



**November 2, 2016**  
**Miller Learning Center 213**  
**2:30PM**

The meeting was called to order at 2:30 pm by Staff Council Chair, Michael Lewis.

Before calling roll, Mary Moore clarified that the December 7 Staff Council meeting location has not been finalized. She will keep us apprised via email.

#### **Roll Call**

*Members in attendance:* Jason Bedgood, Teri Berryman, Kaelin Broaddus, Debi Chandler, Kelly Cona, Shauna Corsaro (via sub), Anjali Dougherty, Melinda Eades (via sub), Elmer Gray, Savannah Hembree, Stefani Hilley, Pattie Holly, Stuart Ivy, Melissa Jackson, Jenna Jones (via sub), Michael Kanning, Brenda Keen, Laura Kelley, Kristin Lawrence, Michael Lewis, Nichole Lunceford, Marie Mize, Mary Moore, Maggie O'Brien, Michelle Parkos, Laquita Phillips, Laura Rhicard, Kyla Sterling, Carly Surratt, Jason Tiller, Kristi Wall

*Members absent:* Christine Ahern, Devin Arnold, Victoria Cooper, Kat Farlowe, Michele Griffin, Kevin James, Roswell Lawrence, Maureen O'Brien, Willie Thornton, Shialoh Wilson

A quorum was present.

#### **Guest Speakers**

Michelle Parkos, staff council representative from Development and Alumni Relations, announced that the Commit to Georgia Capital Campaign Kickoff event will be held November 10 in Tate Grand Hall from 12 to 2 pm. It's an open, drop-by event, and everyone is invited.

Michael introduced Travis Jackson from Human Resources to discuss Open Enrollment, going on now through November 11.

New this year: USG is adding a legal plan, a hospital indemnity plan, an accident insurance plan, and a critical illness plan. These replace previous UGA plans.

Also new: Shared leave pool. Employees donate a minimum of 8 hours of sick leave to become a member of the pool, but must have 40 hours of sick leave on balance as of January 1, 2017. This is a one-time donation, unless the pool is completely depleted. In that event, current pool members will be asked to donate another 8 hours or opt out altogether. If the pool depletes

twice in one year, it ends completely until the next open enrollment. Donated leave would then be returned to employees.

Mary Moore asked if an employee had to deplete all their leave before having access to the pool. Travis said yes.

Kelly Cona asked if an employee who is a member of the shared leave pool with short term disability (STD) coverage has to use the STD coverage before tapping into the shared leave pool. Travis said no. Alternatively, an employee with STD coverage can go on leave without pay and bank sick leave instead.

Travis also said that if the shared leave pool doesn't get enough donations or participation initially, there won't be a shared leave program at all.

Debi Chandler asked about TRS and sick leave. Travis explained that employees on the TRS plan can bank sick leave to apply toward their years of service when they retire, so for them, it's a question of donating to the pool or banking sick leave. He pointed out that's why the minimum donation is 8 hours.

Michael Kanning asked about how re-enrollment in the shared leave pool would occur if and when the pool was depleted. Travis said there would be an announcement and the plan would be open for a set time for new donations.

Elmer Gray asked if banking sick leave for TRS was maxed out at 30 years of service. Travis clarified that employees on the TRS plan could bank sick leave for up to 40 years of service, but banked sick leave can't be used to get an employee to vesting.

Maggie O'Brien asked for clarification of what would happen if the shared leave plan ends. Travis confirmed that if the plan ends, any donated leave will be returned.

Brenda Keen asked if the current plan will continue through the end of this calendar year, and if employees could still make direct donations of sick leave, and Travis confirmed that it would and they could.

Laura Rhicard asked if an employee is not able to join during the current open enrollment, will they be able to join next open enrollment. Travis confirmed that the shared leave pool will be open to new members every year with open enrollment.

Kyla Sterling asked if the pool is depleted and employees are asked to donate 8 more hours, do they need to have a balance of 40 hours as when they first donated? Travis clarified that they will not.

Maggie O'Brien pointed out that some members might not have 8 hours to donate should the pool deplete. Travis confirmed that unfortunately anyone who doesn't have an additional 8 hours to donate will no longer participate in the pool. Brenda added that perhaps the re-enrollment timespan include time for employees to get sick leave credits. Travis said that would most likely happen.

Stefanie Hilley asked if there were advantages to being in the leave pool if an employee already had Short Term and Long Term Disability coverage. Travis said that one advantage would be if an employee had no leave and went on short term disability, there's a 14-day exclusion period, or leave without pay. With long term disability there's a 90-day exclusion period. Travis said that

if an employee had both STD and LTD and a lot of banked sick leave, then there isn't really an incentive to join the pool. Brenda suggested altruism as an incentive.

Travis then switched topics to changes to existing plans. There are structural changes to some of the health plans. Deductibles are increasing, as are maximum out-of-pocket expenses, in the high deductible and consumer-choice plans. Premium rates are increasing for the HMO plans, as are some of the copays. Dental insurance rates are going up, as are short term and long term disability plans.

Kaelin Broaddus asked about the likelihood that the BOR will impose a \$100 per month surcharge to employees whose healthcare benefits include spouses and those spouses could be insured by their own employers. Travis confirmed that there is a very good chance this fee will be imposed in January 2018. He said this is industry-wide.

Travis clarified that if both spouses work at UGA there would be no surcharge. He also clarified that the surcharge is meant to save the USG money on premiums, and that there will probably be discounts for participating in wellness plans to help offset that surcharge.

Michael asked Travis to confirm that the surcharge would not be charged against an employee who could be covered on their non-UGA spouse's insurance plan. Travis confirmed that was so.

Anjali Dougherty asked if the move going forward was to price employees out of the HMO plan. Travis said no, it's to keep the plan viable. He said it's a great plan, with an example of maternity care costing \$300, but he said that the insurance has to pay for the remaining balance, and that is why rates and deductibles are increasing.

Laura Kelley asked whether or not the \$100 surcharge would be charged against an employee whose spouse works for a company that doesn't offer insurance, because technically everyone needs to be covered under the Affordable Care Act. Travis said he couldn't speak to that specifically, but believes that it only applies to spouses covered under a group plan, and one that spouses have to contribute to.

Brenda shared that Marion Fedrick said it would be like the tobacco use charge, with employees on the honor system to tell the truth. Travis shared that it would be hard for an employee to have to prove that their spouse did or didn't have a workplace insurance plan.

Savannah Hembree asked if there could be a high-deductible plan offered for employees and dependents only. Travis said he couldn't speak to that, but added that there is a movement to move to an employee plus children plan.

Brenda asked about dental insurance. If an employee has a child under 26 years of age who is not a fulltime student, are they still covered, and can they get coverage out of state? Travis, said yes to both.

Kyla asked if there was any movement toward having the UGA dental clinic qualify as in-network for Delta Dental. Travis said there is nothing currently on the table, and issues in the past have been that UGA students pay fees to use the dental clinic, and if they open it up to people insured with Delta Dental, that would allow for anyone in the county to use the clinic. It wouldn't seem fair to UGA students. However, the UGA vision clinic is considered in-network for the EyeMed vision plan.

Elmer asked Travis how the EyeMed plan works. Travis explained that each covered individual gets \$150 per year to go toward frames and contact lenses, and then a deductible toward prescription lenses. Savannah Hembree pointed out that the \$150 can also be used toward sunglasses.

Elmer added that he felt notification of open enrollment was non-existent this year. Travis said that notification was definitely late due to a delay in the approval process chain. Travis added that there will be a new model for communicating open enrollment next year, with HR coming to departments to communicate.

Laura Kelley mentioned that Blue Cross Blue Shield has added new wellness programs to its comprehensive care plan. Travis replied that those programs have been in place for a while, but BCBS did not do a great job in rolling them out.

Kaelin asked if HR could help employees find the best and most affordable healthcare options in an effort to offset the \$100 per month surcharge in 2018. Travis said yes, there are five counselors in place to help, just call to make an appointment, except during open enrollment when they don't take appointments, but accept walk-ins.

Before leaving, Travis asked if we wanted him to talk about FLSA. Kelly Cona said she had a question about comp time maximums. Travis said a decision has been made that would be released tomorrow. The max is 240 hours per fiscal year. Whatever comp time is not used at the end of the fiscal year will be paid out.

**Minutes:** Michael asked for a motion to approve the October minutes. They were approved unanimously.

### **Staff Council Committee Reports**

There were no reports.

### **University Council Committee Reports**

There were no reports.

### **Chair's Report**

Michael shared that he attended the Alumni Association Board of Directors meeting. He said there was good food and interesting people.

### **Old Business**

There was no old business.

### **New Business**

Michael shared a letter written to Kiz Adams asking her to add information about flexible work schedules to the Work Life Balance website. Brenda clarified that the information on the Work Life Balance website is difficult to access and isn't detailed information about UGA policies on flexible schedules.

Laura Rhicard asked if there were universal university policies for flexible schedules now, or is it up to each department. Michael said he is sure there is a combination of both. Michael asked if we supported him in sending the letter to Kiz. We agreed that he should.

Michael asked if we had anything else that we wanted to talk about. Debi Chandler said that the Finance and Administration SRG wanted to thank Michael for coming to talk to them about SRGs and Staff Council.

Michael pointed out that two guests from the Franklin College IT department were in the audience, Debbie Tonks and Beth Woods. He asked why they attended the meeting. They said that they didn't have any representation before.

Michael informally adjourned the meeting at 3:15.

Next Staff Council Executive Committee meeting 3:30 pm Tuesday, November 29, 2016, Conner Hall, Room 103.

Next Staff Council meeting 2:30 pm December 7, 2016, (location TBD)