Inter-Unit Benefits Committee
Meeting Minutes

Thursday, September 27-Friday, September 28, 2012
Starting 12:30pm Thursday - Ending 2:30pm Friday
Flathead Valley Community College & Red Lion Hotel – Kalispell, MT

I. Call to order
Chairperson called to order the regular meeting of the IUBC on Friday, February 28, 2012.

II. Roll call
Chairperson conducted a roll call. The following persons were present:

Committee Members:
Susan Alt, MSU Bozeman                      Mary Alice McMurray - Carpenter’s Union
Mary Kay Bonilla, Great Falls College       Quint Nyman, MPEA Union (Chair)
Ron Brekke, MSU Bozeman                     Maggie Peterson, MT Tech (Vice-Chair)
Tom Burgess, MEA-MFT                        Terri Phillips, UM Missoula
Roxanne Engellant, UM Western              Kim Rickard, Laborers Union
Jim Handley, MT Tech                       Jackie Salveson, OCHE
Kathy Jaynes, MSU Northern                  Jane Stuart, MSU Northern
Frank Kerins, MSU Bozeman                   Warren Tolley, FVCC
Leah Martin, Helena College UM             Celia Winkler, UM Missoula

Absent:
Gary Amundson, MSU Billings                Kathleen Whetzel, UM Missoula
Janet Simon, MSU Billings                   Doug Young, MSU Bozeman

III. Approval of minutes from last meeting
   ▪ Mr. Nyman, Chairperson, brought forth approval of minutes from the February 22, 2012 meeting. The minutes were moved for approval by Mr. Handley and seconded by Mr. Tolley. The minutes were approved by all.

IV. Chair Remarks – Quint Nyman
   ▪ Mr. Nyman thanked the MUS Benefits staff, the IUBC committee, and vendors for all their hard work throughout the plan year. He stated there is a lot of work to be done regarding the healthcare changes.

Consultant Report – Kelly Grebinsky, Actuaries, NW, Inc.
   ▪ Mr. Grebinsky presented the financial 2012 report. The Plan had a gain of 20 million which contributed to the reserves level of 378%. This leaves the Plan in a strong financial position. The reasons for such a large gain was the pharmacy claims had a 10 million gain. The pharmacy had projected larger claims and medicare part D increases but that did not happen. The Plan Year for 2013 is looking good.

Director’s Report- Connie Welsh
   ▪ The Director stated the strategy is to look at fiscal year through 2016. Items to review are PPACA: its impact on Retirees, operations (since we are self-insured, looking at more
compliance issues); targeting our finances during the 2014-2016 PYs; RFP’s (Life Ins, AD&D, Flex, 403b); Administrative services; dependent eligibility audit; and consultant services.

**Committee Reports:**

**Administrative Subcommittee** – Warren Tolley
- The committee met on September 25, 2012. The meeting consisted of discussions on the upcoming RFP’s, PPACA, financials, and dependent eligibility audit.

**Wellness Sub Committee** – Mary Kay Bonilla
- The committee met on September 27, 2012. The Committee reviewed a presentation on wellness proposals from the wellness staff. The Committee has authorized the wellness staff to move forward with their implementation of wellness plans.

**Retiree Task Force** – Frank Kerins
- The committee met on September 24, 2012. The discussion consisted of New West Map Program. The Program is looking at an increase in rates, and decrease in benefits to the pharmacy component. The committee will meet in November for further discussion. The committee also discussed an 403b RFP.

**Compliance Task Force**- Janet Simon (absent)
- The committee has no report.

**Appeals Committee**- Jim Handley
- The committee has no report.

**Plan Change Committee** - Maggie Peterson
- The committee met July 12 and September 18, 2012.
- The Committee discussed waiving flex admin fee for the upcoming plan year; the Flex and Life/LTD/AD&D RFP’s; changes on the SPD; LTC; and vision plan change do to the plan now being self-funded.
- Some PPACA updates discussed were the essential health benefits that are defined by state law and mental illness benefits durable.
- The Specialty drugs were discussed in correlation to copays
- Professional midwifes were discussed to allow but due to liability issues, the discussion was tabled.
- Ms. Peterson will bring forth a motion for an eligibility audit RFP for the committee to respond to During New Business.

*End of the committee reports*

V. **Business Reports**

**Old Business**-
- No old business.

**New Business**-
• Plan Change
  ✓ Eligibility Audit motion

Ms. Peterson: I move that we proceed with a RFP to engage an entity to perform an eligibility audit and we put together a task force to review eligibility practices and develop guidelines to provide for more system consistency.

Ms. Philips seconded the motion. All in favor, motion passes.

Discussion
• Ms. Welsh stated she will meet with Plan Change or Admin Committee to discuss who will be on the task force for the audit.

Other New Business

Mr. Nyman would like the Committee to review the revised IUBC Committee list again.

VI. Adjournment

Ms. Peterson brought forth a motion to adjourn, seconded by Ms. Stuart. All in favor, meeting adjourned.

Minutes submitted by: Carol Franco