Chair David Miller called the meeting to order and the following issues were discussed:

**Contract Negotiations** - Brent Bowditch reported that contract negotiations between United Healthcare (UHC) and the local hospitals are still in process. UHC informed employees on their plan, that if an agreement was not reached by the end of the year, the local hospitals and Unity Healthcare would no longer be considered in-network providers. Human Resource Services sent an e-mail to employees advising of the negotiations and indicated they anticipated that an agreement would be forthcoming. If an agreement is not reached, employees would be able to switch their medical plan and change the amount in their Flexible Spending Account for 2008.

**Benefits FeedbackWeb Site** - Dental insurance continues to be the main topic on the web site. Another topic is the medical tier and the significant increase in medical premiums when employees reach the $38,000 (annual salary) tier. Members discussed eliminating the tier; changing the plan design; a lower co-payment; deduct a certain percentage of salary, etc. Brent Bowditch stated that any changes in the health plan need to be finalized by March 1 due to OnePurdue.

**Healthy Purdue Summary** - Data was distributed (prepared by Mindy Paulet, Worklife Director) regarding the completion of the Healthy Purdue “Apples” program in 2007. There were 2,278 participants (24% of eligible population) that completed 5 Apples and will receive $250. Of the 2,278 participants, 14% were Faculty; 38% Administrative/Professional; 30% Clerical/Service and 18% Spouse. Those that participated in “coaching” either by phone, mail, or online totaled 2,784 compared to 730 in 2006. Information will be sent to employees regarding participation in Healthy Purdue 2008 in January. The incentives will continue to be $150 (before taxes) for completing a HealthPath questionnaire and $250 (before taxes) for the Wellness Achievement (Apples) program.

**Input to the Strategic Planning Process** – FCBC members reviewed a draft of a report “Recommendations for Changes in Benefits and a Comparison of Purdue Benefits with Peer Institutions” to be submitted by FCBC to the Quality of Life Strategic Planning Committee.
Included in the report is summary data which provides an overview of how Purdue’s benefits compare to 19 peer institutions. Information in the report includes all the institutions participating in the study; benefits not offered at Purdue and the percentage of institutions that do offer these benefits; total number of employees, total budgets and benefit budgets for all participating institutions; and future trends. Members agreed it would be advantageous for the chairs or other members of the Quality of Life Committee to meet with FCBC next semester to discuss the report.

Next Committee Meeting: Tuesday, January 22, 2008 – 3:00 p.m.
Room 298, Physics

Minutes Recorded By: Michele Salla