

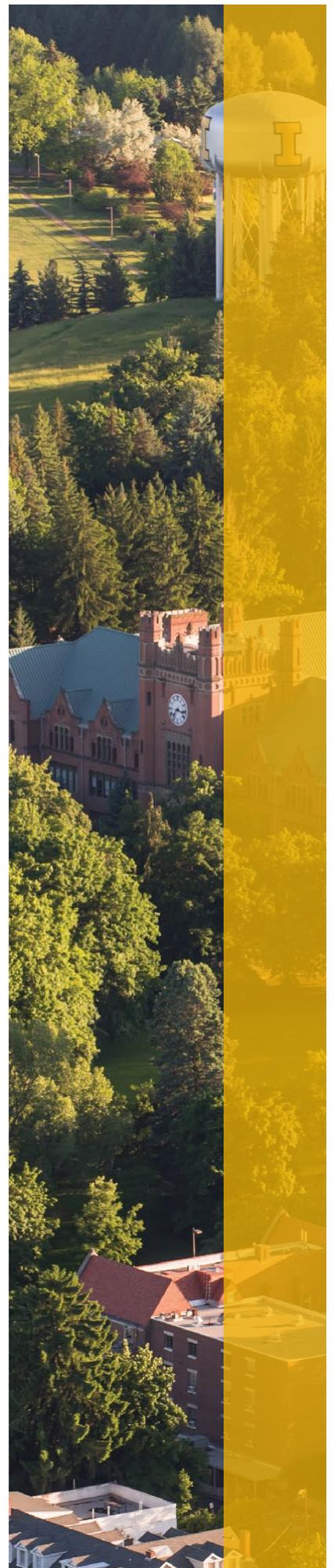
RETIREES ASSOCIATION ANNUAL REPORT

2018



**University
of Idaho**

It is U of I policy to prohibit and eliminate discrimination on the basis of race, color, national origin, religion, sex, sexual orientation and gender identity/expression, age, disability, or status as a Vietnam-era veteran. This policy applies to all programs, services, and facilities, and includes, but is not limited to, applications, admissions, access to programs and services, and employment.



2018 PRESIDENT'S MESSAGE



Greetings,

My tenure as President of University of Idaho Retirees Association (UIRA) has been completed. Thank you for the opportunity to serve. For me, the most important function of the UIRA is the resultant

interactions of folks with a history at the UI. Although I spent my entire professional career at the University of Idaho, I have discovered that I failed to meet several faculty and staff on campus (science folks sometimes get cloistered in their laboratory environments) and am currently able to make amends as a result of the social activities of this association.

This year has been exciting and productive primarily as the result of the efforts of the members of the UIRA Board of Directors. A list of the membership of the committees and a summary of their activities is provided in this report. I thank the Directors for their time and energy. I urge everyone to consider serving on the Board; it is a three-year commitment, but it is where "the rubber meets the road" for the organization. To volunteer or to get additional information, please contact me or anyone on the Board of Directors. I guarantee that you will find the experience satisfying.

UIRA assisted in the initiation of another trip to New York City, but it was Nels Reese that developed the itinerary, provided a series of pre-trip discussions on the expected buildings and activities and led the resultant group on the tour. If there is another person with Nels' energy level and passion about his subject matter, I have yet to meet him or her. Nels – well done.

One of the major changes in our organization this year was the methodology for the acquisition of membership by retirees. In the absence of dues, the Board of Directors determined that application for membership to UIRA for folks that have retired from the University of Idaho was an unnecessary

step and decided that membership would be automatic for all retirees. As a result of this change, each person that retires from our university will receive a card identifying the fact that they are members of UIRA. The present challenge is to have a current email address of all retirees so that everyone is informed of the upcoming social events and activities of UIRA. If you are not getting email notices of UIRA events, please provide the Alumni Office with your current address.

For those of you that are unfamiliar with the role of UIRA, I will give you my view.

I believe that UIRA has four major objectives. The first and probably the foremost is maintaining and promoting interactions among our membership by organizing and sponsoring social events. The purpose of these activities is to provide a venue to promote interaction among retirees. Additionally, each luncheon has a speaker that is chosen to provide information on programs at the UI, in Moscow or our region. A second activity is monitoring and providing input on changes or proposed changes in retirement benefits. The members of the Board that participate in this area monitor and share with the membership changes in the retirement benefits from the university and from governmental agencies. A third and special function of our association is the support of U of I students by providing scholarships (a \$2000 stipend) to each of three sophomores. This year UIRA is supporting Miles Whitling, Elle Sutherland and Gunnar Vittrup. Additionally, each of the scholarship students is invited to the fall luncheon to meet our members and to introduce themselves. Another important activity is remembering and honoring retirees that have deceased. As a means of honoring the service of our retirees, UIRA sends a hand written, personal note to the immediate relative of each retiree that has passed.

This thing called retirement takes commitment. I am not sure that I have it right yet but UIRA is helpful.

Joe Cloud

2018 UIRA President

2018 COMMITTEE ASSIGNMENTS

Alumni Association Representative	Joe Cloud
Benefits	Carol Grupp, Dave Walker
Budget	Joe Cloud, Maury Weise, Bruce Pitman, Ed McBride
Caring and Memorials	Jerry Galloway, Dave Walker, Jerry Tuchscherer
Communications	Mary Ann Reese, Pete Haggart, Jerry Tuchscherer
Membership	Jerry Galloway, Linda Web, Diane Walker, Jeff Horton, Corrine Lyle
Programs and Social	Barbara Jordan, Judy Bielenberg, Bruce Pitman, Ed McBride, Diane Walker, Joyce Davidson
Scholarship	Maury Weise, Jeff Horton

PAST PRESIDENTS

2018 – Joe Cloud	2003 – Larry O’Keeffe	1988 – Elbert Barton
2017 – Ed McBride	2002 – Joyce Presby	1987 – Ken Hungerford
2016 - Dale Gentry	2001 – Flip Kleffner	1986 – Nancy Atkinson
2015 – Sue Eschen	2000 – Maurice Johnson	1985 – Bernard Borning
2014 – Jama Sebald	1999 – Peter Haggart	1984 – Charles Decker
2013 – Carolyn Riggs	1998 – Ken Laurence	1983 – James Kraus
2012 – Kathleen Johnson	1997 – Duane LeTourneau	1982 – Dwight Kindschy
2011 – Earl Bennett	1996 – Floyd Peterson	1981 – Vernon Burlison
2010 – Bill Shane	1995 – Everett Samuelson	1980 – William Moore
2009 – Lois Pritchett	1994 – Ann Goff	1979 – Kenneth Dick
2008 – Doug Pals	1993 – Glen Lewis	
2007 – Kathleen Johnson	1992 – Art Gittins	
2006 – Jerry Adams	1991 – Bert Cross	
2005 – Bill Belknap	1990 – Floyd Frank	
2004 – Dick Bull	1989 – William Parish	

INCOMING PRESIDENT'S MESSAGE



Fellow Retirees
(Friends),

Happy Birthday to us! UIRA will celebrate our 40th anniversary this year. While we celebrate this milestone, we will

also look to the future by paying attention to important issues that concern U of I retirees and the University of Idaho and offer engaging activities for you.

We will devote much energy to connecting University of Idaho retirees with one another in ways that feature the arts, current events and good food. We will invite you to our April brunch will feature a wonderful program about local and regional wines. In May, we will invite you to join us for a day in Uniontown exploring the Dahmen Artisan Barn, a winery and a new restaurant. This summer, we will invite you to a picnic and horseshoe pitching lessons. This fall, we will introduce the new University of Idaho President at our September luncheon. We also hope to connect you to signature university events such as the Common Read and Borah Symposium.

We will also actively advocate for UI retirees in annual negotiations concerning our retirement health benefits. Carol Grupp and David Walker have a seat at the table in these annual discussions and do an excellent job on our behalf.

I invite you to participate in the Idaho Treasure Award process. The Idaho Treasure Award is given to a U of I Retiree who has exceptional achievement in volunteerism and leadership to

the University. We hope that you will nominate someone who is deserving of this honor. This award is described on our website and includes nomination materials. The deadline for nominations is April 1, 2019.

I would like to draw your attention to an action that was taken by the UIRA Board of Directors in 2018. Our UIRA board made a consequential decision to make all UI retirees and spouses members of UIRA. There is no membership application form to complete or fee required to become a member of UIRA. If you retire from the University of Idaho, then you are a member of UIRA. We simply ask that you give us your preferred email address. UIRA is not a club to join but an association for the benefit of all UI retirees.

I would like to thank Joe Cloud, who did an outstanding job as UIRA president this past year and who continues to be a source of wisdom for us as he serves as past president. I also want to express gratitude to Pete Haggart, who recently left the board after many years of service by most recently being our Board Secretary and earlier president. Other departing dedicated board members include Jerry Galloway, Linda Webb and Jeff Horton. I am grateful that Alton Campbell, Jeanne Stevenson and Darrell Bolz have agreed to serve on the UIRA board and that Jennifer O' Laughlin has agreed to come on to the board as the UIRA vice-president. We are also pleased that Judy Bielenberg has agreed to stay on the board for another year as an essential member of the program committee.

We are honored to work on behalf of all U of I retirees. Go Vandals!

Sincerely,

Bruce Pitman, 2019 UIRA President

MEET THE 2019 UIRA OFFICERS AND DIRECTORS



Bruce Pitman
President



Barbara Jordan



Diane Walker



Jennifer O'Laughlin
Vice President



Judy Bielenberg



Darrell Bolz



Maury Wiese
Treasurer



Mary Ann Reece



Alton Campbell



Vacant
Secretary



Dave Walker



Joe Cloud
Past President



Jerry Tuchscherer



Jeanne Stevenson



Carol Grupp

2019 UIRA SOCIALS AND LUNCHEON DATES

Subject to change. Please check www.uidaho.edu/UIRA and Facebook for updates.

March 23, 2019 - Saturday **DancersDrummersDreamers**

2:00 p.m.

Hartung Theater, 625 Stadium Way, Moscow

\$5.00 admission for UIRA members and a caregiver

RSVP required

April 1, 2019 - IDAHO TREASURE AWARD NOMINATIONS DUE

April 18, 2019 - Thursday

UIRA SPRING BRUNCH

Best Western Plus University Inn

9:30 a.m. – Social with coffee and tea

10:00 a.m. – Brunch

RSVP required

May 2019 – Event TBD

June 2019 - WELCOME SUMMER WITH ICE CREAM

June 13, 2019 - Thursday

PIZZA & PITCH: HORSESHOES IN THE PARK

Ghormley Park, 400 Home St., Moscow

6:00 p.m.

RSVP required. Rain cancels.

July 16, 2019 – Tuesday

UIRA SUMMER PICNIC

East City Park, 904 E 1st St., Moscow

6:00 p.m.

RSVP required

August 27, 2019 - Tuesday

AROUND THE WORLD TRAVEL SERIES

Fairview Village Estates Lodge

403 Samaritan Lane, Moscow

3:00 p.m.

No RSVP needed

September 19, 2019 - Thursday

UIRA FALL LUNCHEON & SCHOLARSHIP FUNDRAISER

Best Western Plus University Inn

11:30 a.m. – No-host Social

12:00 p.m. – Luncheon

RSVP required

October 19, 2019 – HOMECOMING ACTIVITIES

November 14, 2019 - Thursday

UIRA ANNUAL MEETING, INFORMATION FAIR, AND IDAHO TREASURE AWARD LUNCHEON

Best Western Plus University Inn

9:30 a.m. – Business meeting called to order

10:30 a.m. – Information Fair

11:30 a.m. – No-host Social

12:00 p.m. – 23rd Annual Idaho Treasure Award Luncheon

RSVP required for luncheon

December 2019 –

UIRA EVENING AT THE HARTUNG THEATER

December 2019 –

UIRA HOLIDAY SOCIAL EVENT

UI Starbucks and VandalStore, 710 Deakin Ave. Moscow

2018-2019 UIRA

SCHOLARSHIP RECIPIENTS

Soon after the University of Idaho Retirees Association was established in 1979, it created an endowment within the UI Foundation for the purpose of awarding student scholarships. By 1991, the endowment approached \$40,000 and had sufficient earnings for UIRA to award its first scholarship - \$500.

Today, with a value approaching \$145,000, the UIRA Scholarship Endowment has earnings sufficient to award three \$2,000 scholarships. The awardees are selected by the UI Office of Financial Aid based on sophomore standing, GPA and need.

The 2018-19 academic year recipients are:



Miles Whiting

Graduated from Logos High School in Moscow and is majoring in Marketing and Advertising.



Elle Sutherland

Graduated from Moscow High School and is majoring in Wildlife Management.



Gunner Vittrup

Graduated from Borah High School in Boise and is a dual major in Computer Science and Virtual Technology & Design.

2018 CARING AND MEMORIALS COMMITTEE REPORT

Last Name	First Name	Department	Deceased
Zimmerman	Shannon	Movement Sciences	1/3/2018
Martinez	Sarah	Custodial Service/Facilities	1/4/2018
Wenny	David	CNR	1/8/2018
Dolny	Dennis 'Denny'	Health Science (HPERD-Educ.)	1/9/2018
Crawford	Ron	Biochemistry	1/11/2018
Talbott Jonas	Arlene	Home Ec. (Family & Cons. Science)	1/28/2018
Barton	Elbert M 'Bart'	Executive Officer Navy ROTC Program & Dir. of Staff Personnel (Commander)	2/1/2018
Letizia	Paolo 'Paul'	Lab Assist. (Limnology Lab/Fisheries)	1/18/2018
Folk	Richard	Professor (Dept. of Forest Products)	1/23/2018
Bloomsburg	George Lukens	Professor (Dept. of Engineering & Director of the ID Water Resources Inst.	1/27/2018
Rose	Lois M.	Admin. Asst. Fish and Wildlife	2/9/2018
Parish	Mary Magdalene	William & Magdalene Parish Electrical Engineering Endowment at U of I	2/14/2018
Mosman	Barbara Jane	Taught speech & Communications	2/16/2018
Jones	Margaret/Spouse Jim	Department of Ag. Econ.	10/30/2017
Kindschy	MaryJane/Spouse Dwight	College of Agriculture	1/13/2018
Smith	Maxine/Spouse John G.	Baseball & Basketball Coach	3/6/2018
Kearney	Robert 'Bob'	Department of Physics	3/18/2018
Reid	Rolland "Rollie"	Dept. of Geology/Dean Col. of Mines	3/12/2018
McLean	Carroll 'Will'	Inventory Specialist	3/31/2018
Abraham	Terry	Library	3/31/2018
Hites	Kenneth 'Kenny'	Facilities Department	4/10/2018
Brown	Traci	Recreation	4/19/2018
Oller	Wesley	Facilities Department	4/24/2018
Pederson	Gary	Wife Jan works at U of I	5/10/2018
Knecht	Edward Theodore	Coach, Dir. of Athl. & Vandal Boosters	6/8/2018
Hanson	Casey Lynn	Col. of Ed. Dir. of Development	6/02/2018
Rogers	Richard	Established a U of I Scholarship	6/13/2018
Westberg	Carl	Library	6/25/2018
Tylutke	Anne	Spouse/Edmund	7/8/2018
Riggs	Dorothy Helen	Education/Sect.	7/09/2018
Hatch	Cheryl	Spouse/Chuck	7/15/2018
Siems	Peter	Geology Dept.	7/21/2018

Caring and memorials committee report continued...

Allen	Patricia ("Pat")	Col. of Ag., Clearwater Co. Extension	7/24/2018
Anderson	Jimmy ("Jim")	Scholarship Supporter	8/4/2018
Withers	Russell ("Russ")	Ag. Economics	8/?/2018
Turner	Betty	Col. Of Ag/Extension faculty	8/15/2018
Naskali	Richard	Biological Sciences/U of I Arboretum	9/13/2018
Milhollin	Dianne	Disability Support Services	9/15/2018
McDole	Robert 'BOB'	Research Fellow & Ext. Soils Specialist	9/16/2018
Brown	Darrel	U of I Machinist	9/23/2018
Cooksey	Barbara	Admin Assistant, Microbiology, Molecular Biology & Biochemistry	9/27/2018
Richard	Ronald ("Ron")	Dept. of Animal and Veterinary Science Manager of Vandal Brand Meats	10/13/2018
Brown	Samuel ("Sam")	Facilities (Grounds Shop)	9/21/2018
Fitzsimmons	Delbert	Biologic Engr. Dept., Chair of Ag. Engr. Extension Program	11/8/2018
Sebald	Jama	U of I Financial Aid	11/29/2018
Rudolph	Jean	Office Personnel	12/14/2018
Dunnam	Kent	ROTC Detachment & Computer Science	12/16/2018
Lee	Mary Caroline	Food Service/Wallace Complex	12/24/2018

Committee members: Jerry Galloway, David Walker, Jerry Tuchscherer

2018 FINANCIAL REPORT

JAN. 01 – DEC. 31

Beginning Checking Acct. Balance		4,488.16
Receipts:		
Luncheons		2,451.00
Brunch		891.00
Picnic		570.00
Scholarship: Raffle, Auction		655.00
UI President Subsidy		2,000.00
Total Receipts		6,567.00
Expenditures:		
Luncheons		2,525.03
Brunch		833.43
Picnic		632.75
Blooms Social		359.00
Donations: Pritch, Arbor, Human Cncl		300.00
Admin: FaceBk, Supplies, Ann. Meeting		470.92
Scholarship Endowment		655.00
Total Expenditures		5,776.13
Ending Checking Acct. Balance		5,279.03
LFCU SAVINGS	JAN. 01	Dec. 31
Regular	25.19	25.29
Supershare	10,251.71	10,279.56

2018 PROGRAMS AND SOCIALS COMMITTEE REPORT

We kicked off 2018 with a planning meeting for a second UIRA sponsored tour of New York City under the leadership of Nels Reese. Thirteen members set off on this adventure in May to experience what 18 other UIRA members had enjoyed in the fall of 2016.

Guest speakers at our luncheons and brunch were Dan Bukvich, Lauren Fins, and Kathy Barnard. In addition, at the September luncheon, we raised \$655 for our scholarship fund. We held our annual art raffle, featuring donated works from Flip Kleffner and Doug Davidson, as well as a dollar auction and a silent auction.

In June, 35 of our members gathered at the Pie Safe in Deary for lunch and a tour. We sampled award winning cheeses, discussed the many crafts displayed, and learned about the history of the building.

This year we introduced “Around the World Travel”, a new series of travel presentations. Our first adventure was travel through Ireland with Jay and Jennifer O’Laughlin and Doug and Joyce Davidson. Fairview Village Estates and their residents were our hosts for an enjoyable afternoon.

We continued some popular events held annually. Attendance at the Christmas play, the holiday social at the VandalStore, and DancersDrummersDreamers was made possible by the generosity of their respective departments. In addition, our members enjoyed a spring Arboretum tour, the summer picnic, a tour of the new Aquaculture Research facility, and social gatherings at Café Artista and at Bloom. In November, we met for our annual meeting, followed by a successful information fair, and the Idaho Treasure Award luncheon honoring Nancy Lyle.

We invite you to join us for some new activities and some old favorites in 2019. You are always welcome to attend our monthly committee meetings or to suggest activities that would be of interest to you.

Respectfully submitted by

Judy Bielenberg and Barb Jordan

Programs and Social Committee Co-chairs

IDAHO TREASURE AWARD



Nancy Lyle

With a personal motto of “do what you can, with all that you can as long as you can” Nancy Lyle ‘56 has served the University of Idaho, City of Moscow, dozens of special interest organizations, friends and family with energy, optimism and selflessness. As the recipient of the Idaho Treasure award, Lyle is a self-proclaimed eternal

optimist and a true gem to many.

Awarded by the U of I Retirees Association (UIRA), the Idaho Treasure Award recognizes retired university faculty, staff and/or family members who, in their retirement years, have significant achievements in volunteerism and leadership to the university.

“Nancy is the very heart of the Vandal Spirit and the Vandal community,” said Bruce Pitman, member of UIRA and retired dean of students. “She has given her considerable talents and sincere warmth to build alumni and UI retiree relationships with the university.”

A native of Moscow, Lyle graduated with a degree in Letters and Science in the pre-med program. As a U of I student, she served as *Gem of the Mountains* yearbook editor for the 1954 edition, was a member of the Spurs Honor Society and Alpha Phi Sorority where she also served on the corporation board. On top of all that, she was nominated for Homecoming court. After just two years, she transferred to use her pre-medical education to train as a nurse.

Service to others was something Lyle learned early from her father, Jim Lyle ‘29, who was the alumni director for the University of Idaho from 1946 to 1969. As a teen, she volunteered to help her father by addressing and sending alumni communications. Then, after retiring in 1994 from a 37-year nursing career, Lyle made her way back to Moscow from Oregon and found herself volunteering for the Alumni Office once again. That experience turned into a permanent

administrative support position from which she retired a second time in 2010.

Based on advice from mother Doris ‘29, “It’s better to wear out than rust out,” her list of organizational involvement includes the Campus Cristian Center board of directors, Alpha Phi Corporation board, University of Idaho Alumni Association Board of Directors, Moscow Rotary, Moscow Pleiades Club, the Washington Idaho Symphony, the League of Women Voters, Gritman Medical Center Foundation board of directors, Gritman Auxiliary, Latah Credit Union, Family Promise, Smart Women Smart Money...and the list goes on.

Recognition of Lyle and her family’s contributions to U of I can be seen throughout campus, from a Silver and Gold tree dedication plaque outside the Life Sciences Building, to the Jim Lyle award she received in 2012 from the U of I Alumni Association. This award — named after her father — is particularly fitting because it recognizes long-term dedication to service to the University of Idaho.

When asked about the motivating force behind her energy, Lyle said “I’m very fortunate to be able to volunteer when and where help is needed. I am happy to be in the ‘trenches,’ but also willing to be a leader if that is needed.”

Lyle attributes the friendships and life-changing experiences as the reason she gives so much. Her nominators for the Idaho Treasure award praise her dependability and skills in building connections and bringing people together. “I love to work hard and laugh hard,” she said. Based on the list of accomplishments by this Idaho Treasure, Lyle has inspired many others to do the same.

Would you like to nominate someone for the Idaho Treasure Award?

Go to <https://www.uidaho.edu/faculty-staff/uira/idaho-treasure> and click on the nomination form.

BENEFITS COMMITTEE REPORT

2019 Changes in Health Insurance Contributions for Retirees and Dependents

Based on revised actuarial projections, the change in gross rates will result in a contribution decrease of 15.3 % for *Tier I* pre-Medicare retirees and 3.3 % for *Tier I* post-Medicare retirees compared to 2018 contributions.

Contribution increases of 9.0% for *all other* pre-Medicare participants (including the dependents of *Tier I* pre-Medicare retirees) and 5.3% for *all other* post-Medicare participants (including the dependents of *Tier I* post-Medicare retirees) remain as previously announced in communications from the Office of Human Resources.

Communications

The UIRA Benefits Committee and representatives from Human Resources and its benefits consultants are now meeting separately to discuss issues of concern only to retirees—this in addition to regular Benefits Advisory Group meetings which the UIRA Benefits Committee continues to attend. These additional meetings allow much more in-depth discussions on issues unique to retirees and are a significant improvement in communication between UIRA and the University on health and life benefits.

Methodology for Calculating Contribution Increases

For pre-Medicare retirees and dependents, costs to the plan over the review period for medical expenses increased by 8%; costs for prescription drugs increased by 42%. Other changes in plan costs, such as life insurance premiums, as well as the smaller percentage increases for other plan administration expenses, less prescription drug rebates (which reduce costs) were considered in developing the necessary contribution increases for pre-Medicare participants of 9.0%.

For Medicare retirees and dependents, costs to the plan for medical expense increased by 3.7% and costs for prescription drug claims increased by about 5.5%. Factoring in the same percentage increases for other plan expenses were considered in developing the necessary contribution increases for Medicare participants of 5.3%.

Benefits committee members had requested clarification of the actuarial methodology used for calculating any necessary increase in contribution rates for *Tier I* retirees, citing language of the Faculty-Staff Handbook (FSH) which states that:

“Rates are subject to increase annually. Limits on the amount of increase apply only to *Tier 1* retirees and shall not exceed:

(1) the percentage increase of the total cost of the Retiree Health and Life Insurance Programs; or

(2) ten percent (10%) of the previous year’s premium paid by that retiree, whichever is less.”

Review of the methodology for calculating contribution increases, including a ten-year review of *Tier I* Retiree contributions, resulted in adjustments to the process as well as a reduction in the previously announced 2019 contributions for *Tier I* retirees. This adjustment reconciles the language of the Faculty Staff Handbook and the Settlement Agreement (which applies only to *Tier I* retirees) and applies only to the retiree contributions (i.e. it does *not* apply to the contributions for retiree spouses. Those contributions remain as previously announced in paragraph 2 above.)

Recent trends in Medical Costs

The reasons for medical cost increases are basically the same for retirees as for active employees. Costs of prescription drugs and treatment for serious acute or chronic illnesses remain the primary drivers pushing plan costs upward. Prescription drugs remain a significant factor. However, even though the trend for prescription drug costs is upward for all retirees, the overall effect on contribution rates for U of I coverage for pre-Medicare retirees is less than the effect of prescription drug costs on Medicare retirees' rates. This is because, for Medicare retirees, Medicare pays a major portion of doctor and hospital expenses leaving the U of I plan to cover prescription costs. All pre-Medicare retirees and dependents are in a common actuarial pool, all Medicare retirees and dependents are in another common pool—i.e., rates for pre-Medicare and Medicare participants are calculated separately but rates for retirees and dependents within those groups are not calculated separately (except for *Tier 1* retirees).

Both pre-Medicare and Medicare rate recommendations include a charge for adding 3-D mammogram coverage to the U of I plan. Benefits Committee members supported formalizing that benefit enhancement

Factors Influencing Costs of Medical Care and Insurance

1. Innovations in development of new drugs for rare diseases are saving lives but therapies routinely exceed \$300,000 per patient.
2. The number of high cost specialty drugs is increasing—this is good for patients but increases cost to plans.
3. Legislative and agency rules changes are allowing new drugs to come to market faster, accelerating cost increases to health plans.
4. Generic drugs are being reformulated as Brand drugs, enabling pharmaceutical companies to charge higher prices for minor changes in formulation.
5. Pharmacy Benefit Managers are increasing their profits through marketing vehicles—such as drug purchasing alliances between retailers and wholesalers, mergers between major distributors and large marketers, and moving into areas such as hospital supplies and retail pharmacy—in other words, consolidation of suppliers. These strategies have the potential to increase costs for group health plans.

To address these concerns, the University and its consultants are taking the following actions:

1. The audit of medical claims has been completed and results were favorable, i.e. there were no significant concerns with Blue Cross' payment of medical claims overall. This was a very encouraging finding.
2. The audit of prescription drug claims is underway. This audit will include a financial review, a plan design review, and a fraud and abuse review, and upon conclusion will also include in depth training to HR Benefits staff in the subject of Pharmacy Benefit Management.
3. The consultant is reviewing the volume discounts that are provided through the mail order provider, CVS.
4. The consultant is reviewing cost containment procedures applicable to DAW (Dispense As Written)

prescriptions (i.e. situations where either the patient requests or the doctor selects a brand drug when a generic is available, assuming equal effectiveness) and may recommend changes to plan benefits regarding these prescriptions.

5. Clinical reviews of new drugs coming to market are evaluated when changes to the Formulary are being considered.
6. The eligibility audit is scheduled to begin during 2019. This audit ensures that all benefits plan participants are actually eligible to participate in the plan in which they enrolled. Retirees may be asked to provide certain documents which will establish marriage and other dependent relationships.
7. The consultants are also reviewing the current and potential impact of co-pay assistance programs on the U of I plan.

Life Insurance Benefits (Tier I Retirees Only)

Tier I retirees have a life insurance plan which offers a \$10,000 death benefit which has been funded through purchase of insurance by the University.

Because this is a closed group that is aging, premiums have been increasing at an unsustainable rate. Consequently, the University is in the process of changing the funding source for this plan to a dedicated trust. This “process change” will reduce costs while continuing to provide the same benefit to participants.

Participants will need to complete new Beneficiary Designation/Change forms—these were distributed at the Annual Meeting, and may be obtained by contacting the Benefits Office at benefits@uidaho.edu

Respectfully Submitted,
David Walker and Carol Grupp
Benefits Committee

UIRA Annual Report

University of Idaho Retirees Association, Founded in 1979

Editors: Joe Cloud, 2018 president; Tim Helmke, Office of Alumni Relations

Design: Katie Dahlinger, Office of Alumni Relations **Print:** UI Copy and Print Center

Many UIRA communications are delivered via email. Please update us with your new mailing address, phone, email address or other significant changes.

UIRA

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