

FSBC Minutes of Meeting #16  
April 22, 2005

**PRESENT:** Larry Burns, Maria Cimitile (Chair), Lee Copenhaver, Cynthia Coviak, Marinus DeBruine, Gregg Dimkoff, Scott Grissom, Rita Kohrman, Sue Martin (ex officio), Donijo Robbins, Nancy Shontz, Joel Stillerman, Patrick Thorpe, Don Williams

The Chair thanked the committee members for their work. A special recognition and thank-you was given to Nancy Shontz for her many years of service and leadership on the committee, and for her dedication in making sure that the Faculty voice was heard. Additional thanks were extended to individual committee members.

1. Call to order

The meeting was called to order at 12:03pm

2. Approval of Minutes

The minutes of April 15, 2005 were reviewed, and approved as amended.

3. Announcements

The Chair distributed new material received regarding the medical benefit plans and reported that she met with Provost Davis to discuss the proposed three-year implementation plan to increase premiums for medical benefits.

Nancy Shontz announced that a search to fill a vacancy in Biology was unsuccessful, as the selected candidate refused position for a higher-paying one at CMU

4. Provost's Office Report

No Report

5. Election of Chair

A motion was made and seconded to waive the rules and elect the chair of FSBC for 2005-06 at today's meeting. Discussion.

**Unanimously Approved.**

A motion was made and seconded to nominate Maria Cimitile as chair of FSBC for 2005-06, with Larry Burns serving as Interim Chair for the 2005 Fall semester while Dr. Cimitile is on Sabbatical.

**Unanimously Approved.**

6. Discussion of Medical Benefits Proposal

A draft of a memo regarding medical benefits was distributed for review.

Marinus DeBruine presented an overview of a spreadsheet that shows what salary increase(s) would be necessary to keep premium costs for family coverage neutral.

- Discussion ensued about the apparent cross-subsidation of the proposed plans. Concerns were noted that the ABG material appears inconsistent with itself, and because of this there is less confidence in their reported data. One plan seems to have a hidden discount, while the other suggests a hidden premium.
- Clarification was requested on:
  - 1) what the "90/10 split" is a split of. Are the monthly rates shown what the university pays, or a combination of university and employee costs? A concern was noted that any increase in premiums will have the greatest impact on the employees at the lower end of the salary scale, and that all plans are regressive.
  - 2) what the university will do with any savings realized?

- 3) what cost-saving measures (increased wellness plans; change(s) in plans; change(s) in cost-sharing) are being considered?
- 4) the anticipated timeline for any changes.

A motion was made and seconded to forward this item to ECS for their review and action.  
**Unanimously Approved.**

7. Discussion of Total Compensation Package

A draft of a memo regarding the total compensation package (salary and benefits) was distributed, and recommended changes presented. Discussion.

A motion was made and seconded to forward this item to ECS for their review and action.  
**Unanimously Approved.**

8. The Committee expressed their thanks to Chair Cimitile for all of her work addressing the medical benefit and compensation issues.
9. The meeting was adjourned at 1:30pm