

Employee Benefits Committee

Minutes of October 1, 2013 meeting

Meeting called to order at 4:00 pm by Chair Randy Kesselring.

Randy made committee aware that there were going to be changes in the Staff representation because the SGOC structure requires 2 classified and 2 non classified staff members and 1 classified and 1 non classified retiree. Currently there are 3 classified and 1 non classified. Randy was going to get with Phillip Ladd, Staff Senate President, to get another non-classified and have one of the classified step down. Fran Laird came on board as a classified retiree.

Lori Roach explained the guidelines of the committee. One of the changes from past years is that there can no longer be exceptions to the 80 hour on the books for catastrophic leave. In the past the chancellor or his representative could waive the 80 hour rule based on State law. The System has said that there will no longer be any exceptions. ASUJ was the only campus that was using this exception and the other campuses did not.

Lori explained the System and BOT (board of trustees) philosophy on tuition increases and the fact that they did not want to pass on increases in tuition to fund benefits. They want to keep the cost of tuition as low as possible. Lori also explained the Soft Freeze on hiring for positions and that the University was trying to not have an impact on filled positions with any cuts that are needed. They are looking at other ways to make cuts, thus the soft freeze. All position requests will go through the Executive Committee and they will determine whether a position needs to be filled or if the duties can be reallocated.

Judy Pfriemer stated that she felt like the committee was a "lame duck" because all of the decisions were being made by the System. She also stated that she had gotten a lot of comments from her college asking what our committee did because the Faculty Senate president and Staff Senate president met with Jennifer Smith from the System before she met with the committee. Also the survey that was sent out wasn't very clear.

Randy K was concerned with the fact that there was a chance that the fees on the tuition discount would no longer be discounted. He stated that the fees make up about a third of the total amount. Lynn Howerton said if the University cut the amount that was contributed to retirement or the discount for fees happened what was the incentive for people to come to ASU to work.

Colonoscopy was brought up and was discussed that it is not considered part of wellness. It goes toward your deductible and then is paid 80%-20%.

Catastrophic leave request was put before the committee. Since there were 3 classified staff members on the committee at present someone had to abstain from voting. Tia abstained from voting since she knows the person. Diana Corder presented the case and Judy Pfriemer suggested that we approve for 6 months or until the date that the situation resolves. Janet seconded and all approved

Meeting adjourned at 5:15pm

Janet Moore, 2013/2014 Committee Secretary