

**APPROVAL OF COLLEGE 2012-13 EMPLOYEE  
HEALTH AND DENTAL INSURANCE PROGRAMS**

**RESOLUTION NUMBER 2012-10**

**WHEREAS**, the State Board of Trustees has delegated to the President of the College the responsibility for the provision of employee benefit programs, subject to the approval of the Board for specific contracts and expenditures exceeding \$500,000, and

**WHEREAS**, the President has appointed a committee of College executives to review the actuarial performance of the employee medical, dental and pharmacy programs and to recommend plan designs that are consistent with industry trends and that will mitigate projected increased costs, and

**WHEREAS**, the President has accepted the recommendations of that committee which includes several changes to the medical plan designs that will reduce a projected aggregate increase for medical insurance from 7.25 to 3.8% increase and no plan changes to the dental plan designs with a projected aggregate increase for dental insurance to 2.1% (Delta Dental PPO) and 12.1% (Humana DHMO), and

**WHEREAS**, the two cost containment best practices recommended by the President and approved by the Board two years ago (the Working Spouse Rule and the Dependent Eligibility Confirmation) continue to provide cost savings to the medical and dental plans, and


**WHEREAS**, a comprehensive review of the College's Long-term Disability Plan suggests several provision changes that will bring the plan to benchmark standards and will generate a shared College and employee savings of approximately \$100,000;

**NOW THEREFORE BE IT RESOLVED**, that the State Board of Trustees hereby approves the projected general fund budget expenditure of \$29,723,682 for employee health, dental and long-term disability insurances as recommended to the Board by the Budget and Finance Committee,

**FURTHER BE IT RESOLVED**, that the specific contracts with the insurance providers will be included as part of the 2012 – 2013 internal operating budget to be approved at the June meeting of the State Board of Trustees.

**State Trustees  
Ivy Tech Community College of Indiana**

  
**Anne Shane, Chairman**

  
**Steve Schreckengast, Secretary**

**April 12, 2012**