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

**Term Life Insurance** – On November 21, the Board of Trustees approved Minnesota Life as the new term life insurance carrier. Prudential Insurance has been Purdue’s carrier since 1932. In March of 2009, there will be a re-enrollment period for faculty/staff with more options being offered. The new plan will go in to effect on July 1, 2009. Because of good claim experience, the term life insurance premium rates will be waived from January to June 2009. LTD rates will be going down in January due to good claims experience also.

**Retirement Investment Options** - A task force, chosen to review the University’s retirement investment options, reviewed Request for Proposals from various consultants and chose Ennis Knupp. The task force will meet with Ennis Knupp to review TIAA-CREF and the Tax Deferred Annuity (TDA) companies that Purdue offers regarding their fees, performance, etc.

**Medical Plan** - Mercer, a consultant, is working with Human Resource Services and the Health Plan Advisory Committee (HPAC) regarding Request for Proposals from various vendors in regard to the medical plan. Responses should be received in January and a finalist chosen by early March.

**Benefits Comparison Survey** – Hewitt Associates has completed their on-line survey with faculty and staff and will share their results with FCBC, APSAC, CSSAC, and the Purdue Retirees in April. The survey was designed to measure employee perceptions regarding the design, communication, and delivery of Purdue benefit programs.

**Benefits Feedback Web site** – Julie Mariga distributed a Summary of Comments Posted on the Benefits Website. Included was a comment indicating the Benefits video was very clear, thorough and professional. Other comments included were the high cost of healthcare upon retirement; and the cost of medical insurance with regard to the tier and being part-time. Members discussed charging part-time employees more for their insurance; pro-rate according to salary, etc.
**University/Retirees Partnership** – Members reviewed a draft document on this issue and John Beelke commented that the document gives the impression that Human Resource Services (HRS) does not provide the services listed. He suggested saying that HRS “continue and enhance” these services. John mentioned that this draft is an opportunity to make these services a policy. John also suggested giving retirees Purdue career accounts and e-mail access. Currently, those with an emerita/emeritus status and those that perform work through the University have e-mail access.

**Medical Savings Account** – John Beelke reported that Medical Savings Accounts are being considered for 2010. IRS allows tax advantage monies to use for health care expenses after retirement – nursing home care, etc. Educating employees is important regarding this issue. HRS will meet with representatives from Emeriti on saving for health care expenses to be used in retirement.

**Fit Purdue Initiative** – Maggie Grogan reported that CSSAC and APSAC did not endorse this proposal as written – there was not enough information.

**Next Committee Meeting:** January 28, 2009 – 2:30-4:30 p.m.  
Room 298, Physics

Minutes Recorded By: Michele Salla