Chair David Miller called the meeting to order and committee members were introduced. The following issues were discussed:

Function of FCBC – David Miller distributed a document briefly describing the committee’s function. FCBC is a subcommittee of the Faculty Affairs Committee (FAC) and the chair of FCBC is a liaison member of the FAC. The committee can make recommendations concerning any aspect of compensation and benefits. The chair of FCBC is also co-chair of the Health Plan Advisory Committee (HPAC) along with the Director of Human Resource Services. The committee also works directly with Human Resource Services and provides advice and recommendations on a variety of issues particularly those concerning the Medical Plan and Worklife/Healthy Purdue.

Topics for members to discuss originate from the Faculty Affairs Committee, Human Resource Services, APSAC, CSSAC, the following feedback web site at http://www.purdue.edu/hr/Benefits/benefitsFeedback.htm, etc. Current items in process and to discuss include: adoption benefits; privacy document; parental leave (forwarded to Faculty Affairs); Healthy Purdue (what role should FCBC have), etc.

Proposed 2008 Medical Plan – Brent Bowditch gave the following update:

a) Proposed changes to the 2008 medical plan will be presented to the Purdue Board of Trustees at their September meeting.

b) Both the employee/employer’s contribution will be increasing an average of 7% -- the national trend is 10-11%.

c) The following proposed changes to the Incentive PPO and Purdue 500 plans align and support Healthy Purdue using the theme of “primary prevention”: eliminate morbid obesity requirement for weight management treatment; eliminate the need to pre-certify nutritional counseling; expand immunization coverage to children and adults with no deductible or coinsurance in addition to the $400 preventative care benefit; cover tobacco/smoking cessation products – both over-the-counter (OTC) and prescriptions; allow medical plan participants to use 5 smoking cessation counseling visits per year to a health care provider qualified to perform tobacco cessation counseling.

d) Administrative changes in 2008: State law (HEA 1678) mandates medical insurance coverage to children up to age 24 regardless of student status; current
definitions of eligible dependent and child will be applied using the language of “to age 24”. Current dependents between ages 24-26 will be grandfathered and offered health coverage; Physical, Occupational and Speech Therapy – eliminate the need to have PT, OT, and ST pre-certified and allow an aggregate maximum of 50 visits for all three therapies combined; cover wigs for those with hair loss as the result of medical therapy or treatment to a lifetime maximum of $400; ensure coverage for injuries to the jaw and face – change language in plan document for the Purdue 500 and Incentive PPO plans; move case management and utilization review from Individualized Care Management (ICM) to Fiserv; possible move to the United Healthcare platform for the Arnett Managed Care plan depending on cost/services – could offer several benefits – a broad, national network of providers, online resources for employees and dependents, etc.

e) Negotiations are ongoing with Unity Healthcare regarding continuing in the PHCS network.

Members discussed the high cost of medical care in the community and efforts with local employers and Purdue to come up with a strategy to control medical costs. Purdue is in the process of preparing a Request for Proposal (RFP) for a consultant to assist with this issue.

Privacy Document – A draft of this document was sent to the Faculty Affairs for their review. FCBC members approved the privacy document – depending upon feedback and suggested that the document be enclosed with the benefits enrollment information in October so employees are aware where their protected health information (PHI) is being shared.

Web Site Feedback: Christine Lehmann distributed a report she prepared regarding comments received on the web site. Of the 90 comments, nearly a quarter related to dental benefits (21) – 17 of the 21 comments indicated the voluntary dental plan was too costly and should be included in the medical plan.

There were 19 comments regarding medical plan expansion – some of these have been addressed in the 2008 proposed plan – weight loss management, smoking cessation.

Members discussed comments received regarding claim issues with Fiserv – Human Resources will track and follow-up with Fiserv.

Comments regarding the medical tier included adding a third tier. Members discussed instead of a medical tier having a constant percentage. Brent Bowditch will provide data using a constant percentage after the 2008 medical plan is set. A summary of the feedback comments and where employees can get assistance will be in “Purdue Today” online and in Inside Purdue.

Adoption Benefits - Brent Bowditch will get data from other peer institutions that offer an adoption benefit – cost, whether they cover infertility treatments, etc. for committee discussion at a later date.
Healthy Purdue – Mindy Paulet, Worklife Programs, will give a presentation to committee members at the October meeting.

Next Committee Meeting:  Tuesday, October 2, 2007 – 10:40 a.m.
Room 298, Physics

Minutes Recorded By: Michele Salla