

University of Idaho

2019 – 2020 Faculty Senate Agenda

Meeting # 6

Tuesday, September 24, 2019 at 3:30 pm

Paul Joyce Faculty- Staff Lounge & Zoom

- I. Call to Order
- II. Approval of Minutes (vote)
  - Minute of the 2019-2020 Faculty Senate Meeting # 5 (September 17, 2019) **Attach. #1**
- III. Consent Agenda (vote)
  - Committee Nominations from Committee on Committees **Attach. #2**
- IV. Chair's Report
- V. Provost's Report
- VI. Committee Reports
- VII. Other Announcements and Communications
  - University Other Eligible Benefit Issues
    - Brian Foisy, Vice President for Finance and Administration **Attach. #3a, #3b and #4**
  - Call on Motion to Repeal FSH 3705 (Vote)
    - Terrance Grieb, Faculty Senate Chair
- VIII. Special Orders
- IX. New Business
- X. Adjournment

Attachments:

- **Attach. #1** Minutes of the 2019-2020 Faculty Senate Meeting # 5 (September 17, 2019)
- **Attach. #2** Committee on Committees Nominations
- **Attach. #3a** 2019-Sept-3705-ExpandedHealthBenefits redline
- **Attach. #3b** FSH 3705 Cover Sheet and FSH 3705 redline copy
- **Attach. #4** Comparison Rate data sheet for health insurance costs

University of Idaho

2019 – 2020 Faculty Senate – **APPROVED**

Meeting # 6

Tuesday, September 24, 2019 at 3:30 pm

Paul Joyce Faculty- Staff Lounge & Zoom

**Present:** Bacon, Bridges, Caplan, Chapman, Cosens, De Angelis, Dezzani, Grieb (Chair), Hill, Jeffery, Keim, Kirchmeier (Vice- Chair), Lee-Painter, Lockhart, Paul, Raja, Sammarruca (w/o vote), Schab, Schwarzlaender, A. Smith, Tibbals, Wiencek (w/o vote).

**Present via Zoom:** Kern, McKellar, Tenuto, Sears.

**Absent:** Chopin, Foster, Luckhart, R. Smith.

**Guests:** 9.

**Guest Speaker:** Brian Foisy (Vice President for Finance).

I. Call to Order

- Chair Grieb called the meeting to order at 3:33 PM.

II. Approval of Minutes (vote)

- Minutes of the 2019-2020 Faculty Senate Meeting # 5 (September 17, 2019)
  - A motion to approve the minutes of the 2019-2020 Faculty Senate Meeting # 5 (Dezzani/ A. Smith) passed unanimously.

III. Consent Agenda (vote)

- Committee Nominations from Committee on Committees (seconded motion)
  - The committee nominations from the Committee on Committees were approved unanimously.

IV. Chair's Report

- The Center for Excellence in Teaching and Learning has announced their fall workshop series and their Faculty Spotlight Series. Complete lists can be found at <https://www.webpages.uidaho.edu/cetl/workshops/>
- The Office of Workforce Diversity has launched an Online Search Committee Training. IT is designed with hiring managers and search committees in mind but is available to everyone. [https://www.uidaho.edu/news/news-articles/faculty-staff-news/2019-september/092319-onlineuofisearchcommitteetraining?utm\\_source=University+of+Idaho&utm\\_campaign=1c8848535d-daily\\_register\\_042219\\_COPY](https://www.uidaho.edu/news/news-articles/faculty-staff-news/2019-september/092319-onlineuofisearchcommitteetraining?utm_source=University+of+Idaho&utm_campaign=1c8848535d-daily_register_042219_COPY)
- Jacob Lockhart was welcomed as the New ASUI Representative at the Senate. Jacob is replacing Jack Hanigan.
- Chair Grieb said he was very happy that Chandra Zenner Ford visited last week to discuss the Sustainable Financial Working Group. He said that communication between the faculty and the Working Groups is very important. Chair Grieb sent an email to Chandra to advocate for an early start of a two-way communication. He suggested an open forum, hopefully by the end of October. He will invite Chandra again to one of the Senate meetings and suggested her to consider a similar visit with the Associate Deans Group and Staff Council. He advocated for a

formalization of the communication process with the campus community. Chair Grieb remarked that there are 5 top goals for diversity and inclusion on campus. It is important to have a working group which addresses how to reflect those goals in the policy. The Sustainable Financial Working Group will have their first meetings on October 3 and 4, 2019.

#### V. Provost's Report

- September is Katy Benoit Campus Safety Awareness Month.
  - Stalking Prevention Lecture, Vandal Ballroom, Bruce Pitman Center, September 24, 2019 at 7pm.
  - Katy's parents are on campus this week. The Provost will meet them later in the evening. He encouraged everyone to attend the Stalking Prevention Lecture to show our commitment to safety.
- He solicited questions or comments. There were none.

#### VI. Committee Reports

- There were no Committee Reports.

#### VII. Other Announcements and Communications

- University Other Eligible Benefit (OEA) Issues – B. Foisy
  - Chair Grieb explained that this is not a seconded motion from a committee and called for a motion from the floor.
  - The following motion was made and seconded:  
I move to accept the recommendation of the Benefits Advisory Group brought to the Faculty Senate through the Vice President of Finance and Administration and to remove FSH 3705 from the Faculty Staff Handbook effective the date of approval by the President.  
(Tibbals/Dezzani)
  - Chair Grieb recognized B. Foisy to speak as the sponsor of the motion.
  - B. Foisy: He wanted to clarify the meaning of him being the sponsor. He said that he is not personally an opponent or a proponent of the OEA or the BAG recommendation. He said that President Green wants Faculty Senate to have the final decision which, either way, the President will adopt. Some points surfaced during the recent discussions:
    1. There are currently no same-sex couples using OEA coverage.
    2. The cost to retain OEA coverage will not be on a sliding scale; the range of impact is between \$39 and \$109 based on the selected level of coverage.
    3. He recalled that the State does not cover OEA, thus moving to a State plan means we will need to have this conversation again.
  - Chair Grieb displayed a power point slide to clarify what we will be voting on.
    - YES (FSH 3705 removed from FSH, OEA coverage not offered, no additional costs for covering OEAs).
    - NO (FSH 3705 stays in FSH; OEA coverage will be offered at the additional annual cost as specified on the slide).

- Chair Grieb opened the floor to discussion:
  - A Senator argued that there are data which we have not seen, such as the costs to those who are on the OEA insurance. This Senator reached out to several staff in his college. One was able to provide information (possibly this is the worst-case scenario). The best that they can afford is a plan that does not include dental or vision and comes with 5 times the current deductible. The increase to out of pocket cost would be \$3,000. The additional cost for these people will be \$1,300 per month. They wonder whether they should remain at UI or separate and go on Medicaid. The Senator asked the senate to join him in retaining FSH 3705.
  - B. Foisy asked Brandi Terwilliger to find the comparable COBRA cost. Brandi said they are \$1,569 to \$1,344 per month for PPO and HDHP respectively (employee and family coverage for 2019) for the same coverage these people currently have.
  - A Senator remarked that COBRA is just for a limited amount of time.
  - A Senator referred to the recent letter to the Faculty Senate from faculty member Kenton Bird. Kenton argues in his letter that the intent of the FSH 3705 was not just about same-gender couples, but also the 28 couples who would be impacted. The Senator reiterated her support for keeping FSH 3705.
  - A Senator said that he comes from a country where this discussion would not take place. Repealing FSH 3705 should never have come before us.
  - A Senator said that she has feedback from her constituency (20 faculty and staff) and they are split down in the middle. She does not know how to vote.
  - Chair Grieb said that we do not normally call for abstentions. But this time he will.
  - A Senator said that the majority of his constituency is in favor of keeping FSH 3705, but there is also considerable support for repealing it. Referring to a previous comment, he said that it is not fair to vilify people for raising the issue.
  - B. Foisy said that it is hard to say, “I don’t want to pay for someone else”, whereas it is easier to stand for the common good. He added that there are human aspects on both sides.
  - A Senator said that in his college about 50 out of 70 members are in favor of keeping FSH 3705. There may be a small sample bias, though.
  - The representative of the Graduate Student Association announced that he will abstain, because this is mostly a Faculty and Staff issue.
  - A Senator said that she did not have a lot of responses but many of those were in favor of keeping FSH 3705. She said that it is ok to do the right thing collectively. What we do sends a message about who we are as an institution.
  - Chair Grieb invited comments from the Staff Council perspective.
  - A Senator responded that Staff Council voted 12 versus 10 for keeping FSH 3705.
  - The ASUI representative reported that there were 5 YES and 5 NO in his constituency.
  - A Senator reported that in his constituency 10 voted in favor and 1 against keeping FSH 3705. But he remarked that he did not ask everyone. He stated that he wants to work in a place where we take care of everyone and one another.
  - A Senator commented that Faculty are privileged in terms of salary, and he understands why some people do not want to pay to endorse someone else’s lifestyle choices. But we do not know the circumstances around their lifestyle choices, so the common good is to keep FSH 3705.
  - Chair Grieb asked if there were more comments or questions from the Senators and there were none.

- Chair Grieb called for a vote on the motion to repeal FSH 3705. The count was as follows:
  - YES (remove FSH 3705 and no longer offer the OEA): 1
  - NO (continue FSH 3705 and continue to offer the OEA): 18
  - Abstention: 4
    - The decision is to keep the FSH 3705 and continue offering the OEA coverage.
- Chair Grieb requested Human Resources to amend this year's plan to reflect the vote.
- A proxy for an absent Senator said that the absent Senator thought that a "NO" vote would not go far enough. We should write a statement to reaffirm our commitment to diversity and inclusion.
- Chair Grieb: Comment noted.
- Chair Grieb said we should think about our experience with the OEA issue for a couple of weeks and consider what we can take away from this experience. A subsequent report will be provided for discussion and consideration.

#### VIII. Special Orders

- There were no Special Orders.

#### IX. New Business

- There was no New Business.

#### X. Adjournment

- Adjournment at 4:17 PM
  - Motion: Tibbals
  - Seconded: Jeffery

Respectfully Submitted,

Francesca Sammarruca  
Secretary of the University Faculty & Secretary to Faculty Senate

## University of Idaho

2019 – 2020 Faculty Senate – **Pending APPROVAL**Meeting # 5

Tuesday, September 17, 2019 at 3:30 pm

Paul Joyce Faculty- Staff Lounge &amp; Zoom

**Present:** Bridges, Caplan, Chapman, Cosens, De Angelis, Dezzani, Grieb (Chair), Hill, Jeffery, Keim, Kirchmeier (Vice- Chair), Lee-Painter, Luckhart, Paul, Raja, Sammarruca (w/o vote), Schab, Schwarzlaender, A. Smith, Tibbals, Wiencek (w/o vote).

**Present via Zoom:** Kern, McKellar, Tenuto, Sears.

**Absent:** Bacon, Chopin, Foster, Hanigan, Meeuf, R. Smith.

**Guests:** 11.

**Guest Speaker:** Brian Foisy (Vice President for Finance and Administration)

Chandra Zenner Ford (Executive Special Assistant to the President (Boise))

- I. Call to Order
  - Chair Grieb called the meeting to order at 3:30 PM. He welcomed everybody back and announced that we have interesting issues to discuss.
  
- II. Approval of Minutes (vote)
  - Minutes of the 2019-2020 Faculty Senate Meeting # 4 (September 10, 2019)
    - Lee-Painter: moves to approve.
    - Chapman: seconds the motion.
    - A. Smith: The statement by Brian Foisy that the Faculty Senate is being asked to decide between the needs of the few and the needs of the many was not in the minutes. He thinks this statement should be in.
    - A. Smith makes a motion to amend the minutes and include Brian Foisy's comment.
      - Luckhart seconds the motion.
    - Chair Grieb: Normally guests are not recognized to speak but, as an exception, he invites guest Brian Foisy to comment.
      - Foisy: He does not have any objections to that statement being included in the minutes.
    - Keim: Amendments should reflect the balance of the discussion. The context should be more important than a single moment.
  - The motion to amend the minutes of carried unanimously.
  - Chair Grieb asked if there is any additional discussion. There is no additional discussion.
  
- III. Consent Agenda (vote)
  - Committee on Committees Nominations.
    - Chair Grieb explained that a Consent Agenda contains items to be approved quickly and "in bulk". We would prefer to wait until next week when the complete information is available from the Committee on Committees.
    - Chair Grieb decided to postpone the matter of Committee on Committees Nominations.

#### IV. Chair's Report

- The University Faculty Meeting will be held on Wednesday, September 18, 2019 from 2:30 pm to 4:00 pm in the International Ballroom, Bruce Pitman Center. Everyone is encouraged to attend. New faculty will be introduced and faculty who have been awarded tenure will be recognized.
- At the last meeting, we voted to suspend FSH 1540 A-1. The main immediate purpose of our vote was to allow off-site faculty to be involved in the introduction process at tomorrow's UFM (09/18/2019). That vote is moot. Only the president can suspend a policy and only in an emergency, see FSH 1460 C-3. However, what we wanted to achieve will happen per FSH 1540 E-3.
  - Chair Grieb offered an apology for the out-of-order suspension of FSH 1540 A-1. He noted that the Multi-Campus Communications Committee is working on a long-term solution to the issue of broader off campus participation in future UFM's.
- Lecture Series Commemorates 100th Anniversary of 19th Amendment.
  - The Seeking Suffrage Lecture Series, with public presentations at U of I and in Moscow, begins at 7 p.m. Monday, Sept. 23, in the Haddock Performance Hall on campus.
  - Historian and U of I alumna Karen Offen will discuss "Seeking Suffrage: The Pursuit of Women's Right to Vote Worldwide" to introduce the global background for the American suffrage campaigns and compare them to similar campaigns in France, Great Britain, and Germany.
- The third annual Read Out! for Banned Books.
  - Chair Grieb encouraged the Senators to join him in this event. The third annual Read Out! for Banned Books will take place from 11 a.m. to 1 p.m. each day during the week of Sept. 24-28. Participants will read aloud for 15 minutes from a banned/challenged book in front of the Curriculum Center on the third floor of the College of Education, Health and Human Sciences building.
  - The provost said that he had participated in this event in previous years.

#### V. Provost's Report

- The Provost is following up on a pending issue (last year's memo from Penny Morgan) concerning the relative growth of the administration.
- The Provost has been communicating with the President about two possible additional projects for the UBFC. More information is to come.
- The IPEC will be reconstituted. More information to come later. This is important for the accreditation process and comes out of the Strategic Plan.
- The Provost asked whether there were any questions or comments. There were none.

#### VI. Committee Reports

- There were no Committee Reports.

#### VII. Other Announcements and Communications

- Brief update on some committee projects (Francesca Sammarruca, Faculty Secretary)
  - An update was provided by Secretary Sammarruca on active projects with the Faculty Affairs Committee:
    - FAC is revising FSH 1565 to best recognize recruiting and retention in a faculty's Position Description. This may come before Senate within a few weeks.

- Proposed P&T Policy Change: Mid October is the projected timeline for preliminary discussion at Senate.
  - i. Correction by Chair Grieb: actually, early to mid-November.
- Sustainable Financial Model Working Group
  - Chandra Zenner Ford, Executive Special Assistant to the President
    - Chandra starts the presentation by giving some background about herself.
    - President Green is using the working group model to inform decision-making, address current challenges and focus on strategic initiatives. The first focus will be to adjust the current financial model for the university.
    - After brainstorming from the Working Groups, the discussion will come back to the Senate, Cabinet & Staff Affairs – hopefully by January 2020.
    - The Sustainable Financial Model (SFM) is separate from the current budget shortfall. It's a higher-level model that will change the way we do business in the next 10 years.
    - Some projects are large, and we have to think of how we are going to sustain them (ICCU Arena, CAFÉ).
  - Questions:
    - S. Luckhart: There has been some talk about moving us towards an R1 institution. Is there going to be a working group to address that?
    - C. Ford: This working group is not currently on President Green's list but is being considered.
    - Chair Grieb: he asks about the process for sharing with faculty and staff and gather feedback from the campus community.
    - C. Ford: Chandra will work with John & Brian to gather feedback from campus. The process to gather feedback from Faculty Senate, Cabinet and Staff Affairs has not been fully formed but will happen before putting together final roadmaps. A full report and recommendations are expected to be complete in January. The feedback process will take place at that time
    - E. Chapman: Is the nomination process over?
    - C. Ford: No, it's not yet finalized for the remaining working groups. The Sustainable Financial Model is the only one that is closed.
    - Chair Grieb: Thank you. I like to share with you some feedback I heard from people. There is a fear on campus that feedback is gathered after decisions are made.
    - C. Ford: The results of the working group with recommendations will be presented for your feedback before final roadmaps are made.
- University Budget & Other Eligible Benefit Issues
  - Brian Foisy, Vice President for Finance and Administration
    - Chair Grieb introduced VP Foisy
  - Foisy: He will address two issues. One is the structure of the budget in general. The other is the issue of Other Eligible Adult coverage for next year's health insurance plan.
  - Lee-Painter: He asked about moving to a state-funded medical plan. What is the timeline and what are the advantages?
    - Foisy: We have just begun the investigation process. Foisy proceeded to explain in detail several aspects involved in the transition. They are evaluating the impact of the eventual transition.

- Chair Grieb recognized guest Kent Nelson. Mr. Nelson confirmed the analysis being presented by VP Foisy.
- Secretary Sammarruca: would it be correct to put your answer to Senator Lee-Painter's question in a "nut shell" by saying that the analysis is being done now and the transition date will be July 2021?
- Foisy indicated that was correct, although whether we transition to the state plan and the actual timing of such a transition are still to be determined.
- Kern asks that the last question and answer be repeated.
- Chair Grieb: He provided some clarifications and comments. We will vote next Tuesday on whether to keep or repeal FSH 3705.
  - The actuaries gave us the numbers those are reflected in spreadsheet created by VP Foisy. That spreadsheet was emailed to Senators with a discussion of the issues last Friday. He encouraged Senators to share the spreadsheet with everyone in their college/unit.
  - If Senate votes to repeal FSH 3705, the plan currently set forth will remain in effect. If not, the plan as set forth cannot be enacted. If FSH 3705 is not repealed then, the OEA's will continue to get coverage. The marginal cost increases are reflected in the spreadsheet.
- Kern: Will the entire faculty not be voting?
- Chair Grieb: If next week the Senate votes to keep FSH 3705, then no other vote needs to happen. If Senate votes to repeal FSH 3705, then the proposal will go before the general UFM in December. Scott Green will consider invoking a temporary emergency policy to suspend FSH 3705 until the December UFM. If the faculty votes to keep FSH 3705 at that time, then the new plan will be already in place and we would go back to the OEA-covered plan in January 2021.
- Nelson : There is an alternative. If you choose to repeal, you can delay the effect for a year.
- In response to request of clarification from Senator Schwarzlaender, Chair Grieb reiterates that OEA coverage depends on how we decide.
- The state of Idaho does not provide OEA coverage. What's the probability that we join the state plan?
- Foisy: While no decision has been made, in my opinion it is not a matter of "if", it is a matter of "when".
- Wiencek: We need clarity in communication. Whether we give 6 months or 18 months to the plan, how are people impacted?
- Luckhart: She has communicated with faculty and there was unanimous concern. The faculty she communicated with expressed unanimous support for maintaining OEA. She stated that she is faculty in both the College of Science and the College of Agricultural and Life Sciences. She indicated that she got the same response from senators in both colleges.
  - Chair Grieb noted that although she is a faculty in both colleges, she only represents CALS in the Faculty Senate. However, it is recognized that senators are able to talk to faculty and staff across campus and to reflect those conversations in their comments.

- Caplan: At the moment, UI covers retirees. By the same logic, could UI pick up coverage of OEA if and when the state denies it?
- Foisy: It's about whether we can afford it or not.
- Cosens: All the faculty I consulted supported OEA. They feel we need to be more inclusive, even if just for 18 months.
- A. Smith: Thank you for the spreadsheet. The faculty he has spoken with thought that repealing FSH 3705 would be reprehensible. He had a specific question for Brian. He cannot reconcile the numbers. The 155k figure is based on the assumption that all 28 employees receiving OEA benefits would go from a PPO plan (+ family) to nothing. Many of those employees do not have children and some are getting married (which implies zero savings).
- Foisy: Rates are calculated by actuaries. From the impact estimated by the actuaries, 200k was the projected savings. Note that these number have been different over time: 28, 29, 33. The number was 33 when actuaries calculated the rates.
  - Today there are 29 employees impacted by OEA, but a total of 75 covered members.
  - One last thing: 200k of projected savings over 33 employees amount to \$6,061 (less than \$10,541). 200k over 75 members amounts to \$2,047. Actuaries calculate averages across the total pool. They divide by employee, not by member.
- Chair Grieb: Details are important. But the bottom line is that there are 5 different classes of coverage on the spreadsheet. The increases due to continuing OEA are the same in the PPO or the HD plans. The annual increase is about \$38 per year on the low end, and \$108 per year on the high end. This translates into \$1.48 or \$4.18 per paycheck.
- Jeffery: He was surprised. 1) This is not what we heard last week. 2) Some faculty members he spoke to describe the state plan as being much worse. 3) It has been mentioned that some of the impacted couples will marry. But this is not really the point: the way to go about this is to approach the state legislators.
- Chair Grieb: Yes, it is hard to make simple sense of the numbers. It would have been best if BAG had been aware of FSH 3705. I should have known about it. Nobody was acting in bad faith, but numbers should have been explained better.
- Luckhart: Were individuals impacted by this decision were informed earlier. Why are we only discussing this now when prior decisions were made? She would like to understand this, but she is happy with the outcome. All the faculty she has spoken with are supportive of OEA regardless what it costs.
- Chair Grieb: In fact, the impacted individuals got notification before everyone else. After the university-wide email went out, a faculty member pointed out the inconsistency with FSH 3705. If it wasn't for that, things would have moved forward as planned.
- Luckhart: I am shocked how this went past the General Counsel's Office.
- Nelson: He indicated that some of the blame for missing 3705 lay with his office. He indicated that did not see the document.
- Schwarzlaender: If it wasn't for FSH 3705, OEA would be gone at this point. I couldn't care less about a small increase. But he cannot put himself in the situation of someone making \$38,000/year. Feedback from Staff Council is important.
- Chair Grieb invited Senator Tibbals to comment.

- Tibbals: The current vote from Staff Council is: 12 to keep OEA, 10 to repeal it, 1 abstention. Those who spoke at the meeting expressed strong feelings. So, that's where Staff Council is. Slightly in favor of OEA.
- Chair Grieb: Was the spreadsheet was the main reason for the change in Staff Council's vote?
- Tibbals: In part, yes. But they also had more time to consider. A person who would be impacted by the loss of OEA said she would be ok without it.
  - We could look at the financial cost on those who would lose coverage and see whether it is greater than the impact on the rest of us (Tibbals, in response to a comment from Paul).
- New Athletics Director Terry Gawlik was introduced.
  - She looks forward to working with all of us. She hopes to see everyone at the events.
- Schwarzlaender: Before we adjourn, I wish to say that I like to hear more.
- Kern: She indicated that she would like to receive the Talking Points for her constituency before the end of the week, preferably on Wednesday or on Thursday morning, so that she can distribute to her faculty/staff in a timely manner for further discussion.

VIII. Special Orders

- There are no Special Orders.

IX. New Business

- There is no New Business.

X. Adjournment

- Adjournment at 5:05 PM

Respectfully Submitted,

Francesca Sammarruca  
Secretary of the University Faculty & Secretary to Faculty Senate

Committee on Committee Appointments  
 Summer 2019  
 Fall 2019 (current 9/23/19)

|  |                                 |      |
|--|---------------------------------|------|
| Administrative Hearing Board               |                                 |      |
| Jean Mattimoe                              | Faculty/Law                     | 2022 |
| Faculty Affairs Committee                  |                                 |      |
| Manoj Shrestha                             | Faculty                         | F19  |
| Chantal Vella                              | Faculty                         | S20  |
| Information Technology Committee           |                                 |      |
| Michael Doherty                            | Faculty                         | 2021 |
| Officer Education Committee                |                                 |      |
| Brian Balazs                               | Head/Aerospace Studies<br>(WSU) |      |
| Parking                                    |                                 |      |
| Ben Ridenour                               | Faculty                         | F19  |
| Teaching and Advising Committee            |                                 |      |
| Andrea Chavez                              | Department Staff Advisor        | 2022 |
| University Budget and Finance Committee    |                                 |      |
| Louise-Marie Dandurand                     | Faculty (CALs)                  | 2021 |
| University Committee for General Education |                                 |      |
| Berna Devezer                              | Faculty (Bus & Econ)            | 2022 |
| Olivia Wikle                               | Faculty (Library)               | 2020 |
| University Curriculum Committee            |                                 |      |
| Manoj Shrestha                             | Faculty (CLASS)                 | F19  |
| Aleksandra Hollingshead                    | Faculty (Educ)                  | 2022 |
| Faculty Appeals Hearing Board              |                                 |      |
| Jessica Stanley                            | Faculty (alt.)                  | 2020 |
| Admissions Committee                       |                                 |      |
| Mindy McAllister                           | Professional Advisor            |      |
| Zonglie Hong                               | Faculty (alt.)                  |      |
| Committee on Committees                    |                                 |      |
| Rich Seamon                                | Faculty                         | 2021 |

3705

**EXPANDED HEALTH INSURANCE BENEFITS**

*Preamble: This policy was created in 2012 with employee recruitment and retention purposes in mind as well as improving the culture and climate at the University.*

**A. Policy.** ~~In recognition that provision of health insurance benefits is a valuable tool that can enhance faculty and staff recruitment and retention, the University of Idaho provides health insurance benefits to an employee, to another eligible adult individual within the employee's household, and to qualifying dependents.~~

**B. Definitions.**

**B-1. Other eligible adult individual:** ~~For purposes of this policy the term "other eligible adult individual" shall include a married spouse of the employee or another adult individual who falls within certain eligibility criteria based on:~~

- ~~a) living together with the employee in the same residence with intention to do so indefinitely, and~~
- ~~b) being financially responsible with the employee for the other's welfare.~~

~~Specific criteria for other eligible adult individuals beyond a married spouse of the employee shall be established by the university in consultation with the university's benefits advisory group and the university's actuarial consultants.~~



PPO

|                     | <u>Projected Enrollment</u> | <u>2019 Rates</u> | <u>2020 w/o OEA</u> | <u>2020 with OEA</u> | <u>2019 Rates</u> | <u>2020 w/o OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> | <u>2020 w/o OEA</u> | <u>2020 with OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> | <u>2019 Rates</u> | <u>2020 with OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> |
|---------------------|-----------------------------|-------------------|---------------------|----------------------|-------------------|---------------------|---------------------------|------------------------|-------------------------|---------------------|----------------------|---------------------------|------------------------|-------------------------|-------------------|----------------------|---------------------------|------------------------|-------------------------|
| Employee Only       | 403                         | 61.84             | 66.97               | 68.45                | 61.84             | 66.97               | 5.13                      | 133.38                 | 8.3%                    | 66.97               | 68.45                | 1.48                      | 38.48                  | 2.2%                    | 61.84             | 68.45                | 6.61                      | 171.86                 | 10.7%                   |
| Employee + Child    | 73                          | 86.58             | 93.75               | 95.83                | 86.58             | 93.75               | 7.17                      | 186.42                 | 8.3%                    | 93.75               | 95.83                | 2.08                      | 54.08                  | 2.2%                    | 86.58             | 95.83                | 9.25                      | 240.50                 | 10.7%                   |
| Employee + Spouse   | 166                         | 129.85            | 140.62              | 143.74               | 129.85            | 140.62              | 10.77                     | 280.02                 | 8.3%                    | 140.62              | 143.74               | 3.12                      | 81.12                  | 2.2%                    | 129.85            | 143.74               | 13.89                     | 361.14                 | 10.7%                   |
| Employee + Children | 36                          | 131.09            | 141.97              | 145.11               | 131.09            | 141.97              | 10.88                     | 282.88                 | 8.3%                    | 141.97              | 145.11               | 3.14                      | 81.64                  | 2.2%                    | 131.09            | 145.11               | 14.02                     | 364.52                 | 10.7%                   |
| Employee + Family   | 184                         | 174.38            | 188.83              | 193.01               | 174.38            | 188.83              | 14.45                     | 375.70                 | 8.3%                    | 188.83              | 193.01               | 4.18                      | 108.68                 | 2.2%                    | 174.38            | 193.01               | 18.63                     | 484.38                 | 10.7%                   |

HDHP

|                     | <u>Projected Enrollment</u> | <u>2019 Rates</u> | <u>2020 w/o OEA</u> | <u>2020 with OEA</u> | <u>2019 Rates</u> | <u>2020 w/o OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> | <u>2020 w/o OEA</u> | <u>2020 with OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> | <u>2019 Rates</u> | <u>2020 with OEA</u> | <u>Bi-Weekly Increase</u> | <u>Annual Increase</u> | <u>Percent Increase</u> |
|---------------------|-----------------------------|-------------------|---------------------|----------------------|-------------------|---------------------|---------------------------|------------------------|-------------------------|---------------------|----------------------|---------------------------|------------------------|-------------------------|-------------------|----------------------|---------------------------|------------------------|-------------------------|
| Employee Only       | 651                         | 25.72             | 35.34               | 36.82                | 25.72             | 35.34               | 9.62                      | 250.12                 | 37.4%                   | 35.34               | 36.82                | 1.48                      | 38.48                  | 4.2%                    | 25.72             | 36.82                | 11.10                     | 288.60                 | 43.2%                   |
| Employee + Child    | 75                          | 36.01             | 49.48               | 51.55                | 36.01             | 49.48               | 13.47                     | 350.22                 | 37.4%                   | 49.48               | 51.55                | 2.07                      | 53.82                  | 4.2%                    | 36.01             | 51.55                | 15.54                     | 404.04                 | 43.2%                   |
| Employee + Spouse   | 230                         | 54.01             | 74.22               | 77.32                | 54.01             | 74.22               | 20.21                     | 525.46                 | 37.4%                   | 74.22               | 77.32                | 3.10                      | 80.60                  | 4.2%                    | 54.01             | 77.32                | 23.31                     | 606.06                 | 43.2%                   |
| Employee + Children | 76                          | 54.53             | 74.93               | 78.06                | 54.53             | 74.93               | 20.40                     | 530.40                 | 37.4%                   | 74.93               | 78.06                | 3.13                      | 81.38                  | 4.2%                    | 54.53             | 78.06                | 23.53                     | 611.78                 | 43.2%                   |
| Employee + Family   | 391                         | 72.53             | 99.66               | 103.82               | 72.53             | 99.66               | 27.13                     | 705.38                 | 37.4%                   | 99.66               | 103.82               | 4.16                      | 108.16                 | 4.2%                    | 72.53             | 103.82               | 31.29                     | 813.54                 | 43.1%                   |