Inter Unit Benefit Committee  
Meeting Minutes  
February 22, 2012  
Red Lion Colonial Inn – Helena, MT

I. Call to order  
Chairperson called to order the regular meeting of the IUBC on Thursday, February 22, 2012.

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

Members:  
Susan Alt, MSU Bozeman,  
Gary Amundson, MSU Billings  
Mary Kay Bonilla, MSU COT Great Falls  
Ron Brekke, MSU Bozeman  
Susan Briggs, UM Western  
Steve Gross, IUOE Bozeman  
Jim Handley, Montana Tech  
Ken Hapner, MSU Bozeman  
Mary Alice McMurray, Carpenter’s Union  
Quint Nyman, MPEA Union  
Maggie Peterson, Montana Tech  
Terri Phillips, UM Missoula  
Kim Rickard, Laborers Union  
Jackie Salveson, OCHE  
Janet Simon, MSU Billings  
Jane Stuart, MSU Northern  
Warren Tolley, Flathead Valley Community College  
Doug Young, MSU Bozeman

Guests:  
Mary Lachenbruch, OCHE Benefits  
Cindy Millard, OCHE Benefits  
Chelsi Dupler, OCHE Benefits  
Kelly Grebinsky, Actuaries NW, Inc  
Kelly Langer, FlexConnect  
Ron Dewsnup, Allegiance  
Kim Brown, Allegiance  
Jim Dole, Delta Dental

Absent:  
Tom Burgess, MEA-MFT  
Doug Coffin, UM Missoula  
Kathy Crego, UM Missoula Union Retiree  
Brian French, UM Missoula  
Kathy Jaynes, MSU Northern  
Kila Shepherd, UM Helena

III. Approval of minutes from last meeting  
- Ms. Briggs, Chairperson, brought forth approval of minutes from the January 26, 2012 meeting. Revisions to section I – call to order was by Ms. Briggs and section III, Mr. Warren change to Mr. Tolley. The minutes were moved for approval with revisions by Mr. Handley and seconded by Mr. Young. The minutes were approved by all.

IV. Chair Remarks – Susan Briggs  
- Ms. Briggs thanked Committee for the hard work. We serve two roles – advising and communicating. We need to go back to our campuses and members and help them understand the changes that are being made. We need to make sure of what is communicated here today so we can be effective in communicating this information to our campus community.

Consultant Report – Kelly Grebinsky, Actuaries, NW, Inc.

- We presented the.

Director’s Report- Connie Welsh
• The Director spoke about

**Committee Reports:**

**Administrative Subcommittee** – Warren Tolley
- The committee has no report.

**Wellness Sub Committee** – Mary Kay Bonilla
- The committee has no report.

**Retiree Task Force** – Ken Hapner
- The committee has no report.

**Compliance Task Force** - Susan Briggs
- The committee has no report.

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

**Plan Change Committee** - Maggie Peterson
- The committee met yesterday, February 21, 2012. Ms. Peterson will bring forth a motion for the rates for the committee to respond to.

*End of the committee reports.*

V. **Business Reports**

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

**New Business**-

Ms. Peterson: I move that we accept the motions below as presented from the Plan Change Committee. Ms. ?? seconded the motion.

**Motions**

1) Move that we self-fund the vision program with EyeMed for the upcoming year at an ASO cost of $.90 per month per participating employee. Ms. Phillips seconded the motion. All in favor, motion passes.

2) Move that we adopt PacificSource and First Choice as managed care options as replacements for New West and Peak. Ms. Phillips seconded the motion. All in favor, motion passes.

3) Move that those individuals currently covered by Peak or New West who default next year convert to the corresponding replacement plan of First Choice or PacificSource. Ms. Phillips seconded the motion. All in favor, motion passes.

**Discussion**
- Ms. Hapner
- Ms. Peterson
- Ms. Briggs
- Mr. Handley
4) Move that we accept all premium rates including subsidy changes and efficiency rating as proposed by the actuary with any minor adjustments which may be necessary prior to implementation. Mr. Tolley seconded the motion. All in favor, motion passes.

5) Move that we add an adoption benefit according to IRS schedules (currently $12,650) as a flex plan option. Mr. Hapner seconded the motion. All in favor, motion passes.

6) Move that we reinstate the flex administration fee of $3.05 per employee per month and use the forfeiture account balance to cover $.55 of the cost; for a net cost of $2.50 per month for employees using this benefit. Ms. Simon seconded the motion. All in favor, motion passes.

**Election of Officers**

Ms. Briggs brought forth the Election of Officers. Ms. Bonilla nominated Mr. Quint Nyman as Chairperson and Ms. Maggie Peterson as Vice-Chairperson. Ms. Alt seconded the nomination. All in favor with no opposed, nomination carries.

**VI. Adjournment**

Mr. Nyman requested the Committee set the dates for FY12-13. The Fall Retreat is set for September 27-28, 2013. Other IUBC meetings are December 6, 2012, January 24, 2013, and February 21, 2013 in Helena. Chairperson Nyman brought forth a motion to adjourn, seconded. *All in favor, meeting adjourned.*

*Minutes submitted by: Carol Franco*