The meeting was called to order at 2:32 pm by Staff Council President, Michael Lewis.

Roll Call

*Members in attendance:* Christine Ahern, Jason Bedgood, Kaelin Broaddus, Teresa Cash, Debi Chandler, Kelly Cona, Andrew Cropp, Anjali Dougherty, Macie Fouche, Danielle Free, Jami Gilstrap, Elmer Gray (via sub Lucy Crow), Andrew Hanneman, Savannah Hembree, Pattie Holly, Stuart Ivy, Melissa Jackson, Kevin James, Laura Kelley, Kristin Lawrence (via sub Hayley Cox), Michael Lewis, Brittney MacDonald, Carolyn McNearney, Marie Mize, Mary Moore, Laura Rhicard, Jacob Schindler, Alec Shepherd, Joy Strickland, Kassie Suggs, Carly Surratt, Beth Woods (via sub J. D. Woods), Scott Woodward.

*Members absent:* Ian Armit, Johanna Biang, Tyson Browning, Melanie Crawford, Michele Griffin, Matt Hammons, Stefani Hilley, Brenda Keen, Heather Macon, Emma Mattox, Kyla Sterling, Evelyn Wilhite, Shialoh Wilson.

A quorum was present.

Minutes

The February 2018 minutes were approved unanimously.

President's Report

Michael shared that he’d had a busy month. He attended a meeting of the Foundation Trustees, and once again walked away with an appreciation of their collective generosity and organization.

Michael also shared that a Staff Council representative contacted him because the representative is prohibited from attending meetings by his/her manager unless the time is recorded as leave. Michael reached out to Human Resources who responded that if a non-exempt employee’s time out of the office must be accounted for it can be coded as Miscellaneous Leave. It’s paid leave, but does not factor into overtime calculations.
Michael said that Staff Council has a letter from former UGA President Charles Knapp that implies otherwise, and Michael sent a copy of that letter to Arthur Tripp, who sent it on to HR. HR responded with the information about Miscellaneous Leave. Michael asked HR to reconsider the overtime calculations. In his experience, Michael said that Staff Council presidential duties add an average of 15 extra hours of work each week. Historically, the extra hours haven’t constituted a compensation issue since SC chairs and presidents have been exempt employees. Michael added that the time will come when a non-exempt employee will be elected SC president, and compensation and timekeeping will be an issue. HR said they would reconsider how all SC reps should account for the time spent doing SC work.

Kelly Cona said that was good especially since FLSA changes took place and many exempt employees were reclassified as non-exempt. Michael added that he’s uncomfortable with the idea that SC reps should be making overtime for their SC work. He’s also uncomfortable with the idea that a department would have to pay SC reps overtime. And, he’s uncomfortable with the idea that SC reps should work for free.

HR will take some time to fully resolve the issue. In the meantime, if any rep’s supervisor tells them that they must take leave to do SC work, the rep can say no. If the time has to be accounted for, the rep can take Miscellaneous Leave.

Kelly Cona brought up Worker’s Comp. What happens if a rep gets hit by a bus on the way to a SC meeting? Stuart Ivy interjected that as a representative of Transit he opposes the term “hit by a bus.” He prefers the phrase “winning the lottery.” Hilarity ensued.

**Guest Speaker**

Michael introduced Kiz Adams from UGA’s office of Work/Life Balance which is now referred to as Human Relations & Well-being. Kiz explained that she wanted to talk about the USG Well-being Program. It’s available this year to people who get their health insurance through UGA.

This new program will test the waters to see if people will do it, if they like it, and if it will it have an impact on how people take care of themselves. The program offers participation incentives, which are partially funded by a reduction in the insurance fees that Blue Cross/Blue Shield (BCBS) and Kaiser charge to UGA.

The program is managed by an outside vendor, RedBrick Health, who delivers these types of wellness programs to different worksites. RedBrick was vetted and selected by USG. There’s an online portal where participants can take a health assessment, or log activities.

There are financial rewards for completing certain activities. The most a person can earn is $100. Spouses who are insured through UGA can also participate and earn up to $100, so a family can earn up to $200. How the money will be given is yet to be determined. If it were given as income it would have to be taxed. It might be given as a credit toward health premiums.

Here is a list of activities for which an employee can earn Well-being credits:

- Complete online health assessment $50
- Track 30 minutes or more of physical activity for at least 30 days $50
- Participate in financial coaching through Fidelity, TIAA, or VALIC $25
Participate in digital coaching $25
Participate in wellness coaching by phone $25
Participate in community events $25

A participant does not have to complete all the activities. They can earn credits for just doing one of the activities. Also, a participant doesn’t have to answer all of the questions of the online health assessment to receive credit.

Kiz said that there is no penalty for not participating, and all private information will not be disclosed to USG or UGA. The program ends September 30th, and well-being credits will appear in a yet-to-be-determined way on November paychecks.

Mary Moore asked Kiz to clarify where the money for this program comes from. Kiz said that BCBS and Kaiser are giving USG a break on health insurance in order to fund part of the program. If the program is deemed a success it might continue and open up to all employees.

Kelly Cona asked if the financial coaching was only available to employees enrolled in one of those programs. Kiz said that anyone can get financial coaching. In fact, any employee can get free financial coaching from any vendor (though not to earn well-being credits).

Laura Rhicard asked if there would be a list of qualifying community events on the website. Kiz said that they would be there, and credit would be given via the honor system.

Kiz then asked the reps what their reaction was to this program. Andrew Hanneman said that the cynic in him thinks that all the health data will go to the insurers who will then adjust premiums accordingly. Kiz clarified that USG will get aggregate data based solely on the participants in the program. If only 10% of the qualified population participates, then USG gets only a small slice of data.

Kiz shared that the optimist in her thinks the opposite will happen: people will participate, get healthier, and insurance premiums will go down. Research shows that is the case with worksite health programs. There’s a good return on investment—it just takes 5 to 6 years to see that return.

Alec Shepherd asked if the health assessment was anonymous. Kiz said that Redbrick will know that a person completed an assessment. They won’t know the answers for specific assessments, just aggregated information.

Laura Rhicard asked Kiz if she thought this program was a gateway to mandatory participation in health and well-being programs. Kiz said no, she believes UGA would never do that.

Kevin James said that he’d reviewed the terms of service and privacy policy for the program and said that there were things that gave him pause:

- “At the direction of your sponsor, your health insurance provider may share claims-related information with us.”
- “We may share your personal information with your health care providers.”
- “We may receive information about you from other sources, including publically available databases or third parties from which we purchase data and combine the information.”
- “I expressly consent and give permission for them to contact me directly, including by phone or text or robo call or email.”
Kiz said she read those as well and asked USG about them. USG assured her that no one would ever receive a robo call. Kiz also said that she’s been assured no one will be penalized for not participating, no one’s insurance premiums will go up as a result of not participating, and the program will not become mandatory. She added that RedBrick operates within HIPPA and FERPA guidelines. Kiz thinks that those statements might be boilerplate privacy policies that all worksite wellness vendors put into their agreements, but she doesn’t know for a fact. She acknowledged Kevin’s concerns.

Kiz added there are other wellness events on campus that he can participate in.

Kevin said that he’d like to participate because his participation in wellness last year paid off for him, but he’s unclear about who RedBrick will pull data from, and whether or not they will build a portfolio of his healthcare.

Kiz clarified that when a participant initiates an phone wellness coaching, the coach will need to contact RedBrick to confirm that the participant completed the coaching and qualifies for the $25 credit. RedBrick should not have access to the content of that coaching call. Same for the financial coaching calls.

Maci Fouche asked if the wellness coaching by phone was similar to talking to a nurse by phone, which the patient has to pay for. Kiz said they are two separate things. She added that wellness coaching is available to UGA employees already, the program is just trying to encourage more people to take advantage of it by offering an incentive.

Kaelin Broaddus mentioned that she received an email from USG Well-being with an offer to join a Naturally Slim weight loss program because she is insured by BCBS. She asked if it was part of the program Kiz was talking about. Kiz said that it’s a separate pilot program. Kiz stressed that the USG Well-being program is not about weight loss, it’s truly about well-being.

Kelly Cona asked about BCBS’s level of involvement with Naturally Slim since they are paying for the program. Kiz said that she didn’t know, but she would talk to the Director of USG Well-being. She added that the director will be at the Staff Resource Fair and encouraged anyone with questions or concerns to share them there.

Pattie Holly shared that during Kiz’s presentation she looked up RedBrick and discovered it has a D-rating with the Better Business Bureau. Kiz was surprised, and said that she thought USG had vetted them thoroughly.

Savannah Hembree shared that a colleague of hers completed the health assessment but it wasn’t showing up on RedBrick’s website that it. Had been completed. Kiz said the first email had a bad link, which made her nervous, but that the second email that went out had a link that was fixed.

Kiz shared that she hopes USG did their homework and that this program is successful. She added that on USG Well-being representatives will be at Training and Development from 11 am to 12 pm on April 17 for a question and answer session. Registration will be required so that Kiz can change the venue if need be.

**Surprise Topic**

Michael introduced the topic of an email that Joy Strickland sent last week asking permission to draft a formal letter on behalf of Staff Council to request that UGA change admission standards to include
Multiple gender choices. Kelly Cona had added to the email thread that there are only two gender choices for employees' personnel documents and background investigation consent forms.

Michael shared that he attended the Administrative Systems Advisory Committee meeting that morning and got it back on their agenda. Michael said it’s his understanding that PeopleSoft understands there is a need for multiple gender identifications.

Michael said that if Staff Council wanted to take a stand on it we probably could, but it should go through the University Council Human Resources committee.

Much discussion ensued. Ultimately, a motion was made to put the topic on the April agenda, and the motion carried.

**New Business**

Marie introduced Scott Woodward, representative from the new Library SRG. Scott said that the group has been really busy the past year, pushing for renovations of staff lounges at the Main and Science libraries, and also pushing for compression salary increases in the wake of FLSA salary changes.

Marie presented the topic of the Staff Council website. It is woefully out of date and in need of help. A dedicated webmaster would be beneficial. It shouldn’t be the responsibility of the SC Communications committee. Anyone interested should contact Marie.

Savannah Hembree said that Matt Hammonds wanted to help.

Before moving onto Old Business Marie mentioned that she went to the USG Staff Council meeting last week and learned that TAP for online classes was approved in November to start January 1st. It’s been three or four years in the making. There are no restrictions as to which institutions will use it, but some institutions are not implementing it as quickly as others because they did not have enough time between November and January. Those institutions will implement it next semester. UGA, though, implemented it this semester. Macie Fouche shared that another institution applied it as well this semester.

Marie added that several programs and graduate courses were included for the first time. Professional programs are still excluded.

**Old Business**

**POLICY AD HOC COMMITTEE**

Laura Kelly shared that she has been meeting with universities such as Purdue and Minnesota that have policy units in place. She’s learned how the units came to be and how they were funded. Laura next needs to meet with UGA constituents to discuss why this is imperative for UGA and how it would be implemented and funded.

Laura added that she needs help with examples of times people have looked for UGA policy and couldn’t find it or took a long time to find it, or found the policy wasn’t clear and could be interpreted to have multiple meanings, or couldn’t get policy clarification in a timely manner. She asked for examples to emailed to her.
STAFF RESOURCE FAIR

Debi Chandler shared that over 50 tables are reserved for next week’s fair from 2pm to 6 pm in the Tate Grand Hall. The fair desperately needs volunteers and strongly encouraged SC reps to sign up with Andrea Thompson who is coordinating the volunteer schedule, since the fair is co-sponsored by Staff Council. Staff Council needs to represent!

NOMINATIONS

Kelly Cona encouraged SC reps to continue to send nominations and self-nominations. She reiterated that officers will be elected in April. Executive committee at-large members will be elected in May. University Council committee members will be elected in July. She will also need bios for all nominees.

Marie encouraged reps to nominate themselves. It’s a great way to get to know what’s going on across campus and to meet new people. Executive committee members get to meet with President Morehead, and are meeting with him on March 27. Christine Ahern reminded reps to ask their constituents if they have any issues they want brought to the President’s attention and to pass that information onto Michael.

Committee Reports

Kelly Cona said that the UC Human Resources Committee met and the meeting minutes follow:

Human Resources Committee
February 14, 2018
Minutes taken by SM Tompkins

No review of prior meeting minutes

Members in attendance:
Rose Chepyator-Thomson  Stuart Ivy
Kelly Cona  Juan Jarrett
Anjali Dougherty  Juan Carlos Diaz Perez (called in from Tifton)
Mark Ebell  Amy Rosemond
Jonathan Evans  Ronald Sawhill
Mark Farmer  Robin Shelton
Ruth Harman  S. Mark Tompkins
Rob Hoyt

The committee listing topics on the board at the beginning of the meeting:
Issues that the committee things are relevant and important to this committee (at this time).
• Gender equity – equal pay for equal duties
• Hiring for diversity (both faculty and staff)
• Unequal funding of retirement plans
  o ORP contribution level by employer (UGA)
  o Option to transfer from ORP to TRS?
• Childcare and family leave
• Expand Tuition Assistance Program (TAP) to family
• Research Leave (sabbatical)
• Required management training – “all persons in a supervisory position gets HR training for personnel, management and policies”
• Non-faculty staff – salary / benefits / maternity/paternity leave / sick leave / insurance
• Retention

Discussion during the meeting:

Count me in Final report – The committee should request the executive summary and full report (available online) At the Office of Diversity and Inclusion (Michelle Garfield Cook) website. (Search UGA for “Campus Climate Survey”).
- That report had four working groups established to address concerns
- Need to inquire of the action items and recommendations of each WG
- Need to reach out to Michelle Cook’s office for an update on the status of these WG’s

Discussion of salary administration plan for staff
- What are the salary principles?
- Consult in progress to develop these concepts
- Benefited staff minimum hire rate ~$11.35 hr (Juan)
- Non-benefited staff rate is above state and slightly above federal average minimum (Juan)
- Are custodial staff benefited? >90% of maintenance staff (these are custodians) are benefited (Juan)
- Who would be non-benefited? Student workers, (bus drivers) Dining services (part-time, some have tips) (Juan)
- Is there a movement to shift positions to non-benefited or part-time?
- Committee is heartened by progress in this area

Retirement plans
- Is there a possibility of transferring from one to the other (even once)? Choices are irrevocable per Juan
  o Incoming employees need to be given greater clarity as to the ramifications of the choice
  o A genuine conflict for faculty in a tenure timeline – if they do not get promoted, they will have to leave before becoming fully vested in the TRP, so they almost must select the ORP. Alternatively, give these faculty the opportunity to shift at promotion.
- Need to establish a subcommittee to develop a strategy to work at the multi-institution level; strengthen concerns and proposals with a state-wide initiative
- The board of TRP (appointed by the governor) determines the contribution levels
  o TRS – 14.27% - defined benefit
ORP – 9.4% - defined contribution
- Contributions are not pinned to each other. They are related, but not locked together
  - Rate is increasing to 20% for TRS next year to maintain solvency. ORP is staying the same. (Juan)
  - The statute set the rates. The board makes a recommendation, which then becomes statute
- The decision needs to be emphasized for the employees.
- Has anyone done a study comparing the two programs for an individual case, for example?

Moving on – what can the committee do (actually address)? How can we work to address any (one or more) of these problems?

Hiring for diversity
- Suzanna Calvert to increase diversity in hiring (see https://news.uga.edu/office-of-faculty-affairs-expands-career-development-programming/). Provost’s office has data over several years on diversity in hiring and retention
- 1998-2015 – African American went from 4.8-5.6%, Hispanic is similar
- It is possible to initiate a faculty diversity hiring initiative? Any mandate would have to pass legal muster.
- Can you hire based upon the candidate’s ability to promote diversity rather than hiring because they are diverse?
- The committee needs data on hiring and retention
- How do we improve the pool of applicants to improve diversity?
- How can we improve the climate to make the university more welcoming to diverse populations?
- See the Campus Climate Report above for additional information.

Motions:
1. Request reports from the four-campus climate WG’s (Michelle Cook) – Later, invite her to meet with committee AND request a summary of known issues with ORP vs TRS. These items will enable committee or sub-committee to further explore these items
2. Distribute minutes to allow committee to review the issues outlined above to prioritize for action in the future

Motions were seconded, discussed and approved by voice vote (unanimous)

Laura Kelley said that the UC Facilities Committee met technically through email. She encouraged reps to contact her with questions. Stuart added that there will be 3 electric busses on campus next week. He advised us not to get hit by one.

Adjournment
The formal meeting was adjourned at 3:45 pm by Marie Mize.

The next Staff Council Executive Committee meeting is with President Morehead March 27, 2018 at 3:30 pm in the Peabody Board Room in the Administration Building.

The next Staff Council meeting is 2:30 pm Wednesday, April 4, 2018 in MLC room 207.