

## **RESOLUTION**

### **HMO Options Should be Examined Carefully**

Whereas, the delivery of comprehensive, cost-effective health care is of vital interest to the University of Alabama community; and

Whereas, apparent confusion exists concerning the possible addition of a health maintenance organization (HMO) to the University's insurance package; and

Whereas, modifications in the University's health care provision could adversely affect retirees and the catastrophically and chronically ill; and

Whereas, changes in the current plan could ultimately raise the cost and lower the quality of health care delivered to the University community; and

Whereas, the Financial Affairs committee of the Faculty Senate has been charged with investigating the funding of health care delivery on campus; therefore

Be it resolved, that the Board of Trustees and University officials involved in selecting a health care provider and/or designing a benefit plan proceed with caution and in a manner that includes taking the following steps:

1. Current and retired employees of the University be informed of the Trustees' intent to modify existing health insurance benefits; and
2. Information be disseminated throughout the University community concerning known costs and benefits of health care as delivered by health maintenance organizations vs. traditional health insurance plans; and
3. Representatives of the Faculty and Staff Benefits Committee and Faculty Senate permitted to attend deliberations of University officials concerning the issue of health care delivery.
4. Direct the president to write a letter to Dr. Sayers expressing the Senate's deep misgivings

12-Dec-95