

AP Salary and Benefits Subcommittee  
Meeting September 19, 2006 Pyle Room – Eberhard Center

Present: Linda Davis (Chair/At-Large), David Cox (Group 1), Ben Rapin (Group 4), Melinda Early (Group 5), Pat Nanzer (Group 6), Jennifer Schick (At-Large), Steven Lipnicki (AP Committee Liaison), Linda Yuhas, Sue Sloop, and Dave Smith (HR representatives)

Absent with Notice: Brenda Mitchner (Group 2)

Absent: Karen Burchard (Group 3)

- 1) Meeting Dates/Times/Locations – all meeting from 2-4 pm
  - ❖ October 17, CHS (Mindy Early to schedule room)
  - ❖ November 21, 116 LMH (Linda Yuhas to schedule room)
- 2) Old Business
  - ❖ Goal: AP Staff will have an understanding of benefits, why we have them, and what the costs are.
  - ❖ Making open enrollment easier
  - ❖ Partner Benefits
    - a. Not much to discuss until issue resolved from judicial point of view, pending resolutions in the State Supreme Court.
  - ❖ Adoption Benefits
    - a. GVSU is currently in line with what other Universities offer. Faculty Senate subcommittee in discussion to look into adoption benefits.
  - ❖ Pre-Paid Legal & Voluntary Benefits
    - a. Possible that Pre-Paid Legal and/or similar group legal plans may get added as a voluntary benefit.
    - b. Other voluntary benefits can be added if there is a need.
- 3) New Business/HR Representatives
  - ❖ Dave Smith: Open enrollment/ benefit changes for benefit year 2007
    - ❖ **Open Enrollment**
      1. Anticipated times are end of October, early November
      2. Faculty and staff will have receive communications and have opportunities for discussions prior to open enrollment.
    - ❖ **Medical Plans**
      1. *GVSU and Employee health plan costs for 2007 are projected to increase based on benefit cost increases and factoring current trends.*
        - ❖ **GVSU PPO Plans (Base and Enhanced) will rise only 6% for 2007 (instead of the 10-11% indicated at the S&B meeting)**
        - ❖ **Priority Health HMO will increase by 9.9%**
        - ❖ **Grand Valley Health Plan HMO will increase by 7.5%**
      2. Goal of 90/10 cost sharing split for the Medical Plans has been met.
      3. *This includes all plans: Base PPO, Enhanced PPO, Priority Health and Grand Valley Health Plan*
      4. *Plans themselves aren't changing, just cost, i.e. co-pays and coverage will remain the same*
    - ❖ **Dental Benefits**
      1. While GVSU's cost for dental benefits has increased each year the faculty and staff contribution amounts haven't changed in several years.

2. *The goal is to bring the dental plan in line with the health plan's 90-10 cost sharing as a result 2007 Dental Plan rates will increase.*
  3. **Delta Dental with enhancements, will increase by 6.8%**
  4. *For the increased costs, benefits will increase as well. For example:*
    - ❖ *Orthodontia limits go from \$1000 to \$1500*
    - ❖ *Orthodontia age limit will also be removed, which was previously 19 years of age.*
    - ❖ *Tooth colored filling will be covered.*
    - ❖ *Class II Restorative coverage, i.e. crowns, etc. will increase from 75% to 80%*
- ❖ Eyemed: Voluntary Vision Provider
    1. **EyeMed will decrease by 7.5%**
    2. Has come back with a new contract that reduces costs and increases benefits.
    3. Benefits is currently also getting quotes from other carriers
  - ❖ Once the suggested changes have been finalized and reviewed a formal document will be sent out that communicates all changes, along with pricing.
  - ❖ Look for a benefit survey sometime this year that will be all-encompassing.
  - ❖ The Health and Wellness Task Force is putting the final touches on their report and will be sending that to the executive leadership for their review.
  - ❖ **Retiree Benefits:** Change in Retirement/ Benefits
    1. Retirement health benefit was changed as of 1-1-06, in line with the changes experienced by the active employees.
    2. Changes were communicated to current retirees and those who may be retiring. No general communication was made.
    3. Changes were made to the underlying health plan; old plan replaced by BASE PPO Plan.
    4. Link to Retiree Benefits:  
<http://www.gvsu.edu/hro/index.cfm?id=33893CEF-91D7-4F8B-32A6FFE760927AD3>
  - ❖ Sue Sloop
    - ❖ Goal of Work Life Connections is to keep GVSU mentally and physically healthy.
    - ❖ There will be a number of new programs put on by WLC this year, including: October: Childhood Obesity Brown Bag, November: Family Fun Night at the YMCA to encourage keeping kids active and healthy, Virtual Races, Elder Care Series, Health Helpings for the Holidays, etc.
    - ❖ Encompass, through Work Life Options offers free publications on a variety of Work Life topics.
- 4) Minutes – minutes will be posted on the AP website but should also be distributed to the group members by the group liaison. Website is <http://www.gvsu.edu/ap/>.