**Salary and Benefits Sub-Committee Meeting**

**December 15, 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**

**Updates**

* AP Committee update from John Offerman
	+ President Mantella recognized need for greater AP involvement and AP Executive Committee working to continue discussion and what that would look like.
	+ All AP Staff Huddle for January 13, to raise and questions/concerns. All welcome. [**Reach Higher 2025 website to RSVP**](https://www.gvsu.edu/reachhigher2025/module-events-view.htm?siteModuleId=35412CE5-F628-50ED-4C736FD23F6F2C2F&eventId=3D4E142F-C520-94E7-2778D7D193D9429A)**.**
* Committee members updates/comments/questions
	+ None.

**Current Business**

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

**New Business**

* Review of peer institution childcare services.
	+ List dated from 2006. Contact IA to see if there’s a more recent list?
	+ Many are on par with our current practices and policies.
	+ Katie – will follow up with Women’s Commission to see if they are currently working on comparable initiative to join forces if applicable.
* Develop survey to gather information regarding childcare services.
	+ Information Points to Gather:
		- Does a policy exist? If yes, willing to share?
		- What roadblocks did you encounter when developing/implementing said policy?
		- Age of children, costs (to staff and institution), location (on-campus vs. off-campus), availability (drop-in vs. scheduled care), emergency services, type of childcare (supervision or holistic supervision), utilization by employees (% of staff), qualifications for reduced rates, transportation (wrap-around services), space allocated for students vs. faculty/staff children, rates/hours, safety protocols, staffing and child:staff ratio
	+ Committee members to individually reach out to 1-2 peer institutions to address these questions. Provide findings during January/February meeting. Then follow up with scholarship to support our proposals.
	+ Nick – HR is currently exploring stop-gap options in the immediate future (exploratory phase).
* Possible Focus group assignments for additional information to add to the senior leadership proposal regarding childcare 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

**Upcoming Dates**

Next Meeting S&B Committee Meetings:

1.19.22 from 2:30-3:30pm (Women’s commission to join?)

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