

# MINUTES

## AP Salary and Benefits Subcommittee Meeting

10/12/17 PAD 308 Allendale Campus

### In Attendance

Ryan Borchert (Group 1), Michelle Rhodes (Group 2), Michelle DeWitt (Group 3), Jennifer Kamradt (Group 4), Michelle Cronk (Group 5 - Chairperson), Joshua Stickney (APC Liaison), Linda Yuhas (Compensation and Salaries Liaison), Dave Smith (HR/Benefits Liaison)

Absent: Open (Group 6)

### Old Business

- Reviewed and approved minutes from the last meeting.
- Dave to check on faculty committee FMLA new benefit plan/ in works
- Michelle Cronk to draft 3 questions for group to ask members
- Josh to check with AP Committee on SB attending Nov. meeting
- Josh to check on Webmaster

### New Business

#### 1. Presentations

- a. Dave Smith, HR/Benefits- open enrollment 10/24-11/9 for 2018. Flu clinics in full swing. No cost to go to Meijer for flu shot. Standard PPO/What is changing: Autism Spectrum Disorder- remove limits to physical, occupational and speech therapy services. Cochlear implants 50%. High deductible pharmacy co-pay after deductible (not changing), Autism Spectrum Disorder- remove limits to physical, occupational and speech therapy services. CVS- quarterly changes formulary, can get 90 days of drug at a time at any pharmacy. Mail in CVS copay 2 month charge for 90 day supply. Encompass-Emotional and financial wellness including retiring happy. Last day of the month of the year they turn 26, medical drops. If you sign up for social security you lose your ability to contribute to HSA account. Spouse and dependents \$20 for a year. Parking pass with gym membership parking services free. On master plan to add downtown facility for working out.

- i. Generic -\$4
- ii. Preferred -\$20
- iii. Non preferred -\$40

\*\*\*No changes for 2019\*\*\*

- b. Linda Yuhas, Salary & Compensation-3:07pm start time. Gvsu.edu/hro faculty/staff tab went

through website. CUPA site salary site to limit. Salary from industry and CUPA. Can make more than 120% maximum range, still get cost of living. Slide explaining compression. Linda tracks new hires and keeps list of new hires that compress others. Suggestions are made to appointing officers. Appointing officer is the person who you can send salary surveys to for market information. End of HR presentations 3:47pm

c. Lindsey and Elisa, Health and Wellness- First speaker

- i. Elisa- background, New Sue Sloop, Work Life Consultant, social worker, been here 3 months. Appointments within 24 hours. Mediator available for departments. Card for conflict resolution.
- ii. Lindsey-2019 goals to be healthy campus. 2 miles marked path and President Haas walk 10/13/17 on path. Stats on starting day tired, 35% rested. Certified Healthy Departments application now open. 16 departments now earned status. December deadline, February departments learn if they earned status. Healthy Choices Wellness Program now connected to open enrollment.

2. Room Reservations - Linda

3. Path to promotion-Moved to next working meeting due to shortage of time

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### Action Items/New Tasks/Discussion

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- Dave to check on faulty committee FMLA new benefit plan/ in the works-
  - Not on FPPC agenda
  - Women's commission making recommendations- around January. AP member on commission. Josh will ask her to attend and present to SB
- Michelle Cronk to draft 3 questions for groups to ask members
  - 2 years ago a intro- Next work added to agenda to go over.
- Josh to check with AP Committee on us SB attending Nov. meeting
  - Nov 2<sup>nd</sup> Siedman 3001 Time 3-4:30pm. Yes, the more the merrier.
- Josh to check on Webmaster
  - Needs to still ask and asked what we needed. Minutes not posted. Samantha Minnis (Library)

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### AP Committee Meeting Summary

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#### AP/Committee Updates and News – Joshua Stickney

- EPDP and Promotion talks- More to next working meeting
- Page up (LU) new review system
- Committee Members – updates/comments/feedback
- FAQ on Website- JS looking into Webmaster

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**Next meeting November 9, 2017 @2:00-4:00pm Location TBA -Topic/Speaker: Staff Relations & Development- Dev Butler- 1100 JHZ – Linda is booking-**

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