

FSBC Notes  
Special Meeting of October 29, 2004

**PRESENT:** Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Lee Copenhaver, Kathy Gulembo (ex officio), Rita Kohrman, Stan Lindquist, Donijo Robbins, Joel Stillerman  
**GUEST:** Jean Nagelker, ECS/UAS Chair

Participants gathered in 201 Kirkhof Center at Noon.

Considerable discussion ensued about the presentation by Mary Warner of Human Resources on the Medical Benefit changes.

The following motion, approved at the FSBC meeting of October 22, 2004 was discussed:

**MOTION:** If Mary Warner has made a formal recommendation regarding medical benefits without waiting for input from FSBC, then we will not make a recommendation either to support or not support the medical cost increase.

FSBC further moves, if Mary Warner made no formal recommendation to Finance & Administration, then FSBC acknowledges the recommendations in health care benefits for the next fiscal year are reasonable and understands that this does not set a precedent for future years.

**Approved 10 yes; 0 no; 1 abstention**

The FSBC further agrees that the proposed increases are necessary for this year, and requests that in future year this committee is consulted earlier in the benefit review cycle.

A question was posed as to whether or not the anticipated rise in revenue from the proposed premium increases have already been built into the Finance and Administration budget. If so, what is the targeted budget figure that was used as the budget was prepared?

If FSBC is to have input on the benefit review cycle, the requisite meetings with Human Resources need to begin in late summer/early fall.

**MOTION:** FSBC will not make a formal recommendation on the proposed increase in premiums for medical benefits. FSBC will send a memo to Mary Warner that the committee does not recommend the proposed policy because FSBC was not consulted, by which we mean that FSBC is offered information to which we can respond in a timely manner.

In the future, FSBC expects to be consulted in a timely manner prior to any proposed benefit changes and given a full budget rationale for the projected changes. FSBC will then consider the proposed changes, provide input and make a recommendation accordingly.

**Approved unanimously**

Next meeting is scheduled for November 5.