

## Faculty and Staff Benefits Advisory Committee Meeting

January 24, 2001

Bryant Conference Center

2:00 p.m.

Voting Members Present: Judy Hamilton, Dr. Wythe Holt, Debra Hill, Cheryl Ballard, Isabella Wilson, Tina Dorroh, Lane Cox, Deborah Hamilton, Donna Keene, Susan Lucas, Dona Sulzmann, Debbie Thrasher, David Robinson

Voting Members Absent: Dr. George Rable, Eddie Madison, Dr. Keith Woodbury, Dr. Chuck Evces, Sybil Hobson, Pam Parsons, Dr. Jonathan Noffsinger, Lornette Collier

Non-Voting Members/  
Guests Present:

Sandra Abrams, Charlotte Harris, John Kasberg

Donna Keene opened the meeting, determined that a quorum was present and requested approval of the minutes from the December 13<sup>th</sup> meeting. The minutes were approved as written.

**Tuition Reimbursement**—The previous motion was amended to read that when both spouses are employees of the University, both the employees **and** their dependents receive a 75% discount on tuition. The point was made that this is a very low-cost benefit and it could be very positive in retaining employees.

**Redefinition of Dependent**—The motion was made previously by Chuck Evces that “[t]he term ‘dependent’ ...be defined as those individuals who qualify as dependents for federal income tax purposes.” Since he was not present at this meeting, the motion was tabled until he could be present to discuss the issue. It was stated, however, that to the knowledge of Human Resources, no other university uses this definition of dependent for eligibility for most of their benefits. The statement was also made that this would be very costly for the University, and maybe we should look into finding alternate sources of insurance for those employees to whom this applies.

**Healthcare Costs and Benefits**—John Kasberg presented some suggested scenarios for future changes to our health insurance plan. These included a breakdown of insurance levels by Employee, Employee + one, and Employee + family, as well as a breakdown by implementing different salary levels (i.e. less than \$26,000; \$26,000-\$49,999; \$50,000-\$74,999; \$75,000 and greater.). Another idea addressed by Kasberg was to increase parking fees along those same salary lines. The committee favored the idea of the breakdown of health insurance premiums by salary scales, and asked him to prepare a variety of additional information for the next meeting. They also asked for Kasberg to prepare data showing how these changes would impact our overall costs and expenditures. The committee also asked him to prepare a list of possible cost saving measures that could be attained by tightening controls, changing rules, etc.

Another recommendation was to define a philosophy on the percentage that should be paid in the future by both the employee and the University for single and family coverage.

The meeting was adjourned at 4:30 p.m. The next meeting is scheduled for Wednesday, February 8, 2001 in the Birmingham Room of the Bryant Conference Center. It will begin at 2:00.