

[In these minutes: RFP schedule, Medical Scenarios, Charge to the permanent HBAC]

HEALTH BENEFITS ADVISORY COMMITTEE (HBAC)

MINUTES

THURSDAY, MARCH 1, 2001

10:00 - 12:00

238A MORRILL HALL

[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: Fred Morrison (Chair), Linda Aaker, Mary Austin, Susan Brorson, Carol Carrier, Dann Chapman, Marjorie Cowmeadow, Amos Deinard, Keith Dunder, George Green, David Hamilton, Sue Mauren, Dick McGehee, Gailon Roen, Anna Sommers, Robert Sonkowsky, Larry Thompson, Pat Urquhart, Gavin Watt.

REGRETS: Allan Baumgarten, Frank Cerra, Robert Fahnhorst, Bart Finzel, Christopher Hulla, Ron Kubik, Priscilla Pope, Jason Reed, Harlan Smith.

1. RFP SCHEDULE

Professor Morrison noted that the RFP was sent out February 15. Last week an optional bidders' meeting was held. 20 people from the usual providers attended.

He then turned to the schedule for responses, which are due by March 16. The week of March 19th, Chris Hulla and his staff will be compiling the data into charts for comparison. The week of March 26th, the first round interviews will be held between the bidders and a small group of University people. At this time, additional questions can be posed to the bidders.

The information from the RFP and these interviews will then be brought back to the HBAC to discuss cost trade-offs. Members should hold April 5, April 12, and April 19 as possible meeting dates, depending on when the interviews conclude. He then said that the March 15 meeting has been cancelled.

2. MEDICAL SCENARIOS

At the last meeting, the committee decided to create a few medical scenarios, which the bidders would then answer during their interviews. Professor Morrison noted though, that no scenarios had been created yet, so the committee should work on this issue now. Possible medical scenarios to consider included: disease screening, glaucoma, and chronic conditions. A few scenarios were distributed at the meeting. It was then decided that Anna Sommers would review all the proposals and compile a final list, for review by the committee.

3. CHARGE TO THE PERMANENT HBAC

CHARGING THE COMMITTEE

- Employee committee, so it should not be charged by the administration
- Faculty Senate, ASAC, and the Civil Service Committee should jointly charge the effort to allow for the continued participation of bargaining units
- Dismissal, not establishment, is the key issue, and if three groups contribute to form it versus just the administration, it will be harder to eliminate it later
- Administrative buy-in is needed, so the administration should also be included in the charge

MEMBERSHIP

- Bargaining unit representation will be kept in an advisory manner, but the General Counsel's Office will need to help draft this language
- Duluth faculty need to be represented if they stay in the plan
- Are term limits needed?
- No term limits allow for continuity
- Employee groups can also decide not to reappoint if a change is needed
- Retirees can be from any group, so groups could be disproportionate because of retirees
- Who picks retirees?
- Only the plans track the number of retirees covered, so this number will be hard to get
- Retiree issues might differ according to their pay scale: faculty/P&A and civil service/bargaining unit
- Second paragraph of membership selection deals with variables, so retirees might be included as one of the demographic variables
- One retiree position should be reserved for each employee class
- Do retirees need to be specified as over 65?

SELECTION OF VOTING MEMBERS

- Each member should serve a four year term so as to go through two legislative and plan cycles
- Alternates and replacements will complete the terms
- Maturity of judgment language needs to be changed
- Last sentence of paragraph one should be included in paragraph two or changed to read "each group is encouraged, but not limited to, select..."
- Wording needed regarding affiliation with providers to avoid a conflict of interest, although it would eliminate University physicians and Boynton members
- Any member can recuse themselves during discussions or votes

- Transition to new committee should include some new and some returning members
- Employee groups should nominate three times the number of vacancies
- Who actually appoints the members, just the chair of HBAC, or the chairs of all the affected groups?

CHARGES

- Offices to provide guidance should be broadened
- General Counsel wants more general charges and the committees want specificity
- Number 7 needs to be qualified, "if the University remains with SEGIP..."
- HBAC needs to be able to consult with experts if needed

CHAIR

- Should the appointment be annual or longer?
- Should the chair be one of the representatives of one the constituencies or should the chair become an "at-large" member to provide representation for all groups
- Appointment date should be earlier since the new chair might already have other permanent commitments by August 31
- September 30, pick chair-elect who will be a trainee and take over the committee the following spring

STAFF

- Committee staffing should be provided by the Senate with staff assistance from Human Resources

Q: What is the process for this document's approval?

A: The three groups need to agree on the language, and then it will go to the President.

Professor Morrison then thanked everyone for attending and adjourned the meeting.

Rebecca Hippert
University Senate