



DAEMEN

COLLEGE

A World of Opportunity

Office of the President

April 5, 2019

Daemen College
Faculty and Staff

Dear Colleagues,

At the request of several faculty and staff and for the sake of continued input and transparency, Dr. Rood has extended the comment period about the health care programs under consideration to the end of the workday on Monday. I encourage you to make your views known by using the dedicated email address (or a confidential note in a sealed envelope delivered to our Employee Engagement Drop Box). The Cabinet will pay close attention to your views when formulating a final recommendation.

A few colleagues commented to me that they thought the insurance broker's presentation was slanted toward one of the two packages. This may or may not be true, but what you need to know is that the two packages are budget neutral to the college; that is, there is no incentive for the Cabinet to choose one plan over the other. This is why it is so important to hear your thoughts about whether you prefer to switch providers and keep your monthly contributions relatively close to what they are currently, or to remain with our current provider but at an increased contribution.

The Compensation and Benefits Task Force's recommendations made clear to the Cabinet that the campus expressed a desire to remain with our current provider even at a higher employee cost. Knowing that staying with our current provider was going to lead to a significant increase in monthly contributions, we wanted to make sure that all faculty and staff were allotted the opportunity to weigh the advantages and disadvantages of the two plans.

I encourage you to make your thoughts about these programs known during the comment period so that the Cabinet can have as much feedback as possible.

Cordially,

Gary A. Olson
President