

FRIC Minutes

November 7, 2008

The University of Iowa FRIC met at 11:30am on November 7, 2008, in room 302 USB.

Present: Committee – Richard Borchard, Nancy Davin, Charles Drum, Jon Garfinkel, Mary Greer, George Herbert, Daniel Katz, Bernard Sorofman, Barbara Spence, Katherine Tachau, Ruth Wachtel. **Absent:** Lois Dusdieker, Matthew Glasson, Sheldon Kurtz.

Administration – Sue Buckley, Richard Saunders; Guests – Carla Clark, Dan Fick, Debra Hughes, Susan Klatt, Joni Troester, Nancy Williams, Margaret Ketterer, Anne Gembel-Archer, Kim Miller, Susan Foreman, Hazel Kerr, Robert Helle, Sasha Waters-Freyer, Angie Smith, Cathleen Moore, Melanie A. Allsup, Nancy Williams, Kathy Terrell, John Spencer.

1. The minutes were approved with two changes. A) Charles Drum (not Drug) attended the previous meeting. B) In point #3, second sentence, "...of the pharmacy side" was changed to "...or the pharmacy side"
2. Fluoride treatment for adults. The College of Dentistry thinks it's a good idea. People don't drink as much (fluoridated) tap water as they used to. Bottled water doesn't always contain fluoride (and it's not obvious which bottles do). Filter systems sometimes remove fluoride from water. Adults are evidencing more cavities. More RX drugs dry out mouths, encouraging cavities. There are more people with weakened immune systems, which can encourage cavities. Conditional on FRIC going forward with the notion of coverage, FRIC would need to decide how The University of Iowa would cover it. Richard Saunders will get back to us more data/information to be provided by the College of Dentistry.
3. FRIC website is working. Need to ask Staff Council, President's Office, Faculty Senate to all put links to the website on their sites. It's already on the A-Z Search for The University of Iowa and the Benefits Office website.
4. John Spencer presented an alternative FLEX proposal. FRIC will have an opportunity to see the calculations behind the differences between Spencer's proposal and FRIC's proposal after the first of year using the new enrollment numbers.
5. Other alternative ideas for changes to benefits have been submitted (via email) to UIBENEFITS09. The following comments emerged from a discussion of some of these alternative ideas.
 - a. It's not obvious that one proposal which claims to eliminate administrative fees, actually does so.
 - b. There was some discussion of redistributive benefits being tied to employee income. This is recognized as a contentious issue.
 - c. Some employees view their salary/benefits as one package. If you take away some benefits, for this group it is perceived as a pay cut.

- d. Separate child care benefits were mentioned as a possibility. It was noted that there is another charter committee (Family Issues) that can discuss such ideas.
6. FRIC anticipates future conversations on the following items.
- a. What is the difference between the Spencer Plan and FRIC's proposal? Conceptually, one is a credits plan and the other is a policy plan.
 - b. Do we tie benefits to salary? See 5b above.
 - c. Dan Holub forwarded a plan. Richard will look it up.
 - d. Have we received any signals about recruiting/retention difficulties in the six months since FRIC first floated its proposal?
 - e. FRIC may contact individuals who submitted idea (to UIBENEFITS09) that we wish to learn more about.

The meeting adjourned at 1pm.