

**Meeting Minutes**  
**Dartmouth College Benefits Council (CBC)**  
**HR Training Room, 7 Lebanon Street**  
**May 6, 2008**  
**Approved December 2, 2008**

Members in attendance: Kimberly Cooper, Ursula Gibson, Mary Gorman, Ellen Henderson, Scott Holmes, Rich Howarth (Chair), Joy Kenseth, Diana Kiefer, Jennifer Loros, Charles Mannix, Jill Savage, Tom Shemanske, Robert Shumsky, Karen Summer, John Tansey, Lora Thompson Members absent: Elliot Fisher, Kathy Hayes, Diederik Vandewalle Others present: Meg Howard, Adam Keller, Dianne Kenney, Traci Nordberg
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Chairman Howarth called the meeting to order at 3:02pm and reviewed the agenda.

***Review of January 30, 2008 Minutes***

The Council discussed the desired format and content of the minutes. One member raised the concern that meetings should be a safe space for individuals to express their thoughts and concerns. The minutes are not currently posted online but have been at different times in the past. The Committee did not reach a conclusion on whether to resume posting minutes online.

A motion was made to approve the minutes of January 30, 2008, and the motion was seconded. All voted in favor.

***Health Insurance Working Group (HIWG) Update***

Dianne Kenney spoke about the April 16, 2008 Health Insurance Working Group (HIWG) meeting, where members reviewed the health claims cost comparison data for the College and Dartmouth Hitchcock Medical Center (DHMC). In the coming year, the College will work with DHMC's Chief HR Officer to find true commonalities in health care expenses and evaluate strategies for combining wellness/health awareness program resources in order to bring about the best end result for the community. The comparison indicated that both groups' claims dollars were highest in the following five major practice categories: orthopedics, cardiology, cancer, behavioral health, and gastroenterology.

In addition, in the prescription category, both organizations spend significant dollars on behavioral health and cholesterol medications. One member suggested that some employees' problems, and resulting need for mental health treatments and prescriptions, may be exacerbated by the length of the wait to get an appointment with a mental health provider. Another member questioned whether there are other models in the behavioral health industry that we could consider in efforts to make it easier for employees to access these services. Jim Platt (F/EAP) and Alan Green (Psychiatry) were identified as two

good resources for future discussion on this issue. A member offered that DHMC may also be a good resource for either combining models or exploring alternatives.

### ***Infertility Benefit***

Traci Nordberg provided a timeline of the CBC's infertility benefit discussion to date, including information explored in the past and issues to consider in the future. Chairman Howarth inquired about DHMC's infertility benefit, and whether the College could use that as a model. Ms. Nordberg did not have that information readily available but indicated she would get it for the Committee. One member commented that the Hospital's benefit is only for certain procedures which must be performed at DHMC in order to be covered. Conversely, other employers provide flat dollar reimbursements, and some others specify exactly what procedures are covered.

A member asked whether there is a correlation between fertility treatments and high-risk pregnancies. A discussion continued around the fact that high-risk pregnancies are possible but should not influence the decision whether to offer an infertility benefit.

Note: During the infertility benefit discussion, a member questioned what criteria or principles the CBC should apply when deciding whether to offer this and other benefits. Executive Vice President Keller indicated that he evaluates benefits in three ways:

1. What will most benefit the full employee population?
2. What are the tradeoffs in terms of total compensation?
3. What should Dartmouth offer its employees and recruits so that they want to work here (Employer of Choice)?

Discussion about the infertility benefit continued. Some members believed an infertility benefit would not be a useful way to spend money; however, others believed that the Committee should take some action now since the issue has been before the Committee for several years. Ms. Nordberg also noted that there is a request from the Committee on Priorities (CPR) to make a decision on whether an infertility benefit will be offered.

A member questioned whether \$5,000 per year is the right cap for the benefit. Ms. Nordberg explained that this amount was selected in order to be sensitive to controlling costs. She also indicated that the \$5,000 per placement adoption benefit was a factor in the determination. One member suggested that offering this money would be a good first step in creating a more comprehensive benefit, but that a greater benefit might be warranted in the future.

The motion was made and seconded, to adopt the \$5,000 per year reimbursement benefit, and requiring future CBC review of the benefit. Eleven members voted in favor of this benefit, and one member abstained.

If approved by President Wright, this reimbursement benefit could become effective on January 1, 2009. The CBC agreed to revisit this issue during each of the next two to three years, once there is some usage experience/cost data available.

### ***Retiree Health Benefits Update***

Changes to the retiree health premium subsidy benefit were finalized and employees were notified of the changes in April. Discussion ensued around the fact that the administration was responsive to employee/faculty feedback and that that led to a good outcome. Further discussion clarified that employees hired on or after July 1, 2009 will have access to Dartmouth's health plan, but will not receive a College subsidy toward their health insurance premium as retirees. Dartmouth will also contribute to the retirement savings accounts of those new employees. The details of that plan are currently being finalized.

### ***Conclusion***

Items to discuss in 2008-2009:

- Identify guidelines for evaluating additions and/or changes to College provided benefits
- Behavioral health challenges—access to treatment; high prescription costs
- Putting the health insurance administration services work (currently Anthem) out to bid
- Continue to evaluate Dartmouth College/DHMC joint wellness/health initiative opportunities
- Look at retirement savings investment offerings available to employees

The idea of additional CBC meetings was again raised. Additional meetings are a goal of Chairman Howarth's, though it was acknowledged by many that in the past faculty calendars have made more frequent meetings very difficult to schedule. A member suggested that if additional meetings can not reasonably be scheduled, that the group consider virtual meetings and/or communicating on certain issues via Blackboard between meetings. This may address another member's concern that the CBC is reviewing the same questions over and over again and is not making quick progress. Another member suggested that the Committee receive information ahead of time so that members could be better prepared for discussions during the few meetings that are scheduled. Human Resources staff committed to working with the group to disseminate information in advance of meetings.

A motion to adjourn the meeting was made and seconded at 4:37pm. All voted in favor of adjournment.