

## FRIC MINUTES 4-4-08

### Attendees:

Committee: Dusdieker, Lois; Garfinkel, Jon; Greer, Mary; Herbert, George; Kenney, Melanie; Kurtz, Sheldon; Sorofman, Bernard; Spence, Barbara; Wachtel, Ruth; Lancial, Lynette; Nelson, Forrest

Administration: Buckley, Sue; Saunders, Richard.

Guests: Hughes, Debra; Klatt, Susan; Troester, Joni; Williams, Nancy; Ward, Kevin; Miller, Christine; Sexton, Julie; Wasson, Diana

### Minutes:

Started at 11:30am

1. Minutes of the past 2 meetings approved.
2. Discussion of general credits (called 'z'); dependent care spending account. The discussion centered on whether there should be differential benefits based on child care needs of some employees.
3. MOTION: Every employee at The University of Iowa should receive a monthly general credit of (some specified amount)\*. No additional credits will be made available specifically for dependent child care. \* This was estimated to be \$90/ month. VOTE: 10 for; 1 against; no abstentions.
4. Discussion of incentive credit to purchase insurance outside the university system.
5. MOTION: General credits of \$100 / month will be provided for individuals who demonstrate health insurance coverage other than at The University of Iowa and do NOT participate in The University of Iowa Health insurance plan. VOTE: 9 yes; 2 no; no abstentions.
6. Discussion of model benefit plans.
7. A promise was made by representatives of the administration that FRIC will have an opportunity to weigh in on any changes in proposal modifications prior to a final decision. It is recognized that the timing of that opportunity may not be optimal regarding scheduling.
8. Summary of decisions:
  - a. Every faculty and P&S employee gets health insurance (either Chip II or UI Choice (employee's choice) at no cost to the employee
  - b. Married employees whose spouse works at the University of Iowa will receive health insurance free for both spouses and their dependent children.

- c. Married employees whose spouse is NOT working at The University of Iowa will be provided with a family policy covering spouse and/or dependents with the employee paying 20% of the cost of the policy for the spouse and dependents. (Note: this is unlike the case where both spouses work at UI in which case both spouses and dependents get free insurance).
- d. Dental insurance. Dental 1 and 2 mimic health insurance. Dental 3 will be dropped.
- e. Life insurance will be supported at 2x salary up to \$200k in salary / \$400k in maximum benefits.
- f. Disability plan will be 60% and the 5 year ramp up has been eliminated.
- g. General credits. All faculty and P&S employees get the same general credit, estimated to be about \$90 per month. For people who do not participate in our health insurance and otherwise demonstrate they have health insurance elsewhere, \$100 / month in additional general credits will be provided. General credits can be used to purchase additional coverage where available for group life, supplemental life and accidental death insurance, and to fund dependent care and health spending accounts. VOTE to AFFIRM: 9 Yes; 1 no.
- h. Question: Can the University develop additional disability insurance? This will be examined.
- i. Question: Can the University develop additional group life? This will be examined.

Adjourn: 1:12 pm.