

## UM Staff Advisory Council Minutes for October 7, 2015

The UM System Staff Advisory Council met on October 7, 2015, at University Hall.

**Present:** Melanie Barger, Ashley Wilson Berg, Heather Dempsey, Jonas Ditch, Chad Hampton, Kelli Hathman, Nishant Jain, Jason Lockwood, Leyanna Long, Nancy Tharpe, Ashley Wilson

**Absent:** John Layman, Jennifer Oetting, Sandra Monnig

New members Ashley Wilson Berg, Jonas Ditch and Nishant Jain were introduced. Outgoing chair, Chad Hampton turned the gavel over to new chair Melanie Barger. Outgoing members Chad Hampton and Jason Lockwood were presented with plaques. The minutes of the September meeting were approved with minor changes.

**Treasurer's Report:** Treasurer John Layman was absent, no report.

**ISAC (Intercampus Staff Advisory Council):** Chad Hampton reported on the ISAC face-to-face meeting held in Columbia on Sept. 22. President Wolfe attended the meeting and spoke about his Show Me Value tour (highlighting the value of higher education). Vice President Betsy Rodriguez and Assoc. Vice President Kelly Stuck also attended to discuss benefits enrollments for 2015-2016 and provide an update on other H.R. initiatives. Campus representatives gave a review of activities on their respective campuses.

**Guests:** Lisa Fetrow from UM System H.R. attended the meeting and give an overview of proposed changes to the retiree medical coverage plan. She explained that the university's health plan actuary did an analysis of 5-10-15-20 years out on a review of medical plans on the market to determine whether or not the university could continue to subsidize insurance benefits for future retirees, which has been "pay-as-you-go" rather than a funded liability. It is estimated that over 30 years, the liability projected for providing the subsidies would be \$4.5 billion, and clearly not sustainable. UM System H.R. held informational meetings about the issue with many university constituencies and they are working to answer the questions and concerns that surfaced in those meetings. H.R. is keeping close tabs on changes in the marketplace (where only 6 million of 45 million Medicare retirees have coverage through an employer plan) and where pre-65 options are developing. UM is selecting a consultant to help with those market options.

Lisa also outlined changes in employee health insurance coverages for active employees for the 2015-2016 year, with annual enrollment scheduled Oct. 19-30, 2015.

### **New Business:**

Election of officers for the 2015-2016 year continued with the following results:

- Historian: Heather Dempsey
- Secretary: Nancy Tharpe
- Treasurer: Voting postponed until next meeting when current treasurer will be available for participation.

There was discussion regarding moving the employee picnic, traditionally held in June, to the fall, when employee recognition awards could incorporate completed MyPerformance reviews. Kelli Hathman will work on finding a new venue for the event.

There also was discussion regarding the types of awards, and Nishant, Ashley and Jonas volunteered to study the current program and offer suggestions for change. (One idea to increase participation in the nomination process would be to have a raffle for nominators.)

SAC members were asked to come to the November meeting prepared to discuss:

- The SAC/HR wellness brochure
- A review of SAC bylaws (“guidelines”)
- The role of SAC
- SAC’s use of social media
- Projects for the group, including campus visits

Meeting was adjourned at 4:00 pm.

Respectfully submitted,  
Nancy Tharpe  
Secretary