Salary and Benefits Subcommittee Meeting Minutes September 11, 2014 - 8:30 a.m.

1012 James Zumberge Hall

Attendance: Whitney Marsh (Group 1), Susan Proctor (Group 2), Julie Amon (Group 3), Luanne Brown (Group 4), Michelle Cronk (Group 5), Quincy Williams (Group 6), Mary Ziomkowksi (AP Committee Liaison) Dave Smith (HR Rep), Linda Yuhas (HR Rep)

Guests: Sue Sloop, Lindsey DesArmo - GVSU Health & Wellness

Old Business -

• As the first meeting of the new academic year, there was no old business to discuss.

New Business -

• The meeting rotation schedule for the year was determined with individuals responsible for securing rooms and taking minutes assigned per below.

10/9/14 - Downtown - Quincy Williams to schedule and take mins.

11/18/14 - Allendale - Luanne Brown to schedule and take mins.

12/11/14 - Downtown (CHS) - Mary Ziomkwoski to schedule and take mins.

1/8/15 - Allendale - Whitney Marsh to schedule and take mins.

2/12/15 - Downtown (Seidman or Kennedy) - Susan Proctor to schedule and take mins.

3/12/15 - Allendale - Julie Amon to schedule and take mins.

4/16/15 - Downtown - Michelle Cronk to schedule and take mins.

5/14/15 - Allendale - Whitney Marsh to schedule and Susan Proctor to take minutes.

• October Meeting - Dave Smith will present on open enrollment and Linda Yuhas will deliver the Compensation 101 presentation.

• November Meeting - topics/speakers were discussed with the suggestion of a presentation on tuition reimbursement and retiree benefits.

Speaker -

Sue Sloop and Lindsey DesArmo joined the group to discuss wellness initiatives on campus for the upcoming year. They discussed the mission and pillars of the program, shared accomplishments to date, and discussed upcoming activities.

The program operates on 6 pillars:

1. Visible Leadership Support - More SMT in promotions and recruiting more leadership to serve as ambassadors.

2. Strategic Planning to drive a wellness culture on campus - The Wellness Task Force will be making recommendations to be included in the upcoming Strategic Planning process.

3. Data & Evaluation Management - They reviewed the results from particapnts of the Healthy Choices program from 2012-14. 68% have had no change in risk level. 16% have migrated to a higher risk level. 16% have moved to a lower risk level. Overall risk, hence, has remained stagnant which is better than national trends.

4. Program Design & Intervention - Main focus areas are fitness and health programming and emotional and stress management.

5. Supportive Organizational Culture

6. Benefit Design & Incentives - Healthy Choice incentives will be expanded to include household members beginning in Fall of 2015 for an additional $300 potential in incentives.

See attached presentation for more details.

Updates -

• HR/Benefit Updates -

Dave shared that HR is rolling out a new long-term care insurance benefit for faculty and staff in late September. It is a voluntary plan that covers expenses for long term care services received at home, in the community or in a nursing facility for participants. He also updated that the overall reaction to the switch to Priority Health seems to have been positive. He asked for feedback from committee members from their groups. General consensus was positive with most indicating there hasn't been many comments shared. HR has had the same results and are assuming that no news is good news. There will be a future change in the referral process for back surgery - more information on that process to come.

-AP Committee Updates -

Mary shared that the committee had discussed results of last year's survey and an overwhelming theme was the desire for better communication with AP about the role of the committee. To help facilitate this, the committee is going to begin offering lunch Open Houses for A/P in each group facilitated by the two group representatives to help better share information and solicit input from members.

-Committee updates/comments from groups - Group members have suggested HR consider additional vacation time be considered based on years of service milestones. HR has agreed to look at data to benchmark our current vacation offering versus the other Michigan public institutions and report back to the group.

The committee also suggested that more seminars on financial and retirement planning be offered to help prepare staff for a stable financial future. Dave shared that these seminars have been offered in past with not much participation. Fidelity has had to cancel a few planned programs because of change in representatives but new, more local reps should help in keeping these on a more regular basis. To increase participating in seminars, it was suggested to re-evaluate the "retirement" verbiage used to appeal to staff who may not consider this relevant to their current situation. It was also recommended to see if this is a topic the new Young Professional Committee could tackle or help promote to younger staff not necessarily thinking about retirement.

Next Meeting - Thursday, October 9, 8:30 - 10:30 a.m.

Minutes respectfully submitted by:

Susan Proctor