

UNIVERSITY BENEFITS COMMITTEE

AGENDA

April 6, 2023 – 1:00 – 2:00 p.m.

Chris McCord, Ellen Hamrick, Terry Borg, Liz Guess, Jim Slagstad, William Goldenberg, Emily Hochstatter, Tiffany Puckett, Dan Pedersen, Eric Armstrong, Linda Srygler

Via Teams

- I. Call to Order
- II. Agenda Additions/Approval - none
- III. Constituent Reports
 - a. Annuity Association: no report
 - b. SPS: no report
 - c. Operating Staff: no report
 - d. Faculty: no report
 - e. Administration: Resource Development and Fiscal Responsibility group planning document is being circulated across campus. No specific action for this group, but the group may wish to take a look.
 - f. Human Resources: Benefits are being negotiated with AFSCME at the state level. Probably won't reach closure and therefore for May 1 benefit choice cycle, expect little or no changes. Typically lay out benefit changes for full contract cycle (typically four year). Benefits fair on May 11, agencies will confer and finalize plans on April 18.

Later in the year, probably in the fall, there will be a separate enrollment period for long term disability insurance. This only happens occasionally, typically every 3 – 5 years, but in this case the last open enrollment was 2015.

HRS is working on creating a website to make it clear that vendor solicitations are not sponsored by the university. Such vendors are typically blocked by DoIT when identified.

Money Purchase factors will be adjusted in 2024 with implementation in 2025. Employees who are involved in the money purchase program typically find that they either lose benefits or work longer to keep the same benefits. Susan Swegle is an on-campus counselor (as is Liz Guess) who can assist, but do not get directly involved in the money purchase calculation, which is handled by SURS.
- IV. Old Business:
 - OSC workplace guidance raised issue of affordability of child care, approached Kristen Schulz, who referred them to Tom Pavkov (they didn't follow up with him). The question raised was how to recover the lost revenue. The emergency fund has been used on occasion. Someone said they believe that there was once a waiver program for parking, but believed that there is not any more. Part of the CDC model is to give priority to single parent students, because student fees subsidize the CDC. Overall, the question is whether some adjustments of employees purchasing services. It was noted that ultimately, the cost has to be met somewhere, either by other clients, by a university subsidy, or by external funding.

The question was raised if expanding the employee emergency fund to an all-employee giving and receiving opportunity.

There's a capacity issue for the CDC, which may motivate looking at other approaches, such as the employee emergency fund or addressing through CBA's.

- V. New Business – no new business
- VI. Announcements – no announcements
- VII. Adjournment
1:15 pm