

Faculty Benefits Committee Meeting
Monday, December 2, 2013
8:30-10am

Present: Jason Freeman (Chair), Amy Heron, Dave Millard, Nazia Zakir, Brandon Conkle, Michael Elliott, Doug Britton, Debra Lee, Tommy Little

Absent: Wayne Book, Lionel London, Stella Richardson

Administration: Minutes from 10.21.13 were reviewed and approved. Meeting times for spring 2014 were discussed, including a possible change to a different day of the week. Further coordination on these meeting dates is forthcoming via e-mail.

Open Enrollment: Brandon Conkle summarized the success of open enrollment this year, with 95% active participation (compared to 68% prior year) and successful deployment of the new call center (with ~1000 calls fielded). Increase in participation seemed due to default of employees to “smoker” if they did not actively participate. The committee discussed possible improvements to the process next year, including more targeted e-mails to employees depending on their enrollment status (completed, in progress, not begun, etc.), better e-mail confirmations of benefits elections, and better consistency in naming of the dental plans to match provider listings on the Delta Dental web site. The committee also questioned the importance of continuing the GT voluntary programs in legal services and identity theft, since an extremely small percentage of employees elected these benefits. Brandon emphasized OHR’s interest in continuing to offer these and also exploring a higher-level dental plan option than what is currently offered through the BOR. Attachment: initial reports on open enrollment statistics.

Health Care RFP: The new health care RFP is out from the BOR, to begin in the 2015 calendar year. GT’s involvement in the process is minimal, so it is unclear how this committee can get involved. A new plan offering (in addition to other options) will be for an additional in-network only plan for the Atlanta and Savannah areas. The plan will be more restrictive than our current in-network plan, Blue Choice, but should cost less.

Child Care: Following Rich Steele’s visit to the committee in August, a new flurry of complaints from parents at TCC (and less so at RKLLC) has come to the committee, focusing on high staff turnover and poor communication from administration and teachers at the centers. Anecdotal evidence suggests an unusually high number of child vacancies at both centers, with at least one family leaving TCC to go to another, more expensive Bright Horizons center in the neighborhood. Jason will follow up with Rich Steele and with others as necessary to: a) obtain monthly data on wait list size, child and staff vacancies, parent surveys, and tuition rates; b) address continuing concerns about affordability for staff; and c) to discuss concerns about long-term viability given the expansion to a second center and the increasing competition in early child care in midtown. (Followup: Brandon Conkle reports that there are 941 dependent children age 4 and under in GA that would presumably be eligible to attend one of the day care centers.)

Salary Compression: The committee discussed a number of issues related to salary compression for staff. OHR has contracted with an outside contractor to look at JCCS and consider changes in

light of salary freezes and is looking at possible revisions to promotional policies. Staff turnover at GT remains less than the national average. Committee members expressed frustration that current policies are taking decisions out of the hands of managers, restricting flexibility, and spiraling morale and employee quality downwards. The committee focused on a particularly frustrating issue related to internal promotions at GT, in which new salary is limited to the bottom of JCCS range or a maximum percent raise over current salary. The committee was unanimous in its interest in reassessing this policy, and will write a letter to Scott and Brandon expressing this.

Charter: The committee began an initial discussion of revisions to its name and charter but quickly ran out of time. The January meeting will begin with this.

Minutes prepared by Jason Freeman and Debra Lee.