

Employee Benefits Committee Meeting (with some Taskforce members)
Wednesday, January 16, 2019 @ 1:30pm
President's Conference Room, Howell McDowell

Present: Katy Carlson, Mykie Howard, Michael Kessinger, Fatma Mohamed, Amy Moore, Harold Nally, Clarissa Purnell, Brent Rogers, Greg Russell, Shana Savard-Hogge, Jessica Thompson, Traci Webster (chair); President Morgan, Teresa Lindgren when available

1. Call to Order
2. Appointment of Vice Chair: Michael Kessinger was elected vice-chair.
3. Comments by Dr. Morgan
President Morgan urged the committee to do a thorough review of benefits. He laid out the budget constraints which have plagued us, such as the need to put \$450K in unbudgeted money into health costs this year, plus \$300K for the first two quarters of next year. More money will go out for pensions to KERS and KTRS, the discount rate on tuition needs to be watched carefully as it is losing us \$22 million right now, etc. Any benefits we raise right now would have to be balanced by lowering others.
4. Review of TaskForce report by Harold Nally
We discussed the useful work the taskforce did in examining healthcare costs and recommending strategies to save money. President Morgan explained that the strategies chosen from the list of 9 put together by the taskforce were picked to minimize change and upheaval.
5. New Business
Shana Savard-Hogge updated us on the Staff Congress Benefits & Compensation Committee, which is working along with Faculty Senate to identify what benefits staff and faculty value most and what they would like to see. That committee will be working with HR to get the data it requests if it differs from what Employee Benefits requests.

After further discussion with President Morgan, the committee agreed to start by having HR generate a full table of our benefits, and then solicit information about the same benefits at other regional Kentucky institutions. That will allow us to see where we're high or low in comparison, as a starting point for considering any changes.
6. Next meeting date
We did not set a new meeting date. Given the decision in (5), it would make sense for HR to let us know when they have the requested data ready before we meet again.