

FACULTY SALARY AND BUDGET COMMITTEE

OCTOBER 17, 2014

PRESENT: Marty Abramson, Neal Buckwalter, Larry Burns, Gregg Dimkoff, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Jon Rose, Ashley Rosener, Paul Stephenson, Joel Stillerman, Lawrence Williams (student), Mike Yuhas.

1. The meeting was called to order at 12:00pm.
2. The Minutes of October 3, 2013 were reviewed and approved.
3. Dave Smith led a discussion on Healthcare Benefits. There are no major changes in coverage planned for next year. The formulary for drug coverage provided by CVS Caremark does change quarterly (this includes what drugs are covered and what are not normally covered, this mostly applies to brand names that now have a viable generic alternative); GVSU has generally not been directly involved in these discussions. Minor changes for next year include adding trans-gender benefits, a small increase in the dental contribution, and the addition of long-term care benefits. There is no change in vision coverage; although because the standard healthcare plan does provide partial vision coverage, additional vision coverage is likely not cost effective for moderate to light users. The e-benefits site has been significantly updated. In the near future the Healthcare blue book will be available as a smartphone app (this will show costs of procedures and quality metrics for different providers in the region). The Healthy choices program will be expanded to include household members and spouses.
There was some discussion about future plan changes. The plan needs to be adjusted annually to maintain the 80:20 cost sharing plan mandated by the state (20% of the total healthcare costs should be paid directly by employees). This is because healthcare costs generally rise at a rate greater than inflation, and because the current high deductible plan (which 80% of employees are enrolled) currently includes a fixed cost (the deductible) for employees. Future plan changes could include: an increase in the deductible, co-pays after the deductible, or a premium (or some combination of the above). The hope is that as we develop future plans that we will have reliable data to inform the decision and that the decision making process will include continued feedback from faculty and other employee groups.
4. The meeting adjourned at 1:25pm.