



Salary and Benefits Sub-Committee Meeting

March 18, 2020, 2-4

Zoom: <https://gvsu-edu.zoom.us/j/93645582155?pwd=RVlidlhyd25seFF1M0t2QTkzZUEwUT09>

2020/2021 Committee Members: Brent Tavis (Group 1 - 2021), Ryan Neloms (Vice-chair, Group 2 – 2023), Michelle DeWitt (Group 3 - 2021), Jacklyn Rander (Chair, Group 4 - 2022), Katie Branch (Group 5 - 2022), Sarah Tibbe (Group 6 – 2023), Dave Smith (HR Benefits Liaison)

Jason Durham (AP CMTE Representative/Liaison) – Not in attendance 3.18

Tara Bivens (Incoming HR Benefits Liaison) – Not in attendance 3.18

Minutes

Presentations/Invited Guests

Dave Smith, Director of Total Rewards

- Benefits Annual Review
 - Projected expenditure - \$57 million (approx.) Reduction from year prior due to VRIP, lower headcount on campus and compensation-based benefits (didn't move due to suspension of merit increases).
 - Key drivers of healthcare spending: demographics (GV average trends older but *is* getting younger), conditions, severity, outlier cases, price, use of service, health status, engagement.
 - There are tools to search for price comparison on treatments/care
 - GVSU spending well below national average, much credit to preventative initiatives.
 - Pharmacy costs rising, likely to continue to rise.
 - Many changes likely due to COVID impact. However, there is no evidence that employees are forgoing crucial treatment (according to Priority Health). AP is responsibly managing health concerns and costs.
 - No anticipated changes for 2022/2023 calendar years. However, due to the uncertain circumstances, there may be revisions if unforeseen costs arise in the next 18 months.

Updates

- AP Committee update from Jason – Not in attendance.
- Committee members updates/comments
 - Sarah – Living Learning Communities Downtown GR options to be promoted to first-year students. 4 options to hold about 200 students total.



- Katie – Vaccination update: campus workgroup looking at distribution plan, prioritization in accordance with current state guidelines. Campus is ready to accept supply when provided and able to conduct vaccination clinics.

Unfinished Business

- None

New Business

- Michelle confirmed that Karen Matchett still does the AP Newsletter, is there anything we would like to include in the next newsletter?
 - Keep an eye out for HR April newsletter for an update. – Jackie to send copy to Karen to include.

Meeting Concluded at 2:45pm

Upcoming Meetings

April 15, 2-4 – Elisa Salazar will present about her new position as the Employee Ombuds Officer