**Salary and Benefits Sub-Committee Meeting**

**November 17th, 2021 from 2:30-3:30pm**

Zoom: <https://gvsu-edu.zoom.us/j/99276795949?pwd=dGhrMmFESXdwa2NJTXgrcmNQdEFRdz09>

***2020/2021 Committee Members:*** *Mitch Eastlick (Vice-chair, Group 1 - 2024), Meagan Treadway (Group 2 – 2023), Chelsea Ridge (Group 3 - 2024), Jacklyn Rander (Group 4 - 2022), Katie Branch (Chair, Group 5 - 2022), Sarah Tibbe (Secretary, Group 6 – 2023), Tara Bivens (HR Benefits Liaison), John Offerman (AP CMTE Representative/Liaison), Nick Ekstrom (Incoming HR Benefits Liaison)*

**Agenda**

**Brief Introductions**

**Review of Minutes**

Minutes approved 11.17.2021.

**Updates**

* AP Committee update from John Offerman
  + 11.4.21, Greg Sanial spoke to AP CMTE. Mid-year budget adjustments, no plan to adjust using contingency funds. Enrollment and retention are trending down, so something will have to give but not yet. Expect 2-year budget impact due to pandemic.
  + Campus vaccine compliance: Non-compliant = 1,600; about 800 have not submitted status either way.
* Committee members updates/comments/questions
  + Chelsea/Meagan: How do AP staff members share their voice/vote for campus discussion? I.e. Reach Higher 2025 approval. Faculty have a strong voting structure, but what does AP have/what does it look like?
  + How is AP heard across the institution?

**Current Business**

* Committee 2021-2022 Goal: Research and draft a recommendation to GVSU senior leadership regarding childcare benefits on campus.

**New Business**

* Tara Bivens – Report on findings of Michigan Public Universities Childcare Benefits  
  MUCH Survey Childcare Stipend November 2021. Poll shared with other MI institutions. Many others do NOT provide a stipend/reimbursement for childcare. MSU offers emergency care. WSU modeled theirs after University of Connecticut.

No longer a staff/faculty discount offered.

Nick – meeting with national groups to discuss options in December, will report in January meeting.

* Focus group assignments for childcare benefits on campus:
  + Employee
    - Health/Wellbeing
    - Recruitment
    - Retention
    - Reliability of Care
    - Quality of Care
  + Student
    - Health/Wellbeing
    - Recruitment
    - Retention
    - Reliability of Care
    - Quality of Care
  + National Precedence
  + Childcare university based vs. community based
  + Age-range for childcare/busing to and from school (aftercare)
  + Flexible Spending Account – Childcare reimbursement process education/communication/marketing not always clear on process or savings per family
  + Corporate Models: Spectrum, Proctor and Gamble, etc.
  + Other
    - Narrow down scope of information to present to senior leadership.
    - Facts to Gather:
      * Average cost to university/workplace? Cost/benefit analysis?
      * Funding sources?
      * Recommendations to IHE?
      * GVSU FSA get’s 5,000 reimbursement for childcare.
* Create list of potential invited speakers for future meetings.
  + VP Truss (Enrollment Management) to discuss Faculty/Staff childcare efforts
  + Women’s Commission working on issue of childcare as well.
* Is there anything we would like to include in the next AP Newsletter?
  + Post our goal of developing a childcare proposal. Questions can be directed to CMTE.
  + 90% faculty staff completed open enrollment, slightly up from last year.
  + Provide more details in DEC meeting.

**Upcoming Dates**

Next Meeting S&B Committee Meetings:

12.15.21 from 2:30-3:30pm

1.19.22 from 2:30-3:30pm

2.16.22 from 2:30-3:30pm

3.16.22 from 2:30-3:30pm

4.20.22 from 2:30-3:30pm

5.18.22 from 2:30-3:30pm

6.15.22 from 2:30-3:30pm