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

**Clarian Arnett Lab Fees** - John Beelke stated that Jim Layman is meeting with officials from Clarian Arnett today regarding significant higher rates for lab fees being charged through the hospital. About 200 people are waiting for this issue to be resolved.

**2010 Medical Plan** – The consultant, Mercer, is continuing to review bid proposals submitted by four carriers, Aetna, Anthem, Cigna, and UnitedHealthCare and will provide a preliminary report within a week. Vendor presentations will be scheduled in March. Members of the Health Plan Advisory Committee will be invited to participate.

**Retirement Investment Options** - An article was distributed that will appear in *Inside Purdue* stating that Ennis Knupp Associates, a consultant, has been chosen to help evaluate the University’s defined contribution plan as well as the voluntary tax-deferred annuity program. Ennis Knupp met with the Retirement Plan Review Task Committee on January 29 to discuss general retirement plan structures and design, etc. A report is expected in mid-March indicating how Purdue’s current plans rate with peer institutions along with recommendations from Ennis Knupp.

**Term Life Insurance** More options are being offered for faculty/staff, at lower rates, with the new insurance carrier, Minnesota Life. The enrollment period will be from March 30 – April 24, 2009 and will go into effect on July 1, 2009.

**Long Term Care Insurance** - John Beelke reported that he met with a representative from Legacy Services, a broker, working with Universities to conduct seminars to educate employees on long term care insurance. They also help employees select the right insurance company that meets their needs; determine whether purchasing long term care insurance is right for them, etc. John indicated Legacy Services would be willing to meet with FCBC, APSAC, and CSSAC to discuss their program.

**Benefits Feedback Web site** – Julie Mariga e-mailed committee members there was only one topic of concern on the web site suggesting that UnitedHealthCare is not a good choice – especially for retirees that do not live in Indiana.
University/Retirees Partnership – The “Proposal to Expand and Codify the University Human Resource Services Support of Retirees” has been finalized and John Beelke indicated that Human Resource Services will update the HR policies and executive memoranda (Executive Memorandum B-35 and HR Policy IV.3.1). Martha Chiscon, Chair of the Purdue Retirees Benefits Committee, will be writing a memo to the Vice-President of Information Technology requesting that official Purdue retirees be allowed to keep their career accounts and access to the Purdue e-mail system as mentioned in the proposal.

Medical Benefits for Widows/Widowers – David Miller distributed a Proposal to Change the Policy on the Retention of Medical Benefits for Widows/Widowers. The current policy is that medical coverage continues for 3 months at which time the surviving spouse or partner has the option to continue coverage at the full cost. The proposed policy suggests that the surviving spouse or partner be allowed to continue medical coverage at the reduced premiums of an active employee for a period of up to three years. This period would be the remainder of the year in which the death occurred and until December 31st in the second full year of coverage.

The cost would be minimal to implement. Currently, 27 people fall into the above category with about half taking advantage of this benefit. After discussion, the committee agreed to propose that instead of offering this benefit up to three years, offer one year beyond the year in which the spouse/partner died. The consensus of committee members was to have John Beelke proceed to implement the benefit.

CSSAC/APSAC Issues – Maggie Grogan asked that consideration be given to extending the current 3-day bereavement policy (for immediate family) to 5 days for faculty/staff. John Beelke stated that this issue could be re-visited after the results of the Benefits Study, being conducted by Hewitt Associates, are known.

Tim Riley stated that APSAC did not have any issues to discuss with committee members at this time.

Next Committee Meeting: April 1, 2009 – 2:30-4:30 p.m.
Room 298, Physics

Minutes Recorded By: Michele Salla