

[In these minutes: Update on health plans, Issues for BAC]

HEALTH BENEFITS ADVISORY COMMITTEE (HBAC)

MINUTES

THURSDAY, AUGUST 30, 2001

10:00 - 12:00

510 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, Carol Carrier, Dann Chapman, Marjorie Cowmeadow, Amos Deinard, Keith Dunder, Kathy Ernst, Robert Fahnhorst, George Green, Joe Jameson, Gailon Roen, Larry Thompson, Barbara Van Drasek.

REGRETS: Susan Brorson, Christopher Hulla, Harlan Smith, Robert Sonkowsky, Gavin Watt.

ABSENT: Bart Finzel, David Hamilton.

1. UPDATE ON HEALTH PLANS

Robert Fahnhorst presented the UPlan presentation to the committee, noting that this presentation has two formats and is being delivered across the campuses to educate employees on the new health insurance changes. He then distributed a series of slides to the committee and walked them through the information. Members made the following comments:

- There was some concern among employees about the subsidy that the University was providing to allow employees at Duluth to access the Duluth Clinic, which is a high cost provider
- Flexible Spending Account (FSA) has a \$3000 cap which might need to be examined with the new co-pay structure
- Differences between the FSA and Personal Care Account (PCA) need to be explained to employees
- How can employees check if Definity's costs are a discount without knowing what other plans charge?
- Domestic partner eligibility needs to be put in writing and explained
- Human Resources should create a website and spreadsheet that would allow employees to calculate their yearly medical expenses between various plans
- Term 'contribution' is used in several places in the slides, but it has different meanings; new term should be used to describe the University portion
- Is preventive care defined uniformly across all plans?
- Definity should be marketed to people who want to use CAM

- Preventive care versus urgent/emergency care for Outer Metro area needs to be examined
- Employees want to know why Blue Cross/Blue Shield is not an option

2. ISSUES FOR THE BENEFITS ADVISORY COMMITTEE

Professor Morrison noted that next year's issues will include:

- Dental
- Life Insurance
- Long-term care insurance
- Retiree health plans
- Wellness programs
- Monitoring plan performance
- FSA integrated with Definity

3. OTHER BUSINESS

Professor Morrison said that committee and subcommittee appointments will be sent next week, with a list forwarded to the HBAC for information. He then thanked all the members for their work and dedication during this process.

Members then recognized the extra work that has been, and will continue to be done by the Human Resources staff during this transition. The committee asked that a luncheon be held in recognition, once the process slows down.

With no further business, Professor Morrison thanked everyone for attending and adjourned the meeting.

Rebecca Hippert
University Senate