**Salary and Benefits Sub-Committee Meeting**

**December 10, 2020**

Zoom: <https://gvsu-edu.zoom.us/j/3454136274?pwd=V1RYV2pyT0lmOGkrbk9sMm55ckxmUT09>

***2020/2021 Committee Members:*** *Brent Tavis (Group 1 - 2021), Ryan Neloms (Group 2 – 2023?), Michelle DeWitt (Group 3 - 2021), Jacklyn Rander (Chair, Group 4 - 2022), Vacant (Group 5 - 2022), Sarah Tibbe (Group 6 – 2023?) - Not in attendance, Dave Smith (HR Benefits Liaison), Jason Durham (AP CMTE Representative/Liaison)*

**Minutes**

**Presentations/Invited Guests**

* Tina Barnikow - Virus Action Team updates
	+ Tina discussed the partnerships with Ottawa and Kent county public health departments and how they have twice a week meetings plus regular emails and phone calls
	+ She showed graphs of daily new cases and broke it down by what was happening in the community compared to GVSU
	+ Reviewed GVSU Data Dashboard graphs
	+ They’ve discovered that there aren’t transmissions from class or between faculty and students, but it is more from events and community transmission
	+ The partnership with Spectrum Health as resulted in 30,000 tests through the GVSU testing program
	+ Cumulative positive rate since early sept is 2.28%
	+ Contract tracing – GVSU is obligated to provide numbers to health departments
	+ Based on updated guidelines from the CDC, GVSU is piloting a 10-day quarantine to those who qualify – people who need to quarantine will always start at 14 days, but could be shorted by the 10th day.
	+ Health department will issue letters to end isolation if meet criteria
	+ Tina also gave updates on the vaccine, but so much is changing rapidly, it’s hard to give definitive answers to some of the questions
		- It is expected that healthcare workers and inpatient residents and employees will get the vaccine first
		- There isn’t clarity where education falls in the list of distribution at the moment, but they’re anticipating faculty will be higher on the list than students.
		- GVSU has the ideal freezers for the Pfizer vaccine and purchased a new one to assist other community members.
		- There will be more to figure out with distributing on campus since people have to wait at least 15 mins before leaving after getting the vaccine while still social distancing.
		- There should be little to no cost to receive the vaccine
		- Would expect in late spring to early summer to potentially see declining numbers due to the vaccines
		- There are ongoing conversations about vaccine requirements
		- Tina believes we will continue to offer student employees paid sick leave

**Review and Approval of Minutes**

* Made corrections on the October meeting minutes to change under “next meeting” from “Budget Committee” to “Salary and Benefits Subcommittee”
* October minutes approved in meeting
* It was decided to approve via email
* Email to Jason for AP Committee to post online.

**Updates**

* AP Committee Update from Jason
	+ No updates since many of us attended the larger AP meetings with President Mantella and Greg Sanial
* Committee members updates/comments
	+ Dave gave us updates about the new HSA provider
		- Everyone should have received the email from HR about the change from United Bank no longer handling HSAs and will be transferring our accounts to Health Equity
		- United Bank did not provide adequate time to investigate other HAS providers, but Health Equity is a well-known and reputable provider.
		- Account members don’t need to do anything, everything will be moved automatically
		- More information will be mailed to HSA members in the coming weeks and months, but can always reach out to HR with questions.

**Unfinished Business**

* Succession details
	+ Rotation dates are now added next to the committee members names on agendas and minutes per the previous meeting minutes from January 2020.
	+ Jackie’s concern is that the way the terms are set up currently, someone will have to be the vice chair their first year on the committee so they can stay on one year after being chair.
	+ Jason will check with the AP Committee to see if they have recommendations on how to handle this.
	+ There was discussed that when someone leaves the committee, the replacement will fill out remainder of term of person they’re replacing to stay on the correct schedule.

**New Business**

* Elect new Vice Chair
	+ Will elect someone at the January meeting since we should be having a new person join our committee soon and since Sarah was unable to attend this meeting.

**Next Meeting**

* Elect new vice chair
* Jackie will send out meeting invites for every third Thursday of each the month through April and the time will continue to be 2-4 PM.
	+ January 21st
	+ February 18th
	+ March 18th
	+ April 15th
* Also discussed who will present at future meetings, the following was suggested
	+ January: Invite Lindsay DesArmo, Health and Wellness Manager and Elisa Salazar, Work Life Consultant to January meeting to discuss how they’ve been supporting employees during this transitional time
	+ February: Leave open for now
	+ March: Dave with benefit updates