**Salary and Benefits Sub-Committee Meeting**

**February 16th, 2022 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**

**Updates**

* AP Committee update from John Offerman
	+ Katie - Awaiting to hear back on status of university budget and subsequent changes, if any.
* Committee members updates/comments/questions
* No member updates.

**Current Business**

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

**New Business**

* AP Phased Retirement Request
	+ Katie approached by AP Executive CMTE to review potential for re-instituting the phased retirement plan. Faculty senate has proposed it and moving through the approval process.
	+ Generate a letter on behalf of AP staff members to be considered for benefit. Katie to compose a letter within our subcommittee and pass it along to the AP Executive Committee for next steps.
* Family Leave Proposal
* Peer Institution Survey Assignments:

<https://docs.google.com/spreadsheets/d/1AkDTnnN2Jm12i5qxmZLtpLm9PlFlmoatXqNt5ODPDiw/edit?usp=sharing>

 Contacting respective HR departments for information.

 Add any relevant data provided

 Load data into spreadsheet by March 16th meeting to review and discuss.

Lindsay DeSarmo attending next meeting to provide historical context related to childcare.

Meeting adjourned at 2:50pm to provide time to work on Peer Institution data.

* 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:

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