



2014 UIRA Annual Report

NEWSLETTER OF THE UNIVERSITY OF IDAHO RETIREES ASSOCIATION

The University of Idaho Retirees Association was founded in 1979

University of Idaho
Retirees Association

2014 President's Report

What a great pleasure and honor it has been to serve as your president this year! Your University of Idaho Retirees Association Board of Directors has been hard at work to bring to you fun, informative and entertaining programs and events this year. We have tried three new social events this year.

In March, we obtained reduced admission to DancersDrummersDreamers, a collaboration of our dance and music departments. It was a very energetic production! This fall, we had an evening dinner gathering at the new Side Bar and Grill in the Palouse Mall. On Dec. 10, we had a coffee gathering at the Starbucks in the Bookstore and received discounts for both Starbucks items and VandalStore gear!

All these gatherings have been brought to you by your fabulous UIRA Social and Special Programs Committee of Joyce Davidson, chair; Douglas Adams and Janice Fletcher. Joyce has done an incredible job and has been having a blast coming up with these new activities. Stay tuned for more fun activities in 2015.

We had a very informative winter luncheon in February. Vandal athletes from our winning track & field and cross country sports teams joined us to remind us of the Olympic Games in progress. Our spring luncheon in April highlighted students participating in Alternative Spring Break service programs.

The board decided to move our picnic in July back to Ghormley Park. We had special entertainment after our meal, a musical performance from Rendezvous in the Park, thanks to David Walker's connections. Many thanks go to Doug Adams for all of his efforts to arrange the summer picnic.

In September, we managed to have all three scholarship recipients attend our fall luncheon to thank us in person for their \$2,000 scholarship awards. It was fun to visit with Chance Cooney, Jordan DeJarnett, and Emmanuella Mazile. After lunch, Dr. Carolyn Bohach, director of the IDeA Network of Biomedical Research Excellence, presented a very interesting presentation on her bovine research.

In May and October, we again sponsored UI arboretum tours open to the community. Tours usually attract between 30-50 participants. Horticulturist Paul Warnick is always so informative on our tours. We just love strolling and learning so much as we do it. Also in October, we represented UIRA in the Homecoming parade. Kathleen Johnson, Carolyn Riggs, Cheryl Tribble and I rode in the truck and threw candy to the children lining the parade route. We all had a great time representing and giving UIRA visibility.

November was our annual business meeting, and we elected new members to the Class of 2017. We wish to welcome Dale Gentry, Ed McBride, Linda Maxwell Silva and Linda Williams to our Board of Directors. We also wish to welcome Cynthia Mika to the Class of 2015. We thank all of you for agreeing to serve on the board.

The UI theatre department requested we attend opening night for "A Christmas Carol" at a reduced rate rather than attending the dress rehearsal, as done in previous years. We were happy to honor their request, and were treated to an incredible production. The puppets of Christmas past, present and future were amazing!

I was honored to present our Idaho Treasure Award to Earl Bennett and Kathleen and Ken Johnson in November. I remember Earl's work on behalf of the retirees during the retirement incentive package offered in 2002 and 2003. He exhibited steadfast and determined efforts to ensure the best interests of the retirees throughout this process. He continued such efforts during his term as president of UIRA in 2011. Kathleen and Ken's contributions are too many to mention. Personally, Kathleen asked me to be on the UIRA board during her second term as UIRA president in 2012. It was truly an honor for me to present our Idaho Treasure Award to these three outstanding recipients. They are truly Idaho Treasures!

As many of you are aware, Dr. Charles Staben began his appointment as president of the University of Idaho on March 1, 2014. In April, a small group of UIRA representatives met with Dr. Staben to welcome him to our community. Dr. Staben was very engaging, and we had an excellent meeting.

We look forward to working with him in the future to the benefit of our beloved university. We also wish to thank the president for his contribution, which covers new members' lifetime dues and helps with our operating expenses.

As your 2014 president, I have been truly blessed with an outstanding Board of Directors. First, I would like to thank the officers: Carolyn Riggs, past president; Janice Fletcher, vice president; Cheryl Tribble, secretary; and Glenda Gardiner, treasurer. I also wish to thank our departing board members: Nels Reese, Maureen Taylor Regan, Carolyn Riggs and Cheryl Tribble. Your efforts and support have made my responsibilities easier this year.

I would like to thank David Walker and Carol Grupp for the excellent vigilance on behalf of all retirees on the Benefits and Advisory Group, which is involved with our health insurance. We have had minimal increases thanks to their efforts.

I want to give a huge thank you to Carolyn Riggs for advising me this year and continuing to guide us with her expertise. Also, for her unending efforts as our Caring and Memorials chair, as it has been a hard year with many losses.

I also want to give a "TALL" thank you to Maureen Taylor Regan for all her work this year helping with the "Vandal Gold/Olympic Gold" February luncheon program, the arboretum tours and shouldering the load on the Scholarship Committee.

The Membership and Communications Committee invited me to a "mailing meeting" to send invitations to new retirees to join UIRA. We constructed invitations, I signed each one, and we all worked to stuff the envelopes and put the stamps on them. It was a fun activity. I give many thanks to Nels Reese for his beautiful photographs and calligraphy on the invitations and addresses.

I also wish to give a big thank you to Ed McBride and Jim Morris for serving as our alternates this year. An alternate agrees to attend at least two meetings a year and is given preference in filling open positions on the board when they become available. If you think you might be interested in becoming a board member in the future, it is a great way to check it out before committing to a full three-year term. I am so happy Ed decided to commit to a full term on the board. I am pleased to welcome Cynthia Muskat as our newest alternate for 2015.

UIRA could not operate without the support and expertise from Steve Johnson, Hugh Cooke and Alexiss Turner and the Office of Alumni Relations. They are UIRA's connection to the university administration. They provide our website, do our mailings, give us a physical address, take our RSVPs, photograph our events, and publish our manual and our annual reports, among many other services. They give UIRA a home within the university, and we cannot thank them enough for all the support and services they provide. Many thanks go to Steve, Hugh, Alexiss and their entire staff for all they do for us all year long!

I would like to encourage all our members to bring a newly retired colleague to a UIRA event or luncheon. We want to encourage our new retirees to join; after all, membership is now free thanks to the contribution from the President's office. All that is required is completion of the online application so we have contact information. Bring a friend and let them share and see how much fun we have together!

My greatest honor and joy this year has been to work with my colleagues on the UIRA Board of Directors. Together, 2014 has been a very successful year! Thank you all for volunteering to do what needed to be accomplished this year! I look forward to working with our 2015 Board of Directors.

I look forward to serving as your Past President this year! I know UIRA will have another great year under the leadership of Sue Eschen, your 2015 president.

Jama Sebald
2014 UIRA President



November 2014

Dear University of Idaho Retirees Association Members,

Since arriving at the University of Idaho, I have been consistently struck by the passion of the Vandal family. We are all committed to the mission of the university: student success, excellence in learning and research, and outreach to our community and world.

No group is more central to achieving that mission, year after year, than the faculty and staff at our institution. Whether helping a first-generation college student reach new heights, conducting research that contributes to innovation and discovery, or being part of the team that keeps the institution running, our people make the difference at UI.

Our 125th anniversary has proved to be a special year, allowing us to reflect on our proud history and look forward to a bright future. As faculty and staff members, you played a valuable role in shaping not only the direction of a leading national research university, but also the lives of generations of students. As retirees, your continued engagement helps our university take on the challenges of the future. Thank you for your service.

I'd also like to extend congratulations to our 2014 Idaho Treasure Award honorees: Earl Bennett and Ken and Kathleen Johnson. All three recipients have made immeasurable contributions to the life and work of the university, as well as serving the community with dedication.

To all of you, our institution is fortunate to have such devoted retirees. Thank you for your steadfast service and leadership, and for epitomizing all the very best qualities of the Vandal family.

Sincerely,

A handwritten signature in black ink that reads "Chuck Staben". The signature is written in a cursive, flowing style.

Chuck Staben
President
University of Idaho

2015 Incoming President's Message

Dear UIRA Members:

During my 37 years of employment at the University of Idaho, I had the opportunity to work with a large number of staff and faculty. I formed close associations with many of them. When I retired in 2011, I wasn't worried I would miss my job, but I was certain I would miss my colleagues.

It was for that reason I joined UIRA as soon as I retired. UIRA is an organization that serves a vital function for retirees by providing a way to stay connected to our university and the people with whom we worked.

When I was approached by my fellow UIRA board members about accepting the UIRA presidency for 2015, I initially resisted — primarily because I really enjoy being retired, and I didn't want to take on any commitments! However, I feel strongly about the importance of UIRA and its need to continue as an organization, so for that reason I agreed to serve. I wish to thank the 2014 UIRA board members for placing their confidence in me.

I would like to extend a warm welcome to the following new directors who are joining the board: Cynthia Mika, recently elected to fill a vacant position that expires at the end of 2015, and the four members of the "Class of 2017": Dale Gentry, Ed McBride, Linda

Maxwell Silva, and Linda Williams. I look forward to working with each of you as well as with the other continuing directors. To outgoing directors Nels Reese, Carolyn Riggs, Maureen Taylor Regan and Cheryl Tribble, I offer a sincere "thank you" for all your dedicated work over the past years. I hope each of you will continue to participate in and enjoy UIRA functions as "regular members." In addition, I would like to extend my heartfelt appreciation to outgoing president Jama Sebald for being our leader this past year. Jama, I look forward to working with you as you continue on the board in the role of past president.

Whether you retired 30 years ago or just last month, I thank you for being a member of UIRA. I hope you will join me in supporting our organization by encouraging your colleagues to join and by attending UIRA functions throughout the year. Please feel free to contact me or any of our board members if you have suggestions to make UIRA a better organization. I anticipate a fun and busy year ahead as I serve as your president.

Sincerely,
Sue Eschen
2015 UIRA President
seschen@uidaho.edu



New UIRA officers and board members are shown (left to right) Dale Gentry, Linda Maxwell Silva, Jama Sebald, Linda Williams, Ed McBride, Sue Eschen and Doug Adams.

2015 Board of Directors

CLASS OF 2017

Ed McBride
Dale Gentry
Linda Maxwell Silva
Linda Williams

CLASS OF 2016

Janice Fletcher
Doug Adams
Sue Eschen
Joyce Davidson

CLASS OF 2015

Glenda Gardiner
David Walker
Jama Sebald
Mike West/Cynthia Mika

2015 Officers

President – Sue Eschen
Vice President – Janice Fletcher
Secretary – Doug Adams
Treasurer – Ed McBride
Past President – Jama Sebald

UIRA Past Presidents

2014 – Jama Sebald	2007 – Kathleen Johnson	2000 – Maurice Johnson	1993 – Glen Lewis	1986 – Nancy Atkinson
2013 – Carolyn Riggs	2006 – Jerry Adams	1999 – Peter Haggart	1992 – Art Gittins	1985 – Bernard Borning
2012 – Kathleen Johnson	2005 – Bill Belknap	1998 – Ken Laurence	1991 – Bert Cross	1984 – Charles Decker
2011 – Earl Bennett	2004 – Dick Bull	1997 – Duane LeTourneau	1990 – Floyd Frank	1983 – James Kraus
2010 – Bill Shane	2003 – Larry O’Keeffe	1996 – Floyd Peterson	1989 – William Parish	1982 – Dwight Kindschy
2009 – Lois Pritchett	2002 – Joyce Presby	1995 – Everett Samuelson	1988 – Elbert Barton	1981 – Vernon Burlison
2008 – Doug Pals	2001 – Flip Kleffner	1994 – Ann Goff	1987 – Ken Hungerford	1980 – William Moore
				1979 – Kenneth Dick

2014 Annual Meeting Summary Minutes

November 20, 2014 • 10:00 a.m. • Best Western Plus University Inn • *Approximately 40 members in attendance*

Treasurer's Report

- A complete treasurer's report can be found on page 9.

Benefits Committee

- Retiree contributions are steady through 2015.
- Tier I Plan A Non-Medicare participants (who were assessed only a 10 percent contribution increase in 2014) will see a 10 percent increase in 2015 to complete the one-time adjustment.
- There was no increases to the out-of-pocket maximum in 2015 in either plan.
- Medical procedures or prescription drugs while traveling outside the U.S. are covered, but payment is expected up front. Upon return, submit claim(s) directly to Blue Cross and request reimbursement for expenses paid. Prescriptions are covered if billed as part of a doctor/hospital visit.
- A complete benefits report can be found on page 10.

Scholarship Committee

- Three student scholarships of \$2,000 each were awarded in 2014.
- A carry-over balance of \$3,244 and interest from the endowment will be used for initial funding for 2015.
- View the complete scholarship report on page 7.

Caring/Memorial Committee

- Carolyn Riggs read the list of our UIRA members who have passed away this past year followed by a moment of silence. The complete list can be found on page 7.

Social/Special Programs Committee

- New events in 2014: Dancers, Drummers, Dreamers matinee performance in March at a reduced rate; an informal social at the Sidebar Restaurant in October; and opening night at the Hartung Theater for "A Christmas Carol" at a reduced rate.
- The start times for fall and spring arboretum tours will be changed to 2 p.m.
- A complete draft schedule can be found on page 8.

Membership/Communications Committee

- Members are encouraged to volunteer to serve on a committee and help reach out to new retirees.
- The President's Office continues to assist financially, making UIRA membership complimentary.
- Complete membership report on page 6.

UIRA Year in Review

- Outgoing UIRA President Jama Sebald and several members met with President Staben in July to familiarize him with the organization.
- Certificates of Deposit were switched from US Bank to the Latah Federal Credit Union for a higher interest rate.

New Business

- Jama Sebald introduced the nominees for the class of 2017: Ed McBride, Dale Gentry, Linda Maxwell Silva and Linda Williams. Cynthia Mika will fill the class of 2015 vacancy.
- The luncheon attendance summary (page 6) confirms attendance is decreasing and may be due to increased costs. To offset costs for the November luncheon, the board voted to subsidize part of the cost out of the treasury.

Adjournment: Meeting adjourned 11:05 a.m.

Submitted by Cheryl Tribble, Secretary

2015 Committees

Benefits:.....	Carol Grupp, Dave Walker
Scholarship:	Jama Sebald, chair; Janice Fletcher; Glenda Gardiner
Caring & Memorials:.....	Linda Williams
Social & Special Programs:	Joyce Davidson, chair; Doug Adams; Dale Gentry; Cynthia Mika; Linda Williams
Membership/Communications:.....	Sue Eschen, chair; Ed McBride, Linda Maxwell Silva
Alumni Assoc Rep:.....	Sue Eschen
Annual Report Editor:.....	Alexiss Turner

Luncheons & Socials - Attendance Summary

September Luncheon	Valentine Luncheon – February
2008 – 68	2008 – 87
2009 – 49	2009 – 82
2010 – 53	2010 – 62
2011 – 64	2011 – 84
2012 – 60	2012 – 65
2013 – 55	2013 – 60
2014 – 58	2014 – 61
Idaho Treasure Award Luncheon during UIRA Annual Meeting – November	Spring Luncheon – April
2008 – 132	2008 – 71
2009 – 117	2009 – 68
2010 – 110	2010 – 50
2011 – 115	2011 – 56
2012 – 90	2012 – 48
2013 – 80	2013 – 56
2014 – 94	2014 – 47
<i>(UIRA Business Meeting attendance approximately 35-45 guests for morning social and reports from officers.)</i>	Summer BBQ Picnic – July
	2008 – 60
	2009 – 62
	2010 – 72
	2011 – 75
	2012 – 60
	2013 – 63
	2014 – 51

TELL US WHERE YOU ARE

Please update us with your new mailing address, phone, email address or significant changes. Many future UIRA notifications will be via email.

UIRA

PO Box 443232, Moscow, ID 83844-3232
or email advserv@uidaho.edu or phone (208) 885-6154

An informal look at historic UIRA event attendance in recent years. Your participation and attendance is greatly appreciated! RSVP early (regular deadline Monday morning prior to event) to allow for proper meal counts and preparations. Use uira@uidaho.edu or phone the Office of Alumni Relations at (208) 885-6154.

Please advise upon registration of guest names and any menu or diet needs.

Membership Report - January-November 2014

- 14** New 2013-14 members since July 1, 2014
- 13** New members online via website application form since July 1, 2014
- 331** Total Latah/Palouse area members
- 279** Total Latah/Palouse area members emails on file, not all current or accurate

- 442** Total In-Idaho members
- 545** Total members nationwide

In 2013, UIRA membership changed from dues-paying to complimentary, with financial support from the UI President's Office. All members are encouraged to help identify and secure new members.

Submitted by Cheryl Tribble, Membership Chair

2014 Scholarship Committee Report

Thank you once again for your scholarship donations to the UIRA endowment throughout the past year. Your generosity enabled us to award three student scholarships of \$2,000 each in September 2014. We have a carry-over balance of \$3,244 to date for 2015, plus interest from UIRA funds in the scholarship endowment.

As discussed and implemented last year, we revised the criteria to target UI sophomore students, an underrepresented group in scholarship availability. We also chose to target those with a GPA in the 3.0 to 3.5 range, another level that often just misses out on awards. The selection process is now done exclusively by the financial aid office to best identify the most deserving recipients.

All three of the 2014 scholarship recipients were able to attend the September 18 UIRA luncheon. All were very engaging and enthusiastic, and expressed their gratitude for these scholarships and the assistance in funding their educations. The 2014 recipients are: Chance Cooney, English major with literature emphasis from Cascade, Idaho; Jordan DeJarnett, architecture major from Bend, Oregon; and Emmanuella Mazile, music education (vocal) major from Boise, Idaho.

We plan to again award three \$2,000 scholarships in 2015. An anonymous UIRA member donor is again matching your UIRA donations up to \$2,000. We are getting double bang for the bucks you all contribute throughout the year.

Thank you again for your contributions to assist deserving students.



Jordan DeJarnett

Chance Cooney

Emmanuella Mazile

Make checks payable to:

"UI Retirees Association Scholarship Endowment"
 (Account #EE603). (Current fair market value is \$115,915).
 Mail to: UIRA Scholarship/Office of Alumni Relations,
 Box 443232, Moscow, ID 83844-3232.

PLEASE CONSIDER SENDING A DONATION.

Submitted by Scholarship Committee members Maureen Taylor Regan (chair), Jama Sebald and Glenda Gardiner.

2014 In Memoriam Report through December 2014

FIRST NAME	DECEASED
Delia Advincula	2/23/14
Terry Armstrong	1/23/14
Jane Baillargeon	3/11/14
Michael E. Browne	2/23/14
Merlyn Brusven	8/6/14
Russ Chrysler	5/1/14
Frank Cronk	6/28/14
Michael Dixon	5/7/14
Everett Flint	12/24/13
Patricia Gentry (spouse of Dale)	8/16/14
Eleanor Gittins (spouse of Art)	6/3/14
Susan Goetz	10/29/14
Janet Greever	8/5/14
William Hall	6/16/14
Harley Johansen	8/28/14
Frederic Duane Johnson	8/9/14
Donald J Kees	3/1/14

FIRST NAME	DECEASED
Elizabeth Kessel	5/21/14
John Law	1/18/14
Robert Leonard, MD	6/24/14
Dennis Lincks	5/11/14
Ann Merriam	4/9/14
Meryle Kay Michael (spouse of Interim President)	2/25/14
Maynard Miller	1/26/14
Jack Morris	8/16/14
Lou Riesenber	11/9/14
Charles Shoop (spouse of Delora)	3/16/14
Norma Slade (spouse of Gene)	12/26/13
Marley Stehr	9/19/14
Arthur Taylor	11/28/13
Mary Voxman	5/18/14
James White	5/19/14
Michael G. Wilchek	3/10/14
Doug Winberg	7/29/14

2015 Calendar of Events

(subject to amendment or change)

Winter Luncheon – Thursday, Feb. 19

Best Western Plus University Inn
11:30 a.m. social | 12 p.m. luncheon

Social Event – March 2015

Maialina – Pizza with beer and wine tasting
Details coming soon.

Dancers, Drummers, Dreamers – Saturday, March 28

Hartung Theater
Matinee performance. Details coming soon.

Silver & Gold Celebration - Thursday, April 9

Best Western Plus University Inn
6-8 p.m.
To recognize 2015 Jim Lyle Award recipients Carl Hunt and Doug Scoville '63, '67; Honorary Alumni Recognition recipient Tom Morris.



2014 Annual Meeting Luncheon

Spring Luncheon – Thursday, April 16

Best Western Plus University Inn
11:30 a.m. social | 12 p.m. luncheon
UI students present Alternative Service Break experiences

Spring Arboretum Tour – Thursday, May 14

UI Arboretum & Botanical Garden
2 p.m. at the Red Barn

Summer Picnic – Thursday, July 16

Ghormley Park
5 p.m. | Food and entertainment.

Fall Luncheon – Thursday, Sept. 17

Best Western Plus University Inn
11:30 a.m. social | 12 p.m. luncheon
Student recipients of UIRA scholarships will present.

Fall Arboretum Tour – Thursday, Oct. 15

UI Arboretum & Botanical Garden
2 p.m. at the Red Barn | Date may change.

Annual Meeting – Thursday, Nov. 19

Best Western Plus University Inn
9:30 a.m. business meeting | 11:30 a.m. social
12 p.m. – 19th annual Idaho Treasure Award Luncheon



Fall 2014 tour of Arboretum

Receipts and Expenditures: January-December 2014

Beginning Cash Bank Balance (1/1/2014) \$5,228.80

RECEIPTS

President's contribution	\$2,000.00
Event proceeds- details attached	4,545.00
Sterling Bank Certificate of Deposit	12,865.43
Total Receipts	\$19,410.43

EXPENDITURES

Events – details attached	\$5,006.48
Alternative Break Program	2,000.00
Arboretum donations	200.00
Latah Federal Credit Union Certificates	10,000.00
Latah Federal Credit Union Setup Fee	25.00
Board of Directors Operating Expenses	319.28
Total Expenditures	\$17,550.76

Net Cash Increase \$1,859.67

Ending US Bank Balance (12/31/2014) \$7,088.47

Petty Cash 200.00

Total Cash Balance \$7,288.47

OTHER INVESTMENT BALANCES

Latah Federal Credit Union Certificates	\$10,020.57
UI CIT Endowment	\$104,468.67

*Balances as of 11/30/2014

Submitted by Ed McBride, Treasurer

1997-2014 Idaho Treasure Award Recipients

"Established in 1995 to recognize living retired University of Idaho faculty, staff and/or family members who, in their retirement, have made significant achievements in service and leadership to the university."

1997 James Lyle Carol and Malcolm Renfrew H. Eugene Slade	2002 Bart and Elna Barton Laura Miller	2008 John and Winifred Dixon
1998 Fred and Ginny Johnson Duane and Phyllis LeTourneau	2003 Bert Cross Elna Grahn Maynard Miller	2009 Richard J. Naskali Matt and Karen Telin
1999 Alfred Dunn Betty Gibb Amy and Erling Johannesen	2004 Peter and Margaret Haggart Maurice Johnson James and Pat Peek	2010 Jeanne Stout S.M. "Ghazi" Ghazanfar
2000 Carl and June Kiilsgaard Shirley Newcomb McGee and Bill Parish	2005 Dale and Darlene Everson Everett and Lois Samuelson	2011 Doug and Diana Pals
2001 Barbara and Dick Bull Margaret and Maynard Fosberg	2006 Ed Chavez Elsie Mann	2012 Carol Grupp
	2007 Shirley Caldwell Flip and Jo Kleffner	2013 Bill Shane
		2014 Ken and Kathleen Johnson Earl Bennett



President Staben with Kathleen and Ken Johnson



President Staben with Jama Sebald and Earl Bennett

Event Receipts and Expenditures: January – December 2014

	WINTER LUNCHEON	SPRING LUNCHEON	SUMMER PICNIC	FALL LUNCHEON	ANNUAL MEETING/TREASURE AWARD LUNCHEON	TOTALS
EVENT RECEIPTS	\$990.00	\$756.00	\$864.00	\$990.00	\$945.00	\$4,545.00
EVENT EXPENDITURES:						
Meals	\$817.94	\$643.63	\$580.35	\$1,049.48	1,179.41	4,270.81
Printing/Postage	\$104.36	\$101.49	\$147.99	\$99.80	116.70	570.34
Miscellaneous			\$72.93		92.40	165.33
Total Expenditures	\$922.30	\$745.12	\$801.27	\$1,149.28	1,388.51	5,006.48
Net Cash Inflow/Outflow	\$67.70	\$10.88	\$62.73	-\$159.28	-\$443.51	-\$461.48

2014 Annual Meeting Benefits Report

Overall Trends

The total financial position of the University of Idaho Health Plan has stabilized. Recall that, in 2011, the plan ran a deficit of almost ten percent. The 2012 increase in university contribution brought the plan into a positive financial position. Year 2013 ended with a slight surplus of revenues over expenditures, and 2014 experience to date is favorable.

As previously reported, there had been a considerable discrepancy between revenues and expenditures for non-Medicare retirees compared to Medicare retirees, i.e. Medicare retirees were subsidizing non-Medicare retirees. Present calculations indicate that the one-time contribution adjustment of 20% for non-Medicare retirees that was implemented in 2014 has corrected that imbalance, as expected.

Retiree Contributions

Contributions will remain steady through 2015, except that Tier I non-Medicare participants (who were assessed only a 10% contribution increase in 2014) will see a 10% increase in 2015.

General Pharmacy Issues

Drug costs are particularly important in the management of retiree health benefit costs because drug costs comprise a significantly greater percentage of plan costs for retirees than for employees. Costs of "Brand" drugs are expected to increase at a faster rate than costs of generic drugs. Options for containing cost increases in "Brand" drugs include setting specific co-pay requirements for certain drugs or classes of drugs.

Specialty Pharmacy Issues

Beginning in 2015, specialty drugs are listed as tier IV drugs with a separate pricing schedule that appears on page 53 of the 2015 Evidence of Coverage booklet from SilverScript that was mailed to retirees in October. Specialty drugs include bio-tech and other unique drugs targeted for specific treatments. They are generally quite expensive, available from a limited number of suppliers and authorized only on a monthly basis. A list of specialty drugs and the conditions for which they are generally prescribed can be found online at <https://www.cvscaremarksspecialtyrx.com/wps/portal/specialty/patients/drugs-conditions>.

Specialty Drugs are of concern for the U of I Health Plan because currently specialty pharmacy costs account for nearly 30% of all prescription drug costs. Trend (the annual increases in overall cost) of Specialty Pharmacy is expected to double in the next five years. Reasons for this projection include (1) increased FDA approvals of new drugs, (2) better detection of disease and higher utilization of specialty pharmacy in treatment of disease, (3) an aging workforce (and inclusion of retirees in the U of I health plan), (4) inflation, and (5) a limited number of alternate drugs — referred to in the industry as generics or biosimilars. Separately categorizing and pre-authorizing Specialty Drugs will facilitate tracking of utilization and improve cost containment.

Out-of-Pocket Maximum Cost Exposure

There has been no change in the Out-of-Pocket Annual Maximum Cost Exposure for retirees. Currently for Tier I Medicare Retirees (Plan A), the out-of-pocket maximums remain at \$2,600 per individual for medical care. The thresholds for prescription drugs are outlined in the Chapter 4 of the 2015 Evidence of Coverage booklet from SilverScript. Tiers II, III and IV Medicare retirees have the same OOPM limits for medical care, but reimbursement thresholds for prescription drug are defined by Medicare because these retirees receive prescription drug benefits through Medicare Part D.

Medical Expenses Incurred Outside the United States

Under the University of Idaho Health Plan, employees and retirees are covered for medical procedures as well as prescription drugs associated with a doctor's visit outside of the United States. Expect to be asked to pay the costs up front (because a non-US provider would not be familiar with procedures for forwarding claims to Blue Cross directly.) Upon return to the United States, submit the claim(s) directly to Blue Cross and request reimbursement for expenses already paid. Procedures for doing this, as well as additional supporting documentation required, can be obtained from Blue Cross. Employees and pre-Medicare retirees would generally receive reimbursement for covered expenses at the out-of-network rate. Medicare retirees may be asked to first submit the claim to Medicare. Procedures for doing this can be obtained from Medicare.

Health Plan Cost Containment

Cost containment is achieved through monitoring of plan expenses to identify areas of exceptional cost increase, implementing controls such as those described above for Specialty Drugs, and reducing administrative expenses. For 2015, the University negotiated a very favorable administrative services fee increase for the medical plan of just over 6%. This is an exceptionally good rate compared to industry averages.

Questions

Executive Director Greg Walters, Human Resources Director Brandi Terwilliger and Retirement Benefits Specialists Judy Colbeck and Kim Ridle attended the 2014 Annual Meeting. This provided an opportunity for retirees to meet Greg, and for Brandi, Kim and Judy to provide updates and respond to questions from retirees.

Retirees are encouraged to send questions at any time to benefits@uidaho.edu. Please mention Medicare status and plan tier when submitting questions.

Submitted by,

David Walker and Carol Grupp, Benefits Committee

University of Idaho "Idaho Treasure Award Nomination"

Nomination Deadline: April 1

PURPOSE:

"Recognizes living retired University of Idaho faculty, staff and/or family members who, in their retirement years, have made significant achievements in service or leadership to the university."

ESTABLISHED: 1995

NOMINATION FORM: *Please print or type and submit to University of Idaho Office of Alumni Relations prior to April 1*

Nominee

Address

Home phone

Business phone

E-mail

Nominee's UI Class Year

College

(need not be UI alumnus/alumna)

Nominated by

Nominator's UI Class Year *(if applicable)*

Address

City

State

Relationship to Nominee

Home phone

Business phone

E-mail

NOMINEE'S HISTORY *(Please be complete and thorough on separate sheets)*

As this information is the basis for the evaluation of the candidate, please be complete and thorough. Provide details regarding the following criteria for nominee(s):

- Volunteer service to the University of Idaho; including but not limited to colleges, departments, alumni groups, student organizations, living groups or campus service groups.
- Community and civic service may be considered in the evaluation, but is scored as secondary to "university and campus service"
- Include the following data with nominations:
 - Letters of support or reference (2-5 submissions) that detail the nominees "achievements in service or leadership to the university"
 - Media or web references are helpful, but not required, to support the nomination.

Couples nominated should include the individual service record of each living person. Attach additional sheets detailing specific accomplishments of nominee. Nominees must have been retired from full-time University of Idaho employment for a period of five years or more to be eligible for nomination.

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Spring 2014 tour of Arboretum

University of Idaho

Retirees Association

Office of Alumni Relations
875 Perimeter Drive MS 3232
Moscow, ID 83844-3232

