Collected Rules and Regulations 520.010 -

Benefit Programs

Executive Summary

In June 2015, the Board of Curators approved amendments to the language in CRR 520.010 to include Sections E.1 through E.4 regarding delegation of authority and annual reporting. The Board of Curators delegated to the President of the University financial management, cost administration, plan design and selection of vendors for the covered benefit programs (medical, dental, disability, and life). This includes calendar year deductibles, coinsurance, participant contributions or premiums, copays, covered charges, covered services, out-of-pocket maximums, and exclusions, but does not include any modification of the University’s and/or Participant’s contribution percentages, eligibility requirements, or vesting requirements.

The proposed action item is to approve administration’s recommendation to delegate authority to the President of the University to modify University and/or Participant contribution percentages. Participant contribution percentages are a key part of the annual process of evaluating the benefit plans. Determining annual premiums, deductibles copays, coinsurance, and other benefit design options have been delegated to the President. We are recommending a clarification to CRR 520.010 that includes the delegation of participant contribution percentages to the President, in order to have all elements of this process aligned. Eligibility requirements and vesting requirements would continue to be within the authority of the Board of Curators and the Board of Curators would continue to receive an annual update.