



Prepared monthly by FIU Personnel Department.  
An internal communication on FIU Personnel  
matters, policies, procedure and benefit  
information. Suggestions on content may be  
sent to the Personnel Department, PC 220,  
Extension 2576.

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THE ASSOCIATE VICE PRESIDENT FOR HUMAN RESOURCES AND DIRECTOR OF PERSONNEL  
IS HERE!

We are pleased to announce the appointment of Dr. Janie Gooden-Greenleaf to the position of Associate Vice President for Human Resources and Director of Personnel. Dr. Gooden-Greenleaf comes to us from the Dade County Public Schools, where she most recently served as Director, Legislative, Labor Relations and Policy Development. Please join the staff of Personnel in welcoming her!

CORRECTION

In the last issue of the Personnel Touch, the article on Fire Alarm Procedure stated Public Safety's emergency number is 348-3911; however that number is incorrect. The correct number is 348-2911; please make a note of it.

EMPLOYEE SERVICE AWARD

The FIU Employee Service Awards will take place on October 18, 1991 at 3:30 p.m., in GC 140 (formerly UH 140). The program will be followed by a reception in the Presidential Suite, GC 324. Any employee who has worked at FIU for 5, 10, 15, or 20 years and has not been notified by a letter from President Maidique, should verify employment dates with Grace Fernandez of the Personnel Office at 348-2525; then contact the Office of University Events at 348-3165 in order to receive his/her award.

IMPORTANT INSURANCE OPEN ENROLLMENTS INFORMATION.

Open Enrollment has been scheduled during the month of October for the following programs:

I. ALL GROUP HEALTH INSURANCE AND STATE LIFE INSURANCE PLANS  
Effective date of coverage: January 1, 1992.

Premiums for all health insurance plans will increase effective January 1, 1992 as follows:

Individual Coverage:	From \$11.88/Bw. to \$12.83/Bw.
Family Coverage:	From \$42.73/Bw. to \$46.15/Bw.

II. FLORIDA FLEXIBLE BENEFITS PLAN (i.e. Pretax Premiums, Medical Reimbursement and Day Care Reimbursement Accounts).  
Effective date of coverage: December 1, 1991

An Annual Benefit Election Form will be mailed to your home address by the Division of State Employees' Insurance. This form **MUST** be completed and submitted to the Personnel Office no later than October 31, 1991 regardless of whether a change is being made or not.

III. MIDWEST LEGAL INSURANCE

Effective date of coverage: January 1, 1992

An enrollment packet will be mailed to your department by Midwest Legal Services. If you would like to enroll, please complete the application and return it to the Personnel Office within the open enrollment period. If you are already enrolled in this plan, no action is required at this time.



Effective with the paycheck of December 13, 1991, the premium for employees currently participating in the plan will be adjusted to reflect the new premium as follows:

Individual Coverage - \$6.48/Bw. Family Coverage - \$8.62/Bw.

Representatives from Midwest Legal Services will be available as follows:

<u>University Park</u> PC 2nd Floor Lobby 9:00 a.m. - 3:00 p.m.	<u>North Miami Campus</u> SC Building Cafeteria Entrance 10:00 a.m. - 3:00 p.m.
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Wednesday, October 2, 1991	Wednesday, October 9, 1991
Wednesday, October 30, 1991	Wednesday, October 23, 1991

During Open Enrollment, our Benefits Office representatives will be available daily at University Park - PC 224, from 1:00 p.m. to 4:30 p.m. and at the North Miami Campus - LIB 325-A, on October 11, 16, 21, 31 from 10:00 a.m. to 2:30 p.m.

#### SICK LEAVE POOL (OPEN ENROLLMENT THIS MONTH, OCTOBER, 1991)

Participation in the Pool is voluntary and is open to all full-time faculty, A&P, and USPS employees who have completed one year of employment with the State with a minimum of 64 hours of unused credited sick leave. To join, an employee will donate eight hours of his/her sick leave to the pool. An additional eight hours of sick leave will be requested only when the Pool is depleted below eighty hours. If you need more information, please contact Steven Belcher at 348-2183, or Payroll at 348-2191.

#### EMPLOYEES RAISE CONCERN OVER INCREASE IN PRESCRIPTION DRUG CO-PAYMENT

Many FIU employees recently voiced concern to Blue Cross Blue Shield about the rising cost of prescription drugs under the State's Self-Insured Health Plan.

Contrary to common belief, the State's health insurance plan is not a Blue Cross Blue Shield (BCBS) policy. The plan is self-insured, with BCBS acting only as the claims processing agent. With a Self-Insured Plan, premiums collected are used directly to pay benefit claims. As claims' costs increase, action must be taken so that what is paid out in claims does not exceed what is paid in in premiums. Generally, a plan may raise premiums and/or modify benefits to accomplish this.

When the State's Prescription Drug Card Program was established in 1986, claims were \$11 million. Last year, drug claims exceeded \$41 million. Since this represents approximately 10% of the Plan's total claims costs, the 1991 Legislature decided changes in these benefits were required; hence, higher co-payments (\$11 for brand name drugs, \$5 for generic drugs). In the meantime you may find relief in the mail order program of the Self-Insured Plan. An employee can receive triple the quantity (a 90-day supply) through mail order for the same price as a 30-day supply filled at a pharmacy. Literature on the Prescription Drug Program, including information on the mail order program, is available from your Personnel Office or DSEI. Please call DSEI's Customer Service Section at (904) 487-1678, SunCom 277-1678.

Excerpted from a 9/11/91 memo from the Division of State Employees' Insurance (DSEI)

#### WINTERS GO NORTH

Dr. Robert Winter (Associate Professor of Educational Leadership/Policy Studies) and Elizabeth (Beth) Winter (Assistant Director of Instructional Media Services, and immediate past President of the A & P Senate) will relocate to Illinois. Both have put in long, productive hours with the Focus Group for the Quality Imperative Teleconference series. Robert will leave FIU effective November 1st; Beth will leave December 12, 1991.

Robert was employed 11 years at FIU; Beth 15 years. Robert will assume the position of Associate Chancellor for Planning and Policy Development for the University of Illinois at Chicago, and Beth will become a full-time doctoral student. Good luck to both of these long-term "FIU activists"!

#### EMPLOYEE DISCOUNT

SIZZLER'S... at 12170 S.W. 8th Street now offers FIU Staff and Students a 15% discount on any regularly priced meal. In order to take advantage of the discount, please show the cashier your Faculty/Staff I.D. when paying.