

UNIVERSITY OF IDAHO RETIREES ASSOCIATION, INC.

November 20, 2014

10:00 am

University Inn/Best Western

Draft

Annual Meeting Minutes for Approval at November 2015 Meeting

- I. Call to Order. The annual meeting was called to order by President Jama Sebald at 10:00 am.
- II. Approval of Minutes. It was moved by Sue Eschen, seconded by Nels Reese, and passed by unanimous vote to accept the minutes of the November 14, 2013 annual meeting.
- III. Treasurer's Report. Standing in for Glenda Gardiner, treasurer, Jama Sebald reported a beginning cash balance in the UIRA's checking account of \$5,228.80 and an ending balance of \$7,695.68. We have \$200 of petty cash leaving a net balance as of November 1, 2014 of \$7,895.68. We have \$10,045.57 with Latah Federal Credit Union Certificate of Deposit and \$119,384.88 with the UI's CIT Endowment. A written report was distributed.
- IV. Committee Reports.
 - a. Retiree Benefits: Dave Walker reported retiree contributions will remain steady through 2015. Tier I Plan A Non-Medicare participants (who were assessed only a 10% contribution increase in 2014) will see a 10% increase in 2015 to complete the one-time adjustment. Specialty drugs are of concern for the U of I Health Plan because at this time specialty pharmacy costs account for nearly 30% of all prescription drug costs. There were no increases to the out of pocket maximum in 2015 in either plan. If a retiree should need a medical procedure or prescription drugs while traveling outside the United States, it is covered under the UI Health Plan but payment is expected up front. Upon return to the United States, submit the claim(s) directly to Blue Cross and request reimbursement for expenses already paid. Prescriptions are covered if they are billed as part of a doctor /hospital visit. More information about filing claims for medical expenses incurred outside the United States will be included in the annual report.

Dave introduced Greg Walters, Executive Director of Human Resources; Brandi Terwilliger, Director, Human Resources; Judy Colbeck Retirement Benefits Specialist; and Kim Ridle, Retirement Benefits Specialist. In response from questions from the floor, Brandi addressed the following concerns:

Question: Why did we contract with a firm in Pennsylvania to handle our health care billings?
Response: The University has contracted out many of the benefits administrative procedures for several years for both the active and retiree health plans. One exception had been the billing for retiree contributions. It became apparent that there were too many complications with Accounts Payable managing billings and transferring receipts to the appropriate individual retiree accounts because the Accounts Payable systems are set up to process student accounts. As it was not efficient for HR to take over insurance billing, the university held an open and competitive bid to find the best provider to serve all of our needs and it turned out to be a firm in Pennsylvania. HR remains actively involved in helping to manage the process. Our rates are one of the best rates in the nation. We picked a good price that delivers a good product and less money goes to administration so it works well. No university employee lost a job as a result of this change.

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Question: Can you pay the entire amount at the same time? Can you pay by credit or debit?

Response: Yes to both questions. Some folks pay six months at a time, others monthly; whatever works best for the individual. A billing invoice is mailed only when money is due. If you pay ahead, no billing invoice is generated until payment is due.

Question: Is there a plan to handle the high cost of specialty drugs?

Response: There are several options under consideration. The final decision will not take away from local pharmacies. Currently, specialty drugs can be delivered to the doctor or pharmacy. The category of Specialty Pharmacy applies only to out-patient prescription drugs. There are no plans at this time to move cancer drugs that are covered under the medical benefit to specialty drugs covered under the out-patient prescription drug benefit.

Question: Why can't retirees have a Medicare advantage plan?

Response: SilverScript is a Medicare Part D prescription drug plan which is defined by Medicare to be a Medicare Advantage Plan. It is now a government requirement that an individual cannot be enrolled in more than one Medicare Advantage Plan.

Question: Why do we receive so many mailings and how do we know if we really have to do something?

Response: Although retirees received their annual plan information in envelopes marked "2015 Open Enrollment, there is no need to do anything. An annual mailing to all participants about plan information is required by law. In sending the mailing, the mail contractor used the envelopes marked "Open Enrollment" for both employees and retirees. The Open Enrollment envelopes should have been sent only with the employee mailing and not with the retiree mailing. HR is sorry for the confusion. HR will notify us directly in the future when any action is needed.

In closing, Brandi encouraged members to send issues or concerns to benefits@uidaho.edu and either Judy or Kim will respond.

- d. Scholarship: Maureen Taylor Regan thanked the group for their generous donations allowing us to award three student scholarships of \$2,000 each during September 2014. We still have a carry-over balance of \$3,244 to date for initial funding for 2015 plus proceeds of interest from the UIRA funds in CIT. We are pleased with the criteria change implemented last year allowing us to target UI sophomore students, an underrepresented group in scholarship activity. Student Financial Aid selects our recipients based on our criteria. 2014 award winners are listed in the annual report. We plan to award three student scholarships again in 2015. Earl Bennett reminded the group that they can roll over money from their IRA direct to the UI Foundation without a tax charge.
- e. Caring/Memorial: Carolyn Riggs read the list of our UIRA members who have passed away this past year followed by a moment of silence.
- f. Social/Special Programs Summary 2014: Joyce Davidson gave an update on the past year's functions. 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 December 4 at the Hartung for *The Christmas Carol* at a reduced rate. The start times for both arboretum tours (fall and spring) will be changed to 2:00 pm. The Social Committee is actively

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pursuing programs, socials and events for members to enjoy and exploring options to reduce luncheon costs. A draft schedule will be in the annual report.

- g. Membership/Communications: Sue Eschen briefly reviewed the report distributed and commented that as we work to broaden UIRA activities, we may broaden our membership. She encouraged members to volunteer to serve on a committee noting committee membership is not restricted to Board members. The President's Office continues to assist us financially making UIRA membership complimentary.
 - h. Alumni Association Representative: As UIRA president, Jama Sebald serves as the representative to the Alumni Board. Nels Reese served in her absence at the May meeting. Jama thanked Hugh Cooke and Alexiss Turner, Alumni for their hard work keeping us running and also for managing our web site.
- V. The UIRA Year in Review: Much of the information was covered in the separate committee presentations and summarized by President Sebald. In addition, Jama and several members met with President Staben in July to familiarize him with our organization. She also mentioned our Certificates of Deposit were switched from US Bank to the Latah Federal Credit Union for a little higher rate.
- VI. New Business
- a. Jama Sebald introduced the nominees for the class of 2016: Ed McBride, Dale Gentry, Linda Maxwell Silva, and Linda Williams. In the absence of further nominations, it was moved by Sue Eschen and seconded by Nels Reese to accept the new members. Passed unanimously. Cynthis Mika will fill the class of 2015 vacancy.
 - b. Alternate board member positions were established this year. The objective is to provide a prospective board member an opportunity to learn what the Board does and then have first chance to fill a term should an opening occur. Alternates are required to attend two meetings per year.
 - c. Typically, the Board hosts a dessert/social for members and guests prior to a Hartung event. There will not be a pre-function at *The Christmas Carol* as it is opening night, not a dress rehearsal and is open to the public.
 - d. The UIRA luncheon attendance summary confirms attendance is going down 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. Donna Hanson suggested publicizing menus before each luncheon at this could be helpful for a member decide whether to attend.
 - e. Jama closed the meeting by thanking members for their participation.
- VII. Adjournment. Meeting adjourned 11:05 am.

Respectfully submitted, Cheryl Tribble