

CHARTER COMMITTEE ANNUAL REPORT TO THE SHARED GOVERNANCE COUNCIL

Committee: Funded Retirement and Insurance Committee (FRIC)

Report Year: 2015-16

Committee Chair(s)	<i>Jon Garfinkel (faculty) and Nancy Davin (staff)</i>
Committee Members	<i>Steve Bernholtz, Nancy Davin, Nicholas Francisco, Jon Garfinkel, Mary Greer, Brian Kaskie, Daniel Katz (replaced Victoria Sharp mid-year), Nicole Nisly, Katherine Tachau, Lynn Vining, Michael Schueller, Amber Seaton, Bernard Sorofman, and Anand Vijn</i>
Committee Charge	<p>(1) The Committee shall be governed by the terms of the General Charter.</p> <p>(2) In addition, the Committee shall:</p> <p>(a) Suggest and review faculty and staff retirement programs, insurance programs, medical and health programs, and "fringe benefits" for University employees;</p> <p>(b) Represent the faculty and staff in discussion and negotiation with vendors of insurance as these are carried forward by responsible officers of the administration.</p>
Current Year Meeting Dates	<i>September 11, October 2, November 6, December 4, February 5, March 4, April 1, and May 6</i>
Please indicate the typical frequency of meetings (e.g., first Tuesday of month at 4 pm). If there are subcommittees, please indicate the frequency of those meetings, too.	<i>First Friday of each month September through May with the exception of January.</i>
Current Year Activities	<ol style="list-style-type: none"> <i>1. FRIC approved a pilot project offered to UI employees called Aim@Diabetes, targeting employees with Type 1 and Type 2 diabetes who received care from a UIHC provider (potentially 700 people). The focus is on self-care, working with patients so they can take better care of themselves. The savings of the project was estimated at \$80,000, and should reduce the burden of the disease through ease of testing. Co-insurance was waived for the meters and strips for enrollees, to encourage participation.</i> <i>2. Health care premiums were raised for the first time in three years. Dental rates were not increased.</i>

	<ol style="list-style-type: none"> 3. <i>At the recommendation of TIAA, a limit on the number of loans taken out by any employee from their Voluntary Retirement Savings Plan was put in place. The limit is 6. Loans cannot exceed 40% of the balance in the VRSP.</i> 4. <i>Specialty drugs were moved from the medical plan to the pharmacy plan for better overall management due to their unusually high costs. This will enable us to track the data and manage costs more easily.</i> 5. <i>We had ongoing discussions about UI Choice out of area coverage.</i> 6. <i>The frequency of preventive visits under the Dental plan was recommended to be limited to 2 times per year (from unlimited).effective 1-1-17. Up to 4 cleanings per year are covered for certain medical conditions.</i> 7. <i>We added a third option under the dependent life insurance effective 1/1/17 of \$40,000 term life coverage for a spouse/partner and \$20,000 for term life coverage for dependent children, doubling the maximum coverage available. There is no employer cost impact to the benefits plan.</i> 8. <i>Medically necessary transgender care coverage was unanimously recommended by the FRIC Committee for the UIChoice health plan. Approval by the Board of Regents was received in May 2016. An implementation plan will be forthcoming from Benefits.</i> 9. <i>Updated the committee's Guiding Principles.</i>
Topics your committee anticipates addressing during the coming year	<ol style="list-style-type: none"> 1. <i>Value-based health plan design.</i> 2. <i>Ongoing discussion of the "Cadillac Tax" as it relates to our benefit plans.</i>
Other issues of concern	<i>None</i>
What should we tell applicants for this committee regarding expectations of members (anticipated workload, existence of subcommittees, etc.)?	<i>This is an extremely hard working committee best served by members who have an interest in health care and some knowledge to contribute to the financing of health care.</i>
The Faculty Senate Office collects agendas and minutes from the charter committees to send to the university archives. Please let us know the best way to get that information from you (e.g., direct us to a website, put us on the committee's distribution list, etc.).	<i>Contact Joni Troester and Debra Hughes, liaisons for FRIC.</i>
Recommendations, if any, to the shared governance groups.	<i>Please continue to exempt this committee from the two-term limit rule applicable to other committees. Membership requires expertise and that can only be built up over time.</i>