

**Agenda Item No. V. B. 2.**  
**Washburn University Board of Regents**

SUBJECT: University Health Plan Renewal

DESCRIPTION:

The University's Health Programs plan year with Blue Cross Blue Shield of Kansas is from November 1 to November 1 each year. For the first time in four years, a premium increase of 5% is being recommended. Our rates are a direct result of the usage our group has experienced over this rating period. The University will continue a four tier premium schedule which, in essence, provides income adjusted family coverage based upon salary to assist lower paid staff afford family medical coverage. The University will continue two options – a base option and a buy-up option.

The Benefits Committee, along with the Consultant, has reviewed the renewal information from Blue Cross/Blue Shield, and is recommending no changes to the existing coverage.

The attached Premium sheets show the salary level changes based upon the 4% salary pool, to continue the University's support of premiums for dependent coverage for lower paid employees.

FINANCIAL IMPLICATIONS:

The FY 08 Fringe benefits budget contains sufficient funds to cover the University's portion of the increase.

RECOMMENDATION:

President Farley recommends Board of Regents approval to renew the University's Health Plans.

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(date)

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Jerry B. Farley, President