George Green, Bev Hall, Christopher Hulla, Ron Kubik, Priscilla Pope, Kathryn Pouliot, Jason Reed, Harlan Smith, Anna Sommers, Robert Sonkowsky, Larry Thompson, Gavin Watt.

REGRETS: Linda Aaker, Susan Brorson, Amos Deinard, David Hamilton, Mavis Madden, Gailon Roen.

ABSENT: Avner Ben-Ner, Keith Dunder, Bart Finzel, Sue Mauren.

1. CHAIR'S REPORT

Dick McGehee said that he, Carol Carrier, and Robert Fahnhorst had met with the State Commissioner for Employee Relations to respond to questions regarding working within SEGIP. Professor McGehee noted that MnSCU has identified some of the same issues and has had a preliminary meeting with the University regarding administration and employees.

2. RFI PROGRESS

Chris Hulla said that RFI responses are not due until July 31, but he did have some preliminary information on a handout:

- First Plan appears to be included with Blue Cross/Blue Shield
- Only health plans are offering fully insured options
- Care systems are only interested in self-insured options
- HealthCare is an internet-based health plan which would be a completely different type of provider
- Health Partners POS quote is 15% less than through the state
- There will be a competitive environment if the University separates from the state
- Preferred One's response has yet to be received

Q: What are the responses in terms of CAM?

A: It appears that some plans will have a problem with CAM, although plans are more willing in a self-funded environment.

Q: Have any of the plans indicated if they would include University doctors?

A: I have not read to that level of detail.

Q: What is the response for plans outside the Twin Cities?

A: Duluth is sending a copy of the proposal that they gave to the state last year. It is possible that more RFIs will be received.

Q: Is there less of an incentive for out-state plans to respond?

A: It is possible although some might also be covered by Blue Cross/Blue Shield.

Chris Hulla said that he would have more details to provide to the members at the next meeting.

3. RESULTS OF THE EMPLOYEE SURVEY

Chris Hulla distributed some of the key findings from the employee survey and said that the task force now needed to decide what to publish as well as what other information members needed internally to answer questions. He then walked the committee through the findings.

Members made the following comments:

- Behavior Health satisfaction is poor
- While the task force thought that access to Fairview and University physicians was important, it was ranked low by respondents. This might be because access is currently available.
- Other category for additional benefits ranked fourth, mostly because domestic partner benefits and no change were included in this category
- Sabbaticals were ranked last although many people could have included this in out-of-area coverage since adding this benefit solves the sabbatical problem also
- Many people do not understand long-term care insurance, that they cannot join once they are retired, and what the penalties are for joining late

Other breakdowns that members would like to see include:

- For those who used the mental health benefits, find out how they ranked it
- By campus to identify coordinate campus issues
- By employee group across all campuses to see if there are any differences

- Retirees and graduate student data
- CAM interest by age, group, greater dissatisfaction with current health care, and out-of-pocket spent
- Coordinate campuses and out-of-area coverage

The task force then debated what information should or should not be released. Members wanted to see the additional breakdown since confidentiality is an issue for some small groups, especially at the coordinate campuses, and to make sure that there will not be a misinterpretation of the data.

Robert Fahnhorst said that an employee benefits letter will be sent soon, so information for that publication is needed.

Dick McGehee then said that he, Carol Carrier, and Robert Fahnhorst would write an executive summary of the survey results to be reviewed at the next meeting. Then the summary and the appropriate breakdowns would be made public and published on the web.

Professor McGehee thanked everyone for attending and adjourned the meeting.

Rebecca Hippert
University Senate