

## **Employee Benefits Committee**

February 22, 2017

4:00 PM NEC Room 3600

Attendees: Dwight Viehland, Teresa Lyons, Susan Hughes, Rami Dalloul, Brad Klein, Katrina Loan, Pat Rodgers, Tami Watson

The meeting was called to order at 4:00 PM

Dwight Viehland welcomed the members and reviewed the minutes from the last meeting. No corrections. A motion was made to accept as submitted and the motion was seconded.

### **Old Business:**

Rachel Gabriele provided an update to Phased Retirement, Policy 4410. Phased Retirement is available to Tenure Faculty over the age of 60. The faculty member would maintain medical benefits until the age of 65. The purpose of this policy is to assist with those wanting to retire, but concerned with insurance benefits if he/she retired. (Current Policy)

Proposed Additions: The Voluntary Transitional Retirement Program (VTRP) will be available to faculty members with over 10 years of service. Retirement would be phased over a 2 to 3 year period. The faculty member would move to part-time with full benefits (.5 FTE). This will provide an easier transition into retirement with a reduction of responsibilities. Health benefits will be provided until the age 65. Reimbursement would be made to the faculty member for the employer's portion of health benefits. Deadline to apply for VTRP would be February for the fall semester and August for the spring semester. A .75 FTE is not part of this policy. The decision to participate in the VTRP is irrevocable once the faculty member chooses to participate. Dwight questioned if a sliding scale workload could be part of this program. Rachel responded a sliding scale is not a part of the policy and would be very difficult to track. This policy will be presented to the Board in April and will be implemented upon approval. Emeritus faculty can participate in research, grants, and sit on boards.

Rachel Gabriel also updated the committee on the information regarding the need for childcare for Virginia Tech employees. Currently Virginia Tech has collaborative relationships with ABC daycare. Many daycares lack qualified employees to staff daycare. NRCC is increasing optional career for childcare. VT child care Psychology students work in labs, and cannot be employed as childcare providers. Currently a Master's degree is needed to run a daycare. VT provides a subsidy to Rainbow Riders to hold spots for VT employees. Radford University (RU) has invested in their own day care and will see a return of capital spent on this project in 10 years. VT has a daycare in Wallace Hall. However, VT has a responsibility to make sure undue hardship is not created to other businesses in the community.

An update was not provided on the Staff Holiday Leave Requirement. Currently staff are concerned with using leave during the Holiday closing that occurs in December. Employees would like more flexibility on this requirement.

**New Business:**

Katrina Loan suggested this committee should look into the requirement of making employees use leave to attend Governance meetings. This will be discussed at the next meeting.

The meeting was adjourned at 5:00 PM.

**Next meeting scheduled for 4:00 PM on Wednesday, March 29, 2017 in NEC Room 4380 (fourth floor)**