

Benefits Committee Meeting Minutes

October 7, 2014, 9:30-11 am OHR 220

Present: Jason Freeman (Chair), Doug Britton, Wayne Brook, Michael Elliott, Amy Herron, Debra Lee, Tommy Little, David Millard, Michelle Powell, Stella Richardson (Secretary)

Absent: Brandon Conkle, Scott Morris

Administrative:

- Minutes from the September 2, 2014 meeting were approved as written.
- Newest member, Michelle Powell, from the Office of Sponsored Programs (OSP), was introduced as new liaison to the executive board.

Updates:

- **Parking:** The committee reviewed the recent peer review of PTS shared by Lance Lunsway. The committee reviewed the document but noted the focus was more on services provided rather than on strategic planning, which is where the committee's interest lies. Lance has invited members of this committee to attend an upcoming meeting of the parking and transportation committee (PTAC).
 - **Next steps:** Jason and other committee members will attend the November 19th meeting of the PTAC.
- **Staff Council:** Tommy and Jason met with Dwayne Palmer, chair of the Staff Council. The Staff Council has created a benefits and compensation committee, chaired by Tommy and with appointed members, and is working on the elections process, which will begin soon. Nominations opened on September 29 and will run through October 10. Elections will be held November 3-14. We anticipate that the Staff Council's Benefits and Compensation committee will mirror/work with this committee. Tommy suggests that the council survey the campus to see what issues need to be addressed. Jason suggested that staff on this committee consider running for council positions, since as the charter of this committee changes it will likely no longer include staff (the staff representation will come from the elected members of the staff council committee). This would bring value to both groups. Jason reminded the committee that the Faculty Benefits charter will have to be changed. Changes that we proposed last year have been put on hold until the staff council is elected, the committees are seated, and everyone is able to focus on the best mechanisms for the two committees to meet / work together.
- **Health care and JCCS:** Jason and Tommy met with Scott and Brandon to discuss these issues. Most of the information from the meeting is confidential and could not be discussed. The committee discussed best strategies to engage with Scott through the committee so that the committee can play a meaningful role in advising and advocating and can collaborate effectively with OHR.
 - The BOR is transitioning to a defined contribution plan, but details are not yet clear.
 - With all the health care changes and other benefits issues, the committee agreed that the relationship between OHR and the committee needs to be better defined.

- Paul Strouts will attend the next meeting. The committee will ask for his input in helping define an effective relationship moving forward and also raise specific discussion points regarding health care, parking, and child care.
- **Benefits for contract employees:** Michael raised the question of whether the benefits committee should have a responsibility for contract employees. After considerable discussion, it was agreed that Michael should gather more information, specifically for dining employees, for future discussion.
- **Uniform Guidance Regulations:** Michelle stated that there have been some federal law changes that affect policies for sponsored project allowable costs. Beginning December 26th temporary child care expenses during travel are allowable on federal grants, but only if the institution makes it an allowable expense for all travel. BOR is not willing to make this change, so it will therefore not be allowable on any travel. The committee discussed whether to take on this issue and will continue discussion next month.
- **Child care:** The committee has not received any parent complaints in quite some time. Jason is in the process of pulling statistics for staff turnover and parents leaving. It was noted that there have been major renovations at facilities at Home Park.
- **Open enrollment is on track.** We should begin to see benefits information soon.

The committee agreed to drop the discussion on the staff evaluation/review process because there are no remaining concerns about the current process.

The following agenda items were tabled until the next meeting: Combine workers comp and sick leave, use of Stamps Health Center by faculty and staff, and additional priority issues for this year.

The meeting adjourned at 11 am.

Submitted by,

Stella Richardson