



## BENEFITS COMMITTEE MINUTES

November 2, 2011

A meeting of the Benefits Committee was held on Wednesday, November 2, 2011, at 3:00 p.m., in MD-155C.

**A. Call to Order**

John Tortarolo called the meeting to order at 3:01 p.m.

**B. Roll Call**

**Members Present:** Cheryl Ashour, Sheila Atkins, Colleen Bixler, Jayne Conway, Aaron Holmes, Teresa Laughlin, Becky McCluskey, Joe Newmyer, Jean Ruff, Dr. Omar Scheidt, F. Perry Snyder, John Tortarolo, Michelle Tucker

**Ex-Officio Members Present:** Lucy Nelson, Tammy Reed (FBC), Rossanne Wetzel (Keenan)

**Members Absent:** John Goldsworthy, Lisa Hornsby, Phyllis Laderman, Christine Moore, Sandra Nanninga

**Ex-Officio Members Absent:** Jovita Juanillo (Keenan)

**Guests:** Brian Vivian (FBC)

**C. Minutes**

The October 5, 2011 minutes were approved with one correction: Dr. Omar Scheidt was, in fact, present at that meeting.

**D. Old Business**

None.

**E. New Business**

1. The Rolling 12's were distributed and briefly discussed. All plans are holding steady at this time.

2. John Tortarolo distributed copies of the 2012 rate renewal calculations for the dental and vision plans, and asked Brian Vivian to discuss the details. The DPO dental plan is reflecting a decrease in premium for the coming year, down 6.4% to \$85.55. The Premier dental plan is up 6.2% to \$113.31. The vision plan has no change in premium for 2012. The Committee voted unanimously to adopt the FBC's recommended rates for dental and vision plans for 2012.

3. John then handed out copies of the 2011-2012 rate renewal for the PPO medical plan and discussed a potential savings by changing the stop loss level. If we go from \$75,000 to \$125,000 stop loss, the projected super composite premium for 2012 would be reduced from \$1,519.72 (a 13.7% rate increase) to \$1,435.81 (a 7.4% rate increase). The Committee voted unanimously to increase the stop loss level to \$125,000 to realize the quoted savings, and to adopt the PPO rate, as amended by the change in stop loss deductible, for 2012.

There was some discussion regarding the cost savings realized by attributed to our claims being reviewed for accuracy by HCC. The Committee had previously requested a report on how much has been saved, but we haven't seen anything yet. John directed the FBC to obtain this information and make it available at the next meeting.

The 2012 Kaiser rates were not immediately available. John will see that these are distributed electronically.

4. Joe Newmyer presented information on how the rates would look if the super composite rates were converted to tiered rates (employee, employee + 1, and employee + family). This will require some additional discussion and no action was taken.

5. Teresa Laughlin asked about the role of the employee benefits committee in making recommendations to the negotiating team. It was noted that this issue had been addressed and was covered in the minutes of the September 7, 2011 meeting, in item 3:

*“3. John then reviewed the role and responsibilities of the Benefits Committee. He distributed a document detailing the role of the Committee, the work product expected of the Committee and other necessary information. The Committee is tasked with obtaining feedback from their respective constituent groups regarding benefit design changes, pharmacy market comparison, provider network comparison and behavioral health market comparison and be prepared to discuss at the next meeting. Other items, such as the stop loss market comparison and the tier ratio alignment are issues that will be researched through the combined efforts of Keenan and the FBC and brought to the next meeting. He proposed that the Benefits Committee could fulfill its role with the upcoming benefits negotiations by providing input to all the parties regarding its advice and recommendations on how to implement the Benefits Committee 2 September 7, 2011 benefits options identified by Keenan. The committee had a brief discussion on this role, and supported it by consensus.”*

**F. Adjournment**

There being no further business, the meeting was adjourned at 4:13 p.m.

**Next Meeting: Wednesday, November 16, 2011 (LL-112)**