

Resolution to Update Faculty Handbook Language on Employee Health Benefits
Finance & Facilities Committee
March 12, 2012
First Reading

Whereas, existing Handbook language in section III A-E has been rendered obsolete by changes in federal law and university policy, and

Whereas, the existing language in Section III A-E contains specific insurance plan details that are inappropriate for the Faculty Handbook, and

Whereas, comprehensive health insurance is a critical element in the Ohio University total compensation strategy, and

Whereas, as of 2012, the program has evolved from one in which employees made virtually no out-of-salary contributions in the form of premiums, co-pays, or prescription drug costs, to one in which employees cover approximately 25% of annual program costs through premiums and other costs, and

Whereas, these changes reposition health insurance as an increasingly important subject of shared governance and position employees as stakeholders facing increasingly high costs for program services.

And whereas, the commitment to shared governance and to the recognition of the employees' status as program consumers is an important shared value of the university community,

Be it resolved that the language in Section III A-E of the Faculty Handbook Section be changed to the following and that Section III F-R be renamed accordingly.

III. GROUP BENEFITS

Health Insurance Plans

Any changes to employee premiums or other aspects of employee costs are part of the annual shared governance discussions concerning total compensation, including salary, healthcare benefits, educational benefits, retirement, and other dimensions of the compensation pool.

On health-related benefits, advisory decisions on the balance of employee contribution rates, program design, delivery, or coverage are made by the university's Benefits Advisory Committee, which includes the Chairs of the Senate and the Senate Finance and Facilities Committee. Broader proposals regarding university budget priorities,

including compensation strategies, include the Chair and Vice Chair of the Senate as well as the Chair of the Senate Finance and Facilities Committee. These officers shall regularly report committee decisions to the full Senate.

Each year, a fall semester Faculty Senate meeting agenda shall include a report from University Human Resources on the fiscal performance of the health plan for the previous year. The report shall cover all key facets of overall program performance, including the status of any surplus accounts, incentive programs, and FSA recoupments.

Each year, as early as possible in the Spring Semester, the VPFA or his or her designee shall brief the Senate on anticipated budgetary proposals regarding total compensation.

Any adjustments to the 15% employee premium contribution rate or substantial increases in non-premium expenses must be approved by a majority vote of the Senate. Questions as to whether changes are “substantial” are to be addressed by the Senate subsequent to the VPFA report in the preceding paragraph.

The coverage plan includes major medical and hospitalization, utilization review, preventive care, prescription, hearing, mental health and substance abuse benefits, as well as vision, and dental plans for employees and eligible dependents. Specific details of coverage are available at http://www.ohio.edu/hr/benefits/healthcare/medical_plans.cfm