

FSBC Meeting Minutes
March 25, 2005

PRESENT: Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Lee Copenhaver Cynthia Coviak, Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Sally Hipp, Rita Kohrman, Donijo Robbins, Nancy Shontz, Joel Stillerman, Patrick Thorpe, Eric VanFleet, Don Williams

1. Call to order

The meeting was called to order at 12:03pm

2. Revisit Minutes of 2/11/05

The FSBC Minutes of 2/11/05 were revisited and approved, as amended.

3. Approval of Minutes

The Minutes of 03/18/05 were reviewed, and approved, as amended.

4. Announcements

- a. Chair Cimitile presented a State Budget update distributed campus-wide by Matt McLogan.
- b. The Chair reported that FSBC is the first committee to have reviewed the proposed changes to the medical benefit plan that was presented at the last FSBC meeting.

5. Discussion of Budget and Benefits Presentations

The material distributed at FSBC meetings #10 and #11 were discussed. Materials included PowerPoint slides previously received from Jim Bachmeier and Mary Warner; an updated benefit comparison chart from Human Resources (HR); a medical benefit cost comparison chart compiled by Nancy Shontz; a medical benefit cost comparison chart compiled by Marinus DeBruine; and, a variety of emails from FSBC members.

Committee members debated the role the medical benefits consultants, Advantage Benefits Group (ABG), should play in the development of the proposed GVSU medical benefit plans. Questions raised are:

- a. How was the proposal for a 90/10 split determined for coverage
- b. Has a standard benchmark been developed ?
- c. Where do the cost-savings realized to GVSU go?
- d. How will the proposed changes to medical benefit plans impact raises? In other words, how does the increased cost to faculty for medical benefits compare with any salary increase?

6. Recommendation to Human Resources on proposed benefit changes

The committee reviewed a draft memo to Human Resources composed by Chair Cimitile as a response to the proposed medical benefit changes. The committee questioned how the benefit plans are being restructured and what cost containment measures are being considered.

Further concerns were raised about

- the method(s) of comparison that are being used by the consulting firm;
- not having an assurance of a respect for privacy; and
- not having enough detail about the prescription "step plan"

The Chair reported that according to HR's timeline, the changes are expected to be finalized by the end of the current semester.

As a plan of action, the Chair will meet with Human Resources representatives and send an initial memo to ECS and Administration about the committee's concerns, with a second memo to follow after further discussion by the committee.

7. Review of MS in Safety Management Prospectus *No Discussion*

This item will be on the agenda for the 4/1/05 meeting.

Eric Van Fleet will send a revised prospectus with an updated budget summary.

8. Adjournment

The meeting adjourned at 1:34pm