

Faculty Benefits Committee Meeting - January 25, 2017

9:30-11:00 AM Petit Institute Bldg., Room 1316

Minutes – Pending Approval

Attendees: Raquel Lieberman (Chair), Doug Britton (Secretary), Darrell Gray (Staff Council Rep.), David Millard (Retiree Rep.), Stella Richardson, Leslie Sharp (Graduate Studies Office).

Administrative: The minutes from the December 15, 2016 meeting were approved unanimously.

Committee Business:

- Raquel Lieberman indicated BeNedra Williams may not be the OHR representative to the committee moving forward. There is still some question about who will fill that role

Continuing Business:

Personal Information Data Security Breach

- Faculty have received a letter from OHR regarding the breach. It contained phone numbers for various credit agencies that could be contacted to freeze credit. It also indicated that all employees effected would be enrolled in credit monitoring services at no charge.
- It appears that no one has yet received any information from the credit monitoring agency regarding these automatic subscriptions.
- It was clarified that this was just a Georgia Tech breach – not a USG system wide breach.
- Questions remain about what action steps should be taken by faculty/staff with regards to the credit monitoring service, as well as the credit agencies. For example, how long with GT support the subscription service for employees? What will happen after this period of time?
- The Committee really needs someone from OHR to help address these questions.

Daycare

- Raquel Lieberman stated that the committee could nominate someone to sit on the daycare centers Advisory Committee.
- Darrell Gray indicated that this Advisory Committee is being put together based on the recommendations of the study that was conducted.
- David Millard stated that it would be best to find someone who has a child in the centers – Raquel Lieberman said she does have a child in the centers, but simply does not have bandwidth to add another committee activity.
- Raquel Lieberman has been given an overview of the study, but it was rather glowing and probably does not reflect all of the concerns of the parents.
- Raquel Lieberman expressed concerns that the daycare report and governance process does not appear to be very transparent.
- Doug Britton suggested inviting Rich Steele to come over and discuss the report with committee.

Summer Camps

- Darrell Gray reported that Virginia Shephard, Development Representative to the Staff Council, gave an overview to the staff council regarding the GT summer camp scholarships, but these will not be rolled out until 2018.
- Darrell Gray indicated this is because the 2017 camp programs are already pretty well established and planning is underway.
- Darrell Gray also indicated the need for possibly developing some criteria to assess if a student might be successful in a particular camp, given the “academic rigor” of some of the camps.
- Doug Britton expressed frustration that the information on the website <http://gotech.gatech.edu/content/158/camps-on-campus> has data for last year’s camps and not 2017.
- Leslie Sharp indicated that getting and keeping web developers has been a real challenge across all units on campus. She also felt that this website falls under the CRC Wellness program.
- Darrell Gray suggested that maybe a gentle reminder to Candace Bovian might be helpful indicating that the website information is out-of-date.

DUO Adoption

- All of campus is moving toward dual authentication for access to campus servers.
- DUO is the tool being used to provide the 2-factor authentication.
- Raquel Lieberman indicated that for academic faculty, re-authentication is required after 7 days, but that this is too short.
- Doug Britton and David Millard said that GTRI required re-authentication every single day.

Retirement ORP vs TRS

- David Millard provided information from his review of the Faculty Handbook regarding Emeritus Status in retirement.
- Leslie Sharp indicated that the information there may be out of date, or simply not relevant.
- David Millard also dug up the information from San Jose State, and indicated that the San Jose State program seemed well put together – in particular the FAQ was extremely helpful – and suggested that this might be a good starting point for GT.
- David Millard also looked up the BOR policy, and the language in this policy is strictly from the perspective of budgeting and managing finances.
- Stella Richardson questioned the benefit of retiring early for faculty.
- Leslie Sharp indicated that TRS does not allow individual to talk about post retirement employment options with Tech. Employment, other than hourly as needed, could jeopardize TRS retirement benefits.
- The other constraint is that retirees cannot work more than 49% within every pay period.
- Apparently there were cases of employees drawing retirement and then consulting (not as employees/hourly as needed/or through payroll) who were making more money than they were prior to being retired. This was not monitored, as they were being paid as consultants through various contracting vehicle (accounts payable), and not as employees.
- Leslie Sharp said that now all labor is to be paid through payroll and not accounts payable to address this issue.

- The basic question that determines if this should be a payroll issue is, would this be work that GT would hire someone to do, or is there specific need for a consultant. This becomes the test in these situations.
- Doug Britton asked if this was the case for only TRS employees or is it across the board with ORP employees as well.
- Leslie Sharp indicated that it is very different with ORP, as it is the employee's money – but the BOR policy of 49% time still applies. The violation of this policy has different consequences for TRS vs ORP employees.
- Retire- but-working status is intended to be transitional and not a permanent arrangement.
- Leslie Sharp – currently the retired-but-working status requires reappointment every year by the president and BOR.
- Raquel Lieberman asked about next steps, and what the committee thought we should do about this topic.
- Leslie Sharp suggested generating a FAQ regarding expectations, information, etc. for faculty approaching retirement to better understand the process and options.
- Raquel Lieberman recommended that the committee also address some of the issues that Wayne Book had raised about the retired-but-working status
- David Millard suggested starting with Wayne Book's list, and generating a FAQ might be a good option, but Leslie Sharp was concerned that there are too many variables and diverse situations across campus and the various departments.
- Leslie Sharp indicated that there are rules that govern retired-but-working status, and they do cover things like parking, CRC, etc., but there are other parts that are not very transparent or simply silent.
- Raquel Lieberman suggested that the committee consider putting together an advisory document/FAQ that helps to provide information to upcoming retirees that outlines transition options.
- Leslie Sharp agreed that laying out a retirement transition plan would be helpful and useful.
- David Millard recommended starting with the San Jose State University FAQ, and merging it with the concerns on Wayne Book's list.
- In general the committee felt it would be good to have a guidance document that does provide general information and transitioning to retirement.
- Raquel Lieberman suggested some kind of a survey of past retirees regarding the retirement process might be helpful to distill what information should be captured that was not presented or available.

New Business

Benefits transition to AON

- Leslie Sharp announced that all benefits programs will be moved online to the AON system. It is anticipated that this will replace all of the GT OHR interactions regarding benefits.
- David Millard surmised that this transition to AON was most likely to help keep all member institutions in compliance, as well as alleviate some of the redundancy at the unit level.
- This "One USG" program will be rolled out, but not until 2020.

- Doug Britton reiterated that this is why this committee really need representation at both the GT level and the USG level.

Continuing business items for follow-up include:

Action Items

- Invite Rich Steele to discuss Daycare Report – Raquel Lieberman
- Invite Jim Wallace retirement guru to upcoming meeting - Raquel Lieberman
- Send a note regarding summer camps website info to Candice Bovian – Darrell Gray
- Send Retired but working document to committee – Leslie Sharp
- Work with Wayne Book on generating a beginning FAQ document - David Millard

Adjournment

The meeting was adjourned at 11:05 AM.