Chair David Miller called the meeting to order and John Beelke and Jim Layman gave the following update on current Human Resource Services topics:

**Retirement Plan Review Task Force** – Presentations were made by three finalist consulting firms, Mercer, Hewitt Associates, and Ennis Knupp, to the task force the first week of November. Once a consulting firm is chosen by the task force, they and the task force will review and benchmark the University’s defined contribution plan for faculty and A/P staff (including assessment of fees being charged) as well as the voluntary tax-deferred annuity plans available to all Purdue employees.

**Interim Treasurer** – Jim Almond is the interim Treasurer as of November 1, 2008 and John Shipley is the interim Vice-President for Business Services and Assistant Treasurer. Human Resource Services currently reports to John Shipley.

**Term Life Insurance** – A new insurance carrier for term life insurance, Minnesota Life, will be proposed to the The Board of Trustees for their approval on Friday, November 21. Proposed rates are lower than current rates with more options being offered. There will be an open enrollment for this program for faculty and staff in mid-March to mid-April 2009 with an effective date of July 1, 2009.

**Benefits Open Enrollment** - The process went smoothly other than a slight delay in sending out the enrollment packets for some faculty and staff. Therefore, the enrollment period deadline was extended.

**Economic Forum - PURA** - There will be a forum for Purdue retirees on December 5 from 10:00-11:30 a.m. at Judi Painter’s Catering to discuss the current economic climate as it relates to retirees and their retirement investments. Invitations will be mailed to local retirees and retirees from the regional campuses. The session will be taped so retirees can access online.

**Benefits Comparison Survey** – Human Resource Services has chosen a consultant, Hewitt Associates, to conduct an employee benefit survey in December. The survey is designed to measure employee perceptions regarding the design, communication, and delivery of Purdue benefit programs. The on-line survey will be randomly sent to clerical/service and administrative staff and faculty (minimum of 400 in each group).
Employee responses will be sent directly to Hewitt Associates, which will compile the responses and provide Purdue with a summary of the survey results. Results will be shared with faculty and staff in late spring of 2009.

**Health Plan for 2010** – Human Resource Services is working with Mercer, a consulting firm, regarding a model health plan for 2010. This health plan will be shared with the Health Plan Advisory Committee on December 11. The medical plan will go out to bid in early 2009. An update will be given to FCBC at their December meeting.

**Social Security Numbers for Dependents** – The government has passed legislation that effective January 1, 2009, the Centers for Medicare and Medicaid (CMS), will require all insurance plans to begin providing the Social Security Numbers for dependents on the health plan. For new employees, Purdue is required to start collecting the Social Security Numbers of dependents on the health plan immediately (January 1, 2009). For existing employees, Purdue has until January 1, 2010. CMS will use the Social Security Numbers to coordinate benefits between Medicare and Group Health Plans. There are many circumstances in which Medicare may be the primary or secondary health insurance for a person under age 65 – long-term disability, or those with specific medical conditions, or other disabilities may be qualified for Medicare coverage. Failure to comply with this legislation will result in financial penalties.

**Retiree Health Plan – Arnett Gold** – Purdue retirees over age 65 that are currently on the medicare supplement plan, Arnett Gold, will need to choose another plan for 2009 as Arnett Gold will not longer be an option. The PURA Benefits Committee has been working with UnitedHealthCare on another option for Purdue retirees and will be offering a medicare advantage plan, Secure Horizons MedicareDirect. A brochure was distributed to FCBC members comparing the Secure Horizon Plan to the PURCare plan, Pacificare. The premium cost of the plan is less than PURCare, but has various co-pays. Approximately 400 retirees will be affected.

**Benefits Feedback Web site** – Julie Mariga distributed a Summary of Comments Posted on the Benefits Website. Most of the comments related to health care. Comments included the high cost of retiree health insurance and there were numerous complaints regarding the lack of providers in the UMR network.

**University/Retirees Partnership** – Members discussed a draft document of Purdue University’s relationship with its official retirees. After reviewing the document, David Miller will contact John Beelke and Jim Yackel to discuss.

**Insurance Coverage of Widows/Widowers** – Upon the death of an employee, David Miller suggested continuing insurance coverage (for 5 years, etc.) through Purdue for the spouse. John Beelke will look at data to determine the cost to Purdue to provide this benefit.

**Next Committee Meeting:** Wednesday, December 17 – 2:30 p.m.  
Room 298, Physics

Minutes Recorded By: Michele Salla