Staff Advisory Council Minutes  
August 14, 2014  
2206C Student Center  
1:15 pm

**Attendance Record**

<table>
<thead>
<tr>
<th>Administrative/Professional</th>
<th>Crafts/Maintenance</th>
<th>Office/Secretarial</th>
<th>Technical/Paraprofessional</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kate Shipova - x</td>
<td>Mike Laughlin - x</td>
<td>Becky Stafford - x</td>
<td>Christa Keers - x</td>
</tr>
<tr>
<td>Jimi Langley - x</td>
<td>Ryan Adams - x</td>
<td>Dayla Botts - x</td>
<td>Jan Judy-March - x</td>
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<tr>
<td>Sean Brown - x</td>
<td>Steve Stockman - x</td>
<td>Pam Cooper - o</td>
<td></td>
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<tr>
<td>Rebecca Bergfield - x</td>
<td>Joseph Kingsbury - o</td>
<td>Chrissy Kintner - x</td>
<td>Tammy Browning - o</td>
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</tbody>
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Gina Scavone, Council Admin. Asst. - x  
Rita Bowie - Total Rewards/Benefits  
Tim McIntosh – Human Resources

**Call to Order:** Becky called the meeting to order at 1:15 pm. Becky welcomed Rita Bowie with Total Rewards/Benefits for discussion of the upcoming annual benefits enrollment October 20 – 31, 2014 for MU Staff. This year the enrollment is mandatory; not responding will result in staff being defaulted into the lowest premium medical plan with the highest deductible rate. The only option staff who were defaulted into this plan would have would be to drop coverage.

Three main goals of Total Rewards this year are to decrease medical costs, increase education and communications and increase staff activities in wellness programs.

Specific goals of Total Rewards are:

100% staff reached out to with enrollment information  
60% staff participating in the first tier of the wellness incentive  
50% of staff attending a Total Rewards Town Hall event  
30% of staff choosing the custom network plan

Staff are being encouraged to verify their current coverage in MyHR, review options and attend and upcoming Town Hall event. Following the October 20 – 31 enrollment period, staff should confirm their elections and sign up for a healthy savings plan.

A brief overview of the three medical plan options are:

1) **Healthy Savings Plan**, featuring the lowest premiums, $1,500 per person deductible and access to a health savings account  
2) **Custom Network Plan**, featuring $0.00 deductible for prescriptions, $5 co-pays, clinics covering 9 mid-Missouri counties, primarily MU Health Care physicians, and the option to sign up for the healthy savings plan.
3) **PPO**, featuring the highest premiums, $350 deductibles per person, and the same network of physicians as the Healthy Savings Plan, and the healthy savings account option.

New this year will be several MU Quick Care Clinics at each of the three Columbia HyVee stores. Visits here will be priced similar to Urgent Care Clinics.

There are no projected plan changes to dental, vision and life insurance plans, but anticipated premium increases for dental and vision.

Also new this year, the wellness incentives are being offered in two tiers, with a total of $450 possible. Tier one offers a $150 incentive after completion by April 30, 2015 and will be paid later in 2015. Tier two offers a $300 after completing several exercise and preventative medicine requirements by May 2015 and will be paid out later in that year. Staff must complete tier one before enrolling in tier two.

Rita explained post card reminders of the benefits enrollment period are being mailed to homes in August and September as well as automated phone calls to staff. Reminder post cards will be sent to staff early in October.

She reported additional benefits advisors have been brought in to advise staff one on one of benefits options. These can be scheduled online at the Total Rewards website or by phoning.

**Upcoming Meetings & Dates:**

**August 28th Annual Luncheon** – Memorial Union Stotler Lounge – Becky announced Staff Advisory Council members whose terms end in 2014 will be recognized and presented with a plaque at this event rather than at the annual spring Staff Recognition Awards Ceremony.

**October 25th Homecoming** – Gina will get the Council registered for the Homecoming Parade.

**Minutes Approval:** Chrissy was not present at the July 24th meeting and the Publicity Committee mentioned in the first paragraph should be listed as Events Committee. Rebecca motioned to approve the minutes with changes; Jimi seconded. Motion carried.

**Recorder’s Report:** Christa reported the Executive Committee met with Gary Ward and the Chancellor recently. There is a 2% UM budget allocation for merit raises and to recruit faculty. Many campus facilities staff positions are not being filled to preserve budgets.

The Chancellor wants the Council to continue to communicate with staff to distribute information about the upcoming benefits enrollment period. He will hold an open forum to discuss benefits matters on Wednesday, October 15th at the Missouri Theatre from 11:30 am until 1:00 pm. Steve suggested trying to arrange staff shuttle transportation. Council will ask staff to
forward questions to the Staff Advisory Council prior to the event. Betsy Rodriguez and Karen Touzeau will sit on the panel with Chancellor Loftin.

Chancellor Loftin suggested the Staff Council be available next spring to assist MU students moving in as it is too late to facilitate this for this fall. Karlan Seville in Campus Facilities helps coordinate the student move volunteers. This will be added to the Staff Advisory Council yearly tasks calendar.

Faculty and staff are being encouraged to sign up to participate in a Tiger Walk on the 24th.

Pending Business:

Rebecca motioned to have the Council to consider Executive Committee term limits as well as Council membership term limits. Following discussion, Jimi seconded. Motion carried to keep this in mind for future Council elections.

Gina will email Council members a reminder to complete the committee year-end reports.

Becky reported that new this year, each Executive Committee Member will file a year-end report as well to be put on SharePoint.

New Business

Becky reported Jimi arranged with Mizzou Athletics for the Staff Advisory Council members to have tickets to the September 20th Mizzou/Indiana game.

Becky reminded everyone that Homecoming is October 25th, for which Gina has registered the Council in the parade.

The Council discussed the possibility of purchasing promotional items to distribute to staff at the October 15th Town Hall event.

SAC COMMITTEES:

Service Champions/SAC Salutes: Gina and Tammy are still working on arrangements for the SAC Salutes presentation for the fall quarter. The department to be recognized utilizes any student employees and wanted to wait until they are back on staff.

Elections: No news to report.

Staff Interest/Ad Hoc: Gina will create an email text to share with Chrissy and Becky for the purpose of notifying all recent committee applicants who were not selected for their committee choice at this time. Linda Kaufmann in the Office of the Provost is in the process of sending out the formal invitations to the recommended staff members.
**Publicity:** Christa has posted information on Facebook and Twitter about the upcoming College Colors Day event August 29.

Steve asked Gina to share information about other staff councils on campus. He will communicate information about College Colors Day with them as well as the MU building coordinators.

**SPECIAL COMMITTEES:**

**Staff Development Awards/Education Awards:** Steve is putting together a Staff Development Awards review committee for updating and streamlining processes. It was suggested the Education Awards Committee guidelines also be reviewed as well as the newly established Staff Excellence Fund. Kate, Chrissy and Rebecca volunteered for this committee. Steve will also include Sheryl Koenig, Chair of the Staff Development Awards Committee and Glenda Moom, Chair of the Education awards Committee.

Gina will forward to the SAC members the Education Award Committees recommendations by email for review. Release of funds is to be August 15th.

**Intercampus Staff Council:** No news to report.

**Capital Review Committee/Space Planning:** Jimi distributed copies of a listing of MU Constructions projects and their completion dates. Jesse Hall is the first to be completed by Spring 2015.

**Civility Committee:** No news to report.

**Sidewalk Safety Committee:** No news to report.

**Staff Compensation Task Force:** No news to report.

**Adjournment:** Rebecca motioned to adjourn the meeting at 3:10 pm, Jimi seconded. Motion carried.