

Faculty Benefits committee Meeting
Tuesday, April 29, 2014
8:30- 10am

Present: Jason Freeman (Chair), Wayne Book, Michael Elliott, Amy Heron, Debra Lee, Dave Millard, Nazia Zakir, Brandon Conkle and Athena Jones (Sr Benefits Specialist-Leave Management)

Absent: Doug Britton, Tommy Little, Lionel London, Stella Richardson

Administration: The minutes from the 4.1.14 meeting were approved. A letter to Bud Peterson and Steve Swant summarizing the committee's recent discussions on health care, parking, and salary increases was also approved.

Salary Increases: Brandon Conkle discussed the recent salary increases:

- Cross campus minimum salary identified. Employees will be hired at no less than 23K.
- Economic adjustments were given to those earning \$40K and less.
- Classified Staff salary ranges have only been adjusted once in the past six years.
- Discussed philosophy in setting salary structure: new hires coming in at comparable salaries to existing employees; if salary structure is adjusted, concerns are whether or not the Institute would have the money to make necessary adjustments (such as bringing employees who end up below minimum, up to minimum.)
- Sibson Review of current staff Job Families and corresponding salary structure is ongoing.

Health Care RFP: Vendors (Kaiser, BCBS, and CVS Caremark) have been selected and plan design is underway. Additional meeting scheduled for May 7th with Karin Elliot from USG to discuss plan design and provide input. Brandon Conkle related the insurance surcharges are still being reviewed, i.e., spouse coverage/surcharges and the fact that some other university systems have disallowed spouse coverage if available to spouse thru spouse's employer. Brandon also mentioned the HMO is going away and USG will replace it with a local-network only option available in Atlanta and Athens only.

Total Rewards Statements: The Total Rewards Statement was discussed. Scott Morris would like to provide these to employees and wanted the committee's feedback. The statement is financial in nature and reflects the employee's total cost to institute in addition to salary (GT's contribution to insurance, retirement fund, leave accruals, paid holidays, etc.) Scott is pushing to outsource this service and using the statement as an internal marketing tool. One comment that came up was the service could placate employee frustration but may also exacerbate frustration. There was general concern about the cost of such an initiative and the ready availability of this information in TechWorks already as compared to any benefit. Jason will communicate discussion to Scott.

Child Care: Jason briefly presented data from the Day Care 2014 Parent Survey. Satisfaction has declined, especially at RKLLC. Action Plan was included in data Jason received. Centers are below capacity in part due to opening of TCC and families leaving given the increase in other available day care. Tuition is up ~30% from 5 years ago. Jason will keep in touch with Rich Steele about plans to address these issues and will make sure that the executive board and Scott have access to this data if they wish to review it.

Donated Sick Leave: Athena Jones from OHR noted recent delays in review of requests for sick leave from the donated pool, and the benefits committee representative on that review committee promised to review future requests more quickly. Athena also clarified the budgetary cost of sick leave and what components are assumed centrally as budget items and what components are absorbed by individual units.

Subcontracts: Michael Elliott requested that the committee obtain information on subcontracted employees on campus (e.g. dining services, child care) in terms of their pay and benefits, and that the committee determine if any other campus services are currently being considered for subcontracts. Jason is working with Rich Steele to obtain this data. There was a broader discussion of whether subcontracted employees were within the realm of the committee's charge, and of whether decisions about subcontracting (which would likely impact the jobs of current employees) were within scope, with no clear consensus emerging.

ACA: ACA changes in health care eligibility for non-benefits-eligible employees were briefly discussed. The committee will continue this discussion at a later date when we have more time.

Staff evaluation / review process: Amy and Debra will present discussion items at the committee's first academic meeting of the 2014-2015 year.

Meeting time: Jason will send out a poll to coordinate a regular meeting time for next year.

(Minutes prepared by Debra Lee and Jason Freeman)