

# Employee Benefits Committee Minutes

## February 20, 2013

Present: Amanda Grose, Angela King, Yohna Chambers, Godmar Back, Dan Cook, Hal Irvin, Judy Taylor, and Anne Zajac

Absent: Jack Finney, Bradley Klein, and Kim Dulaney

Amanda Grose, Chair, called the meeting to order at 10:00 am.

### I. Meeting Called to Order – Amanda Grose

Minutes of the November 14, 2012 meeting were approved.

### II. Old Business

- Godmar Back asked what happened with the fiscal cliff – did many people contact Human Resources? Dr. Irvin stated the communications piece took care of it.
- Godmar Back requested an explanation of the extra dependent care payment that occurred in 2012. Dr. Irvin reviewed the process of the flexible account dollars.
- Angela King gave an update on the hybrid plan – we are awaiting a completion from the General Assembly and once we get the details, we will be able to produce a communication.

### III. New Business

- **Salary Increases** - Yohna Chambers gave an update on House Bill 1500 and the Senate Bill 800 and also gave a breakdown of the pay increase percentages for faculty and for staff. Currently, the bill is between the House and the Senate. The House bill passed and went to the Senate. The Senate disliked several items and now the bill is in the House for approval.
  - Godmar Back asked who funds these pay increases and what portion of the salary increase is funded by the state. Dan Cook gave a generalization of the procedure of state funding for pay increases. Yohna explained how funding is spent.
  - Discussion of merit pay system, in-band pay ranges, and the 13 pay factors used by the Department of Human Resource Management.
- **Affordable Care Act** – Dr. Irvin gave an overview stating January 1, 2014 begins the implementation of the Act with the year 2013 serving as a “look-back” year.
  - An employee who works more than 30 hours per week will become eligible for healthcare. The State’s interpretation is: an employee cannot work more than an average of 29 hours per week or 1450 hours per year.
  - Amanda Grose asked the question if a retiree returns as a wage employee, does he/she have to abide by the 1450 rule? Yohna stated we are awaiting guidelines from the state.
  - Dan Cook expressed concern of a loophole in the ACA – an employer is required to cover an employee but not required to cover the employee’s dependents; is this true? Yohna stated she will check into this.
- Agenda item for next month’s meeting – Legislative Updates.

Meeting adjourned at 10:55 am.