

**Funded Retirement & Insurance Committee**  
**Minutes: December 1, 2006 Meeting**

**Members Present:** Richard Borchard, Jane Chalmers, Charles Drum, Lois Dusdieker, Dan Holub, Forrest Nelson, Dorothy Persson, Ruth Wachtel

**Administrators Present:** Sue Buckley, Richard G. Saunders

**Guests Present:** Hyman Joseph, Debra Hughes, Joni Troester

1. Approval of November Minutes

The minutes were approved with one correction. A “the” was added to the following sentence under Health Plan Designs: “Recommendations from subcommittee (Charlie Drum and Ruth Wachtel) included increase in out of pocket maximums, which in essence increases cost to **the** 15% who are heavy users.”

2. Mandatory Life and Disability Insurance

Some employees who have purchased life insurance from a company not affiliated with the UI and some young employees do not understand why they are required to spend at least \$21/month (cost of minimum amount of insurance, \$50,000) from their flex credits for life insurance. These employees would rather spend the \$21/month on other benefits. The UI does not self-insure the life insurance. If participation is not mandatory, rates may go up for the group if enough employees opt out. Saunders agreed to gather some data for review before a decision was made about optional versus mandatory participation.

Employees who are 65 years and older do not understand why they are required to purchase disability insurance. At age 60 and up to age 70, an employee may receive disability payments for 5 years or until age 70 whichever comes first. After age 70, an employee may receive disability benefits for 1 year. These employees are asking that the UI make participation in the disability insurance program optional after a certain age. Saunders will bring data on the number of employees who are 65 years of age and older to the next meeting. A final decision was postponed.

3. Infertility Claims

UI health insurance pays up to \$25,000/contract (lifetime maximum). Infertility claims do not count toward the out of pocket maximum for the health insurance plan. One hundred seventy-three (173) employees sought fertility treatment, for a cost of \$280,000, last year. The committee decided that the expenditure was reasonable and decided to keep it in the plan.

4. Immunizations

It would cost \$68,000/year to cover immunizations free. The flu shots would still be provided through on-campus clinics in the fall, but employees would obtain

other immunizations from their physicians. A motion to offer all vaccinations (including travel vaccinations) free was made, seconded and passed.

5. Health Plans Designs

In 2008, Wellmark anticipates that it will be feasible for the company to handle an out of state option for UI Select.

There is no consistency in out of pocket maximums between single versus all other contracts. In February, the committee must look at these out of pocket maximums and decide what to change.

The other agenda items were postponed until the next meeting.

The next FRIC meeting is February 2, 2007 at 11:30 a.m. in Room 302 University Services Building.

Respectfully submitted,  
Dottie Persson