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

**FCBC March 18 Meeting** – Jim Almond, Vice-President for Business Services and Assistant Treasurer, is tentatively scheduled to attend to discuss benefits. Another possible agenda item to discuss with Mr. Almond is the “white paper” items submitted by the Quality of Life Strategic Planning Committee.

**Medical Plans** – Brent Bowditch discussed with committee members the difference between self-funded insurance plans vs. fully-funded plans. Currently, United Health Care (UHC) is a fully-funded plan which means they take on all risk, makes decisions, and go by a particular plan document whereas if the plan was self-funded Purdue would have final input and UHC would administer the plan. Brent indicated that they are looking at the issue of a self-funded plan.

**Quality of Life Strategic Planning Committee** – David Miller, Brent Bowditch, Cliff Swensen and Daniel Leaird met with the Quality of Life Committee and many issues were discussed with the main focus on dental insurance. Other issues included parental leave; faculty/staff needing flexibility; mandatory training, etc. One item of discussion was what happens to various issues that go to the administration and seem to disappear – resulting in a need for more transparency and information. The deadline is February 22 for the Quality of Life to submit their “white paper” issues to the steering committee.

**Parental Leave Policy** – Human Resource Services is being asked to implement by July 1, 2008. The draft of the policy will come back to FCBC for their okay at the March 18th committee meeting.

**Health Plan Advisory Committee (HPAC)** – The HPAC makes recommendations regarding changes to the medical plan. David Miller, Brent Bowditch, and Christine Lehmann from FCBC are also members of the HPAC and reported on the following issues discussed at today’s meeting:

1) Changing the medical tier – currently $38,000. Brent Bowditch will get additional data to HPAC members for discussion at the next meeting.
2) Healthy Purdue – taking a new direction regarding participation and being rewarded in ways more directly related to the health plan.
3) Dental - a dental resolution letter was discussed and edited to be sent to Jim Almond from David Miller and John Beelke, HPAC co-chairs, on behalf of committee members.
4) Consumer-Driven Health Care – the idea is to be better consumers. Health care pricing in Indiana is not readily available – therefore, making it difficult for faculty/staff to make good, informed decisions. Communication and information is very important in offering such a program. HPAC members will research such plans and continue to evaluate and discuss the feasibility of a consumer-driven health plan.

**Benefits Feedback Web Site** – David Miller distributed comments from the web site which indicated very few had been submitted since last month.

**Medical Care Abroad** – Ian Shipsey inquired about employees seeking medical care abroad – whether considered in or out-of network coverage, and where to find this information. Brent Bowditch stated that it is considered “in-network” for Incentive PPO and Purdue 500 participants. A suggestion was made to have this information in “Inside Purdue”.

**Next Committee Meeting:**  
Tuesday, March 18, 2008 – 3:00 p.m.  
Room 298, Physics

Minutes Recorded By: Michele Salla