

Funded Retirement & Insurance Committee

Minutes: November 3, 2006 Meeting

Members Present - Richard Borchard, Charles Drum, Lois Dusdieker, George Herbert, Dan Holub, Melanie Kenney, Sheldon Kurtz, Lynette Lancial, Ruth Wachtel.

Administration present - Sue Buckley and Richard Saunders.

Guests present –Joni Troester, Dick Stevenson, Debra Hughes, and Hyman Joseph.

1. Approval of the October 2006 Minutes
Approval of the October 2006 minutes was done without any changes voiced.
2. Health Fair:
Health Fair, November 1st at the Field House was very well received and many positive comments noted. 3,100 participants attended; 700 influenza vaccines were administered; 400 cholesterol levels were checked; 200 blood pressure measurements were done; and 250 body composition measurements were made.
3. Pandemic Response Team
Pandemic Response Team is in place and plans for activation are in progress.
4. Health Plan Designs
Health Plan Designs were discussed in depth and handouts given. Recommendations from subcommittee (Charlie Drum and Ruth Wachtel) included increase in out of pocket maximums, which in essence increases cost to 15% who are heavy users. Increasing deductibles would increase costs for everyone. Addition of deductibles to apply to UI Select, previously without deductibles, was made. A third recommendation was to increase co-insurance for x-ray/lab from 10% to 20%, which again affects the users. These suggestions would be considered for 2008.

The number of plan options was discussed. One plan only was not felt to be adequate because choice is important to many participants. A comparison of UI Care; UI Select; Iowa employers – HMO – employers of 1000+; for employers – HMO – all employers; and CUPA-HMO was graphically presented. 67% of contracts had greater than \$1,000 deductibles. What should be covered infertility, etc? If deductibles are not increased, then premiums may be increased but increasing deductibles may be burdensome to lower income employees.
5. Hearing Aids
Hearing aids were discussed at length. By report hearing aids last about 5 years when hearing is stable. Hearing aids were not felt to be a cosmetic issue. Fifty-three claims were submitted for this benefit. A motion to provide 80% of the cost of a hearing aid(s) up to \$2,000 every 5 years was made, seconded and passed.
6. Immunizations
\$65,000 was employee share of all immunizations. Coverage of adult, child and foreign travel vaccines was addressed. Information on foreign travel vaccine requirements and costs was requested.

7. CDHP

Consumer Driven Health Care plans were discussed. Only 4% of employers are enrolled in this program. There are 2 types. HRA – health reimbursement accounts – are plans which allow employer contributions only, which build in amounts while worker is employed, but employee loses all when he leaves the company (employer preferred). The second is the health savings account (HSA) which allows employer and/or employee contributions. The worker can take the account money when he leaves and also spend the money on anything he chooses (employee preferred).

University of Iowa has had a high deductible plan since 1987. It was determine not to pursue these options at this time.

8. Health Insurance Rates and Flex Options

Health insurance rates and flex options were re-addressed again in response to a concern raised by a recently divorced worker with a marked change in the flex benefits. Flex benefit rates are set on weighted averages for all employee groups. Many issues are involved, including 2-employee families. More discussion is planned for the future.

The remaining agenda items were not discussed because of time constraints.

The next scheduled FRIC meeting is December 1, 2006 at 11:30am in Room 302 USB.

Respectfully submitted,

Lois B. Dusdieker, MD