

Faculty and Staff Benefits Advisory Committee Meeting

November 8, 2000

Morgan Board Room – Bryant Conference Center

3:00 p.m.

Voting Members Present: Cheryl Ballard, Lane Cox, Tina Dorroh, Dr. Chuck Evces, Deborah Hamilton, Judy Hamilton, Debra Hill, Dr. Wythe Holt, Donna Keene, Susan Lucas, Eddie James Madison, Dr. Jonathan Noffsinger, Pam Parsons, Dona Sulzmann, Debbie Thrasher, Isabelle Wilson and Dr. Keith Woodbury

Voting Members Absent: Dr. Karl Hasik, Sybil Hobson and Dr. George Rable and David Robinson

Non-Voting Members/Guests Present: Sandra Abrams, Charlotte Harris, John Kasberg, Dr. Nancy Rubin

Donna Keene opened the meeting, determined that a quorum was present and requested approval of the minutes from the October 12th meeting. The minutes were approved.

Donna Keene distributed three pieces of information:

1. A letter of concern about proposed cuts in mental-health benefits dated 9/18/00 to Sandra Abrams
2. A copy of a pamphlet entitled "Purchasing Mental Health Coverage"
3. An e-mail from Dr. Robert Ireland, Capstone Medical Center

Psychiatric Visits - A general discussion ensued concerning the reduction in number of visits from 52 to 30. Dr. Nancy Rubin was asked to comment on the subject. She stated the patients she now has would normally not require more than 30 visits; however she is aware of others that would require 52 visits and the problem is when an individual needs more than 30 visits but is only approved for 30. Dr. Rubin stated that depression has an impact on quality of life and that mental health problems impact work and productivity. We could ask Blue Cross to administer the program differently. Another option could be to pay 50% of more visits rather than 100% of only 30 visits.

John Kasberg was asked to contact Blue Cross and report back at a future meeting with information concerning UCR from 6-7 regions in Alabama.

The motion was made and approved to recommend that we go back to 52 visits in the next contract year beginning 2002). Thirteen (13) voted in favor and no opposed. Motion carried.

Co-Pays and Maintenance Drugs - Discussion followed regarding increasing co-pays, generic vs. brand name drugs, cost of ordering maintenance drugs and health insurance premiums.

John Kasberg was asked to work up different proposals regarding the different scenarios of increased co-pays and increased premium and report back at next meeting.

Motion made to table further discussion until the next meeting. Motion carried.

Next Meeting – Some items mentioned for discussion were:

Oral contraceptives and other forms of birth control to be covered by our plan.

Ideas concerning co-pays.

Increases for employee premium rates.

Regular articles in *Dialog* re: increases.

Dental insurance.

The meeting was adjourned at 4:50 p.m. The next meeting is scheduled for Wednesday, December 13th in the Birmingham Room in the Bryant Conference Center.

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