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Minutes, Arts & Sciences Finance and Service Committee Meeting, Tuesday, January 31, 2006

Arts & Sciences Finance and Service Committee

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**Finance and Service Committee
School of Arts and Sciences**

MINUTES for January 31, 2006
Olin Conference Room, 12:30 – 1:45PM

Committee Members Present: Dexter Boniface, Martha Cheng, Larry Eng-Wilmot, Eric Fraser, Scott Hewit, Dick James (Secretary), Udeth Lugo, Dorothy Mays (Chair), Lynn Penyak

Guests: Maria Martinez, George Herbst

I. Old Business:

- a. Minutes from the November 29, 2005, meeting were modified under Section II.b.3 to reflect 25 feet instead of 50 feet. Minutes, as modified, were approved.
- b. Dorothy announced that at the next Faculty Meeting (23 February), Tom Quinby (Bookstore) will present to the entire Faculty the information presented at our 1 November meeting.

II. New Business:

- a. A request from Joan Davison addressing the fact that the Tuition Grant of \$2000 has not been increased for several years was received. Dorothy and Larry formulated a set of questions concerning this request and forwarded them to Maria Martinez (Human Resources). Maria will respond to this request at a future meeting.
- b. **Benefits Package for 2006:**
 - i) Maria Martinez (Assistant Vice President for Human Resources and Risk Management) presented the status of the Benefit Package for 2006
 - ii) Our health benefits are established as part of the ICUBA (Independent Colleges ??) organization. ICUBA now includes 9 colleges with over 6000 members; the organization is now financially stable and actively recruiting for additional colleges. Rollins is now in the fourth year of a 5-year commitment to the ICUBA organization. ICUBA is not locked in to a specific health care provider.
 - iii) Increases for 2006 for the various health plans are as follows. These are very moderate increases based on past history and the state of health care nationally.
 - (1) 90/10 – 12%
 - (2) 80/20 – 8%
 - (3) 70/30 – 5%
 - (4) Risk/Reward – 3%
 - iv) A new feature in this coming year's benefits is that the HRA (Health Reimbursement Account) can now be used for over-the-counter drugs. Also nutritional counseling has been added and the amount of drugs that can be dispensed will now follow FDA protocols.
 - v) The major complaint of individuals is with One Source, the company that administers the debit card system. Maria announced that ICUBA has hired an individual to deal strictly with problems with using the debit card.
 - vi) Open Enrollment period will be from 6 to 13 February.

- vii) Larry asked if we knew how many of the Rollins employees that are not participating in our health plans had any health coverage at all. Maria said we really did not have that information although Larry said it had been provided in the past. Maria stated that the 81% participation rate (that Rollins has) is fairly standard.
 - viii) ICUBA does not currently offer a dental plan – the current plan is purchased directly by Rollins. Increases for 2006 are:
 - (1) DMO – 6.5%
 - (2) PPO/Indemnity – 10%
 - ix) Flexible Spending Accounts must be renewed by employees during Open Enrollment. This is the account that employees contribute to, and must be used before the end of the benefit year. Maria announced that the period for using up FSA accounts will be extended 2 or 2 ½ months this year. Although the FSA account is also included with the HRA on the debit card, the FSA is used first.
 - x) Maria announced that employees using TIA-CREFF for their Pension Plan Program will have new funds available to them. Announcement regarding the new funds is expected in April.
- c. **Budget Process**
- i) George announced that the process was currently on track.
 - ii) He asked if the Committee would like another meeting to access the status. The Committee indicated they would like another meeting.

The next meeting will be next Thursday, 7 February, at 12:30 in the Olin Conference Room. The guest will be Ken Miller, the new Director of Campus Safety.

Respectfully submitted,

Dick James, Secretary