

# **BENEFITS COMMITTEE MINUTES**

**January 29, 2015**

**10:30 – 11:30 a.m.**

- **Call to Order – Patricia Rodgers, Chair**

Meeting called to order by Patricia Rodgers, Chair, at 10:35 a.m.

- **Supplemental Insurance Bid Status**

Angela King - As of JMU's last update on January 23, 2015, the final bid from AFLAC. If awarded, the contract will be reviewed by JMU legal counsel. If approved, contract will be sent to VT Procurement for review, then VT legal counsel. The process is moving forward. Employee communications for AFLAC have not been prepared; pending contract approval. Angela King will follow up.

- **Communications**

Communication of employee benefits are delivered via email, daily news, postal service, paper, and presentations. Recommendation from CSPA – text blasts to employees for communication purposes.

Employee Dashboard is in the works to assist employees in viewing their new hire choices, such as health insurance and other benefit elections, as well as, provide deadlines for completing their elections. Recommendation: would like to see presentation on progress of Employee Dashboard.

Recommendation from committee members – availability of other coverage options, for comparison, when making changes to benefits when employees experience a Qualifying Mid-year Event.

- **Tuition Waivers and Tuition Reimbursement**

Hal Irvin, Associate Vice President for Human Resources, asked Angie King to prepare a document showing how much the university spends on employee development. Angie and Ashley Mauchley put together a document detailing the costs associated with UOPD

courses, tuition waivers, and tuition reimbursement. In addition, they looked at employee demographic data such as age, gender, and ethnicity data, to see what types of employees have been taking advantage of this benefit. The Educational Aid Benefit document will be emailed out to committee members for review.

There was a VT News release earlier this week showing that for 2013-2014, Virginia Tech spent about \$2 million on developing employees.

The Employee Benefits Committee would like to look into possibly extending this benefit to spouses and dependents of employees. The Department of Human Resources, along with other departments, has been working to see if this is a benefit that could be offered. However, little has been done so far.

The benefits committee would also like to see if it would be possible to create a reciprocal agreement with other schools so that employees that either cannot get into Virginia Tech, or those that choose to go to another institution, can take classes. There was a program in the past through UOPD where classes for college credit were offered. Lori Baker-Lloyd, Director of Organizational and Professional Development, will be asked to speak to the benefits committee regarding the history of this program, why it was terminated, and whether she has any ideas about how to renew this agreement.

Educational support for employees (and their families, if determined to be possible) is an important goal of the committee. Ideas regarding how to streamline admissions, assist with financing education, and helping employees obtain access to classes were discussed. Educational assistance will continue to be an important goal for the benefits committee going forward.

- **Other Topics- All**

Discussion regarding FMLA.

- **Adjourn**

The meeting was adjourned at 11:45 am.