

Staff Senate Meeting Minutes
November 9, 2017
ARKU 508-509

Members Present: Raymond Anders, Denise Bignar, Alex Booth, Christopher Clanton, Laura Cochran, Eva Cordero, Tonya Foster, Lisa Frye, Erika Gamboa, Cecilia Grossberger-Medina, Shelby Hanson, Derrick Hartberger, Roy Hatcher, Jeremy McAtee, Elizabeth McKinley, Cedar Middleton, Devyn Moore, Cindy Morley, Autumn Parker, Allen Porter, Leslie Pounds, Mary Skinner, Bryon Speller, Susan Stiers, Elon Turner, Quincy Ward, Trish Watkins, Carrie Whitmer, Tiff Wimberly

Members Absent: Blake Chapman, Cat Donnelly, Travis Lynch, Debbie(XO) McCloud, Michael Rau, Sara Beth Spencer-Bynum

Guests: John Delery, Richard Ray

1. Regular meeting was called to order by Chair, Elon Turner, at 9:32 am.
2. Adoption of the agenda
 - a. Move Fringe Benefits, Campus Updates, first
 - b. Modifications with changes
3. Roll call – Denise Bignar
4. Campus Updates
 - a. Fringe Benefits Committee- John Delery
 - i. Plan Changes
 - i. Must choose plan by November 30th
 - ii. Committee took ideas to systems office and gave input
 - i. Wanted less out of pocket expenses
 1. Systems office created Premier Plan
 - a. Higher premiums with lower out of pocket

- b. UA-F contributes less to cover dependents
- c. Wanted same contributions for all 3 plans
- d. Market survey- SEC and NWA
- e. Will reduce subsidies over next 3 years till UA-F is at 70%
 - i. Could mean 50% increase in premiums for some

2. HSP premiums are low with high out of pocket

- a. System contributes to HSA
- b. Put savings from cheaper premiums in HAS
- c. UA-F will contribute in Jan and in September
 - i. May not contribute next year

- iii. Spouse exclusion is off table now
- iv. Surcharge for tobacco use coming
- v. Staff senate can draft letter

b. Benefits Updates- Richard Ray

- i. 3 Plans
 - i. Classic is the base line
 - ii. By July 1, 2020, dollars employee contributes will be same as HSP and Premier
- ii. Information sessions and departmental staff meetings
 - i. Campus presentations November 15th and November 28th
 - 1. Will be broadcast
 - ii. Going to departments to do presentations

- iii. All employees should have received communication
 - i. Info on open enrollment page on HR website
 - ii. Need to understand differences in 3 plans
 - 1. Classic- mostly same (mid-level plan)
 - 2. Premier Plan- higher premiums, lower out of pocket
 - 3. HSP- lower premiums, everything applies to deductible (except preventive care, which is 100% covered)
 - a. FSA access total annual elections on Day 1.
 - b. HSP access only what you have in account at that time
- iv. 1st WebBASIS enrollment file- ran weekly
 - i. 35 HSP
 - ii. 19 premier
- v. July 1, not sure what adjustment premiums will have
 - i. Need to focus on employee education
 - 1. Covered benefits will be same for all 3 plans
 - a. How covered may be different
 - b. Fee schedule will be same
- vi. Open enrollment ends November 30th
 - i. Sending weekly emails

5. Approval of September minutes- Elon Turner

- a. Correction to 7B, #4
- b. Motion to approve made, seconded, and approved to accept October minutes

6. Committee Reports – Special Events, Autumn Parker

- a. Send photos to update brochure by staff senate email or share point
 - i. Canines at Ice Cream Social
- b. Survey for Staff Senate
 - i. 170 current responses
 - 1. Send feedback to Autumn
- c. Participated at Health and Benefits fair
 - i. Lots of questions about what Staff Senate is
 - ii. Involved in New Employee Orientation
 - iii. Board for Staff Senate Comments
- d. Razorgifts- selecting applications today
 - i. Register by Monday/ Tuesday
 - ii. Newswire next week
 - iii. 21 applicants, have funds for 10-12 families
- e. Picnic will be May 17th

7. Announcements or Discussions

- a. Jeremy- Chili Cook Off at Facilities Management to raise money for United Way
 - i. 11:30-1 November 17th
- b. Working on Climate Survey- Elon
 - i. Presented to Executive committee on Monday
 - ii. Will be releasing results through University Relations
- c. Ideas to make staff senate website trendy- Bryon Speller

i. Send photos and content

1. Able to give to people in area

d. Campus Council meeting tomorrow at 3 pm in Giffels Auditorium in Old Main.

8. Meeting Adjourned at 10:34 A.M.

Respectfully Submitted,

Eva Cordero