

FSBC Meeting Minutes
April 1, 2005

PRESENT: Larry Burns, Maria Cimitile (Chair), Lee Copenhaver, Marinus DeBruine, Scott Grissom, Sue Martin (ex officio), Sally Hipp, Rita Kohrman, Donijo Robbins, Nancy Shontz, Joel Stillerman, Pat Thorpe, Eric VanFleet, Don Williams

1. Call to order

The Chair called the meeting to order at 12:04m

2. Approval of Minutes

The Minutes of 3/25/05 were reviewed, and approved, as submitted.

3. Announcements

- a) The Chair announced that all committee members should have received a copy of the response to the changes in medical benefit plans that was sent to ECS, HR and Administration.
- b) The Chair reported that she and Mary Warner from Human Resources met again with representatives from Advantage Benefits Group (ABG) and were given additional material which compared the old and newly proposed plans. A University medical comparison chart with monthly costs was requested and will be distributed when received.
- c) The Chair met with Provost Davis earlier this week who asked that we consider the priority of salary increases and medical benefits. At the end of the Fall Semester, we recommended the priority of salary increases, however, we had no information regarding these recent substantial proposed changes to medical benefits. Thus our recommendation at the time was not within the context of medical benefits. We will need to reconsider the question now that we have this new information from Human Resources regarding benefits. Provost Davis mentioned that since changes were implemented so late we may be able to continue into summer and/or fall.

The Human Resource Office has set the end of the semester as a tentative completion date.

A recommendation was made to send a letter to faculty that salary is the first priority, and that FSBC is working hard to protect faculty interests.

4. Prospectus for a Master of Science in Safety Management

A summary of the Prospectus for a Master of Science in Safety Management was distributed and reviewed. Discussion.

A motion was made and seconded to table further discussion until the 4/15/05

meeting. 10 yes; 3 no

5. Benefits Presentation Discussion

The benefit presentation from the FSBC meeting of March 18, 2005 was discussed. Several questions and concerns were raised, including: clarification is needed on the actuarial variance; how do the sets of copays & deductibles compare with each other; what are the cost-saving benefits that are realized; has a budgetary goal been established? If so, what is it. What long-term strategy has been developed to contain costs?

6. Recommendation to Human Resources on Proposed Medical Benefit Changes

After considerable discussion, the draft recommendation to Human Resources on the Proposed Medical Benefit Changes was updated.

7. Schedule Adjustment

The schedule for FSBC meetings was discussed. Two additional meetings – April 8 and April 22 – have been scheduled to complete the work of the committee.

8. Adjournment

The meeting was adjourned at 1:37pm.