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FOR
STUDENT, FACULTY, AND STAFF CAMPUS LIFE
COMMITTEE**

Committee Meeting: 5/12/2004
Austin, Texas

Judith L. Craven, M.D., Chairman
John W. Barnhill, Jr.
Rita C. Clements
Robert A. Estrada
Woody L. Hunt
Shirley Zwinggi, Chair, Employee Advisory Council
Terese Verklan, Ph.D., Chair, Faculty Advisory Council
Jeremy Chance, Chair, Student Advisory Council

	Committee Meeting	Board Meeting	Page
Convene	<i>3:00 p.m.</i> <i>Chairman Craven</i>		
1. U. T. System: Overview of the U. T. System policing function	<i>3:00 p.m.</i> Report <i>Mr. Wright</i> <i>Mr. Baldrige</i>	Not on Agenda	82
2. U. T. System: Presentation regarding employee group health insurance	<i>3:20 p.m.</i> Report <i>Mr. Stewart</i>	Not on Agenda	83
Adjourn	<i>3:45 p.m.</i>		

1. **U. T. System: Overview of the U. T. System policing function**

REPORT

Mr. Roy Baldrige, U. T. System Director of Police, will provide an overview of the U. T. System policing function, with a particular emphasis on the U. T. System Police Academy and training requirements. A PowerPoint presentation is attached on Pages 82.1 – 82.9.



THE UNIVERSITY OF TEXAS SYSTEM

POLICE DEPARTMENT OVERVIEW

MAY 12, 2004



POLICE DEPARTMENT

- Mission
- Philosophy
- Vision

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OFFICE OF DIRECTOR OF POLICE

- Inspect Component Police Departments
- Promulgate Policies & Procedures
- Liaison with State & Federal Agencies
- Conduct Investigations
- Operate Policy Academy

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U. T. POLICE ACADEMY

- Emphasize “Service and Protection” rather than “Regulating and Enforcing”
- Community Oriented
 - Encourage routine non-law enforcement related contact with students, faculty and staff
 - Make ourselves available and are genuinely willing to help those in need

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U. T. POLICE ACADEMY

CONTINUED

- Academy located on FM 2244, 8 miles southwest of downtown Austin
- Conduct Two, 22 week Basic Peace Officer Training Courses each year
- Average Class – 19 Students
- Students from other agencies attend
- 1,494 officers have graduated since January 1968

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POLICE ACADEMY EDUCATIONAL REQUIREMENTS

State Requirements

- High School Diploma or GED

Additional U. T. Requirements

- 60 college credit hours, or
- 30 college credit hours and 2 years military service, or
- 30 college credit hours and one year experience as a guard at one of the component institutions

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SCREENING DEVICES

State Mandated

- Drug Test
- Criminal History Check
- Psychological Evaluation



Additional U. T. Requirements

- Background Investigation
- Driving History
- Polygraph Exam
- Written Exams
- Interview Boards
- Physical Fitness Assessment
- Physical Exam

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ACADEMY CURRICULUM

State Mandated - 576 hours

U. T. Academy - 860 hours

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HUMAN RELATIONS AND INTERACTION COURSES

- Crisis Intervention
- Cultural Diversity
- Interacting with Persons with Mental Disabilities
- Racial Profiling
- Spanish for Law Enforcement
- Student Stress Issues and Services Available
- Victimization



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LICENSING EXAMINATION

- State
 - 77% pass on first attempt
- U. T. Academy
 - 91% pass on first attempt

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IN-SERVICE TRAINING

State Mandated

- Asset Forfeiture
- Child Abuse
- Civil Rights
- Cultural Diversity
- Family Violence
- Identify Theft
- Racial Profiling
- Racial Sensitivity
- Sexual Assault
- Sexual Offender Characteristics

Additional U. T. Requirements

- Terrorist characteristics and methods of operation
- Risk Assessment
Emergency Response



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COMMISSIONED PERSONNEL

	Authorized	Actual	In Training
Director's Office	6	6	
Arlington	33	31	
Austin	60	56	6
Brownsville	19	14	
Dallas	18	17	
El Paso	23	21	
Pan American	18	14	
Permian Basin	5	5	
San Antonio	45	38	3
Tyler / Health Center - Tyler	13	9	
Southwestern Medical Center - Dallas	42	35	2
Medical Branch - Galveston	42	39	3
Health Science Center - Houston / MD Anderson Cancer Center	87	82	5
Health Science Center - San Antonio	41	36	
Total	452	403	19

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JURISDICTION

- Officers have full police powers in counties where the U. T. System owns, leases, or otherwise controls property
- The Board of Regents has restricted police patrol to property owned, leased or controlled by the U. T. System

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DEMOGRAPHICS

The Average U. T. Police Officer:

- Has 9 years of police experience
- 1,167 hours of training

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DEMOGRAPHICS

	Male	Female	White	Hispanic	African American	Other
State	90%	10%	69%	21%	9%	1%
U. T.	88%	12%	56%	26%	16%	2%

Data Source: Texas Commission on Law Enforcement Officer Standards and Education

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EDUCATION LEVEL

	Average College Hours	BA Degree	MA Degree
State	36	16%	1.6%
U. T.	96	36%	2.8%

Data Source: Texas Commission on Law Enforcement Officer Standards and Education

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RECRUITING & RETENTION CHALLENGES

- Nationwide shortage of police officers and qualified applicants
- U. T. Officers are highly recruited by state, municipal and federal law enforcement agencies

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2. **U. T. System: Presentation regarding employee group health insurance**

REPORT

Mr. Dan Stewart, Executive Director of Employee Group Benefits, will provide an overview of the employee insurance program with a particular emphasis on the U. T. System health plans. A PowerPoint presentation is provided on Pages 83.1 – 83.6.



THE UNIVERSITY OF TEXAS SYSTEM

EGI Overview

May 12, 2004

Office of Employee Group Insurance



Our Customers and Partners



Customers

- 70,000 Employees
- 13,000 Retired Employees
- 66,000 Dependents

Partners

- Component institutions, including 150 human resource and payroll staff
- 10 Contracted Insurance Carriers

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Enrollment as of January 2004

	Subscribers	Subscribers and Dependents
Health Plan Enrollment	80,724	146,004
Dental Enrollment	63,813	123,284
Vision Plan	42,341	80,949
Voluntary Term Life	82,578	132,752
Personal Accident Insurance	69,884	116,148
Short Term Disability	8,704	8,704
Long Term Disability	36,544	36,544
Long Term Care	4,954	5,919
UT Flex	8,929	N/A

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Financial Issues

- **Financial Strength**
- **Previous EGI Audits**
- **Current Audit Status**

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Key Changes in Programs

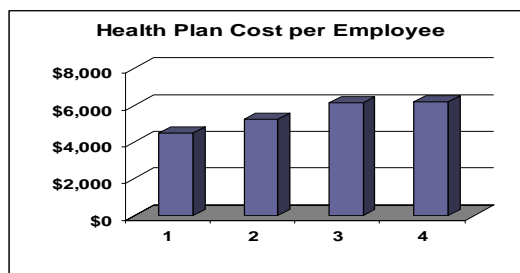
- Changed health plan administrators
- Implemented performance guarantees and training requirements
- Contracted with a nationally recognized actuarial firm
- EGI staff reorganization
- Fully automated self billing and premium reconciliation system
- Establishment of administrative policies
- Introduced new Short Term Disability program
- Enhanced spousal life insurance benefits
- Implemented new communication strategy
- Product Packaging
- “Paperless” administration

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Hewitt Study National Comparison

- Per employee costs as the traditional measure of how health plan costs compare with those of other employers.
- Factors that may contribute to per employee cost differences include:
 - Population demographics
 - Number of dependents covered
 - Richness of plan design
 - Geographic location of employees
 - Efficiency of health plans and delivery systems



	UT System (1)	All Universities (2)	Texas Employers (3)	Largest U.S. Employers (4)
Total Health Plan Cost ¹	\$4,507	\$5,261	\$6,166	\$6,213

¹ Hewitt Associates University Pathfinder Group Health Value Initiative 2003 Report.

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University Pathfinder Group

- **17 Participating Universities**

Carnegie Mellon University	Cornell University
Duke University	Michigan State University
Northwestern University	Ohio State University
Penn State University	Stanford University
Syracuse University	University of Florida
University of Iowa	University of Michigan
University of North Carolina System	University of Pennsylvania
University of Rochester	The University of Texas System
University of Virginia	

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Cost Trends

- **Hospital Trends Approaching 12%**
- **Prescription Drug Trends Averaging 15%**
- **Physician Trends in Excess of 10%**
- **EGI Trends**
- **Other Group Plan Comparisons**
- **Cost to Employees**

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Cost Drivers

- Increased utilization of all services
- Increased cost of medical care, including new emerging prescription therapies
- Technology advancement in medical treatment
- Decline in managed care initiatives
- Market consolidation
- Aging of the population
- Federal Government Medicare payment reductions
- Rising medical malpractice premiums
- Direct-to-consumer advertising for prescription drugs
- Increased number of mandated benefits, including laws such as prompt pay

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Current & Future Program Strategies

- Disease Management Programs
- Congestive Heart Failure Pilot Program
- UTMB Pilot Project
- Eligibility Audits

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System Wide Insurance Advisory Committee (SWIAC)

- Committee Required by Texas Insurance Code Chapter 1601
- Comprised of one elected member and one appointed member from each U. T. component
- Quarterly meetings held in Austin
- Charged with advising EGI in the development, implementation, coordination, and administration of the group program among the components

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Appropriations Process

- Legislative Testimony
- Meetings with government officials
- Continuous reporting to Legislative Budget Board
- Quarterly meetings with other State group health plan administrators

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