Hi 314 Hill Hall
1:15pm – 3:00pm

Attendance Record

<table>
<thead>
<tr>
<th>Administrative/Professional</th>
<th>Crafts/Maintenance</th>
<th>Clerical/Office</th>
<th>Technical/Paraprofessional</th>
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<tbody>
<tr>
<td>Heather Horn – o</td>
<td>Ronnie Moten – o</td>
<td>Liz Beal – x</td>
<td>Jan Judy-March – x</td>
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<tr>
<td>Ryan Gavin – x</td>
<td>Brad Sharp – x</td>
<td>Dayla Botts – x</td>
<td>Rachel Powers – x</td>
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<tr>
<td>Sean Brown – x</td>
<td>Ricky Conatser – x</td>
<td>Liz Zufall – x</td>
<td>Scott Noble – o</td>
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<tr>
<td>Hannah Clampitt – x</td>
<td>David Licklider – x</td>
<td>Regina Baer – x</td>
<td>Robbie Merrill - x</td>
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Alisa Petty – SAC/OSAIV
HR Ex Officio – Patty Haberberger (VC for HRS)
Guest Speaker(s): Rhonda Gibler (VC of Finance), Eric Vogelweid (Assistant VP and Controller) and Marsh Fischer (Associate VP for HR and Chief HR Officer)
Guests: Clark Peters (Faculty Council), Marty Oetting (Campus Chief of Staff), Sandra Brown (College of Engineering Council), Meghan Alexander (College of Ed Council), Jenna Fusinatto, Cindy Greenwood and Amy Moum (CAFNR Council)

Call to Order: Liz B. called the meeting to order at 1:15pm.

Guest Speaker(s): Marsha Fischer (Associate Vice President for Human Resources and Chief Human Resources Officer) and Eric Vogelweid (Assistant Vice President and Controller) reported on the new retirement plan, which will apply to new employees only. The new plan has a proposed effective date of October 1, 2019, but that has not been approved yet. Current employees will not have the option to switch to the new plan. The new retirement plan would be a defined contribution plan with 100% match up to 8% with a 3 year vesting and it would auto enroll at 8%.

Rhonda Gibler (Vice Chancellor of Finance) discussed changes to benefit cost allocation. Per Rhonda, 15 years ago, they adopted a flat rate benefit plan, which charges a percentage across the board to everyone’s cost, regardless of salary. This skews the numbers of the actual cost to pay benefits for each employee. They are now trying to smooth out the differences so that it is clear to every department how much individuals are actually costing them in benefits. There is some concern that those departments with a lot of employees making lower salaries will have an increase in what they have to pay for their employee’s benefits, but they need the numbers to accurately reflect what the departments’ actual costs are. This is part of being transparent. Part of this change is that a department will not have to pay additional benefit costs on a salary raise. The changes to the benefit cost allocation should be a way to offer salary increases on a more consistent basis, since the department will not have to pay additional benefit costs in addition to the salary increase.

Changes are set to begin in July 2019. Rhonda has been asking leaders and fiscal officers to put together a plan based on what the actual departmental costs are and what their budget will look like for July 1st. Per Rhonda, they will not necessarily have to balance the budget or make changes/corrections immediately, effective July 1st. They might have a little time to see how everything will work before making dramatic decisions. She will be meeting with deans and vice chancellors in February and March to discuss budgets and they are supposed to bring their budget plans with them to those meetings. The goal is to have
departements make budget decisions based on real information. The flat rate benefit cost is not currently a true reflection of the cost to employ faculty or staff.

Liz B. asked if there is a break in salary levels where maybe higher or lower paid employees enroll more in the PPO or Healthy Savings Plan. She asked if they have any data on this. Per Marsha, they do not have data, but if she had to guess, she would guess that higher paid employees probably sign up more for the Healthy Savings Plan and the lower salary employees probably sign up more for the PPO.

Ryan encouraged administration to start communicating that changes are coming and give people information as it seems this could battle against the morale that everyone has been trying to raise. Hannah echoed the sentiment that there hasn't been enough communication about these changes, beyond fiscal officers. Rhonda and Marsha would like to know how it would be best to communicate this info to staff as sometimes emails can be misinterpreted and can sometimes cause undo panic. Sandra Brown with the College of Engineering Council suggested they encourage the deans and department leaders to just communicate information as soon as they're able to and talk about potential changes with their staff.

Hannah asked if they foresee changing the way the budget is allocated in the future. Per Rhonda, the Resource Allocation Committee is looking at a new model. They want the new resource model to be clear to everyone and it should be transparent to all. They are trying to get the new benefit cost allocation in place before the new resource allocation model goes out, so that people have better data and more accurate numbers on which to base decisions.

Regina asked if they have considered tiering the charge based on the number of dependents. For example, a higher charge for someone with 3-4 dependents versus 1-2. Per Marsha, they have been investigating different ideas like that. They will have a 5 year plan that will look into possibly moving toward actuarial costs or surcharges, etc.

**Upcoming Meetings & Dates:**
- January 24, 2019 – 305 Hill Hall, Mike Sokoff, guest speaker
- February 14, 2019 – 305 Hill Hall
- February 28, 2019 – 305 Hill Hall
- March 14, 2019 – 305 Hill Hall, Marshall Stewart, guest speaker
- March 28, 2019 – 305 Hill Hall

**Minutes Approval:** Brad moved to approve the minutes from 12/13/18. Ryan seconded. Motion carried.

**Secretary/Treasurer Report (Dayla):** The Executive Committee met on December 12th and January 4th and discussed scheduling a round table meeting with the provost. They also discussed rescheduling the round table meeting with the Hospital and System councils as well as the idea for a part-time staff award. They met with Gary Ward on January 7th and discussed the changes to benefit cost allocation changes. They are scheduled to meet with the chancellor on Tuesday. Liz B. reported that she met with Kameron from the Chancellor's team along with Ryan and they discussed the idea of using Facebook live for the open forum replacement. Kameron expressed uneasiness about the live scenario, so the open forum team will look at doing pre-recorded videos with the chancellor and vice chancellors, but will host some live sessions with others on campus. They hope to show the live sessions can be successful. They will still obtain questions from staff to ask administrators ahead of time, so that the questions may be included in the videos.
New Business:

**SAC Review Committee Non-Participatory Members** – Liz Z. reported that the Education Award Review Committee is reviewing the application and review process and they had some questions about what to do when members are not actively participating and how that is handled. Admin will put this topic on the agenda for the next meeting and Liz B. asked SAC members to think about this.

**Digital Accessibility Advisory Board** – Liz B. reported that the DAAB needs a new SAC representative. Ryan volunteered. Admin will send meeting invite to him.

**Coffee and Cookies Event** – Liz B. encouraged SAC and other staff members to attend the upcoming coffee and cookies event with Chancellor Cartwright. Admin will send the calendar invite and email to members of the other councils as well as the SAC and those members are encouraged to share.

Old Business:

**Voting on ISAC 3 Year Member Terms** – The SAC voted on the following proposed terms for the 3 Year ISAC Member. Liz Z. moved to approve the terms, Sean seconded. Motion carried.

1. The ISAC 3 year member will be elected once every three years by SAC members during the regular executive committee elections.
2. In the event that the ISAC 3 year representative is elected Chair or Vice Chair, they will continue to serve out their 3 year term and the secretary or other SAC member will be appointed to serve on ISAC for one year so MU has three ISAC representatives.
3. In the event that the ISAC representatives SAC term ends prior to the end of their ISAC term, they will agree to attend all ISAC meetings and a minimum of 12 SAC meetings each year until their ISAC term ends in order to best represent our campus on ISAC.

**PT Award (added during meeting)** – Dayla reported that the PT Award committee met. She put together some criteria and she will send it out to the SAC for review and feedback. She would like feedback sent back as quickly as possible, as they’d like to take the recommendation to the meeting with the Chancellor on Tuesday. Per Patty Haberberger, part-time employees do not have performance evaluations, so she recommends getting supervisor feedback for nominees to make sure they are in good standing. Patty also recommends wording eligibility to say non-benefit eligible or non-regular to make sure all part-time/temporary staff are included and the SAC doesn’t miss a population of the staff. Dayla stated they still need a name for the award and they are going to ask the chancellor to provide funds for the award, perhaps half of what the COSA recipients are given.

**Human Resources (Patty Haberberger):** Patty reported that an email went out today from the chancellor regarding Show Me Mizzou Day, which is a campus-wide open house. She also reported that there is a Social Justice Training Institute course coming up. It is a 2 day event and will be hosted February 19th and 20th. There are only 20 spots left and the deadline to register is January 18th. Patty will forward the information to the SAC so that members can share the information with staff. Patty also reported on the minimum wage analysis. There are 84 non-student workers currently under the new minimum wage system-wide and it will take $23,000 to increase their wage to the new minimum of $8.60. There are 4,067 student workers system-wide below the new minimum wage and it would take $1.3million to increase to the new minimum wage of $8.60. Of that $1.3million, $751,000 would be MU. They ran a projection to see what it would take to move everyone up to the $12 minimum wage over 5 years and it would be $6million. They are still assessing everything and she will know what the final decision will be after talks with Rhonda Gibler and Chancellor Cartwright.

**STANDING COMMITTEES:**

**Education Award (Liz Z.):** The committee is working on revising the application documents and may also have some suggested edits to web content.
**Fundraising (Jan):** The last basketball game has been worked. Jan reported that the SAC only worked 2 games due to the number of volunteers available. January 15th is scheduled for the first day of calling for online auction donations. The Shakespeare’s fundraiser is supposed to be the 16th, but admin is waiting for a corrected flyer to send out. Per Jan and Liz B., will try to get a different date for the fundraiser since there is not enough time to market for January 16th at this point.

**Marketing & Communications (Liz Z.):** Nothing to report.

**SAC Salutes (Sean):** Nothing to report.

**Service Champion (Sean):** The presentation for the January recipient, Glenda Pape, is scheduled for January 30th at 8:30am.

**Staff Development Award (Ricky):** Nothing to report.

**Staff Recognition Week:**
- **Online Auction (Jan):** The first call date has been scheduled for January 15th.
- **Arts & Crafts (Rebecca):** Nothing to report.
- **Awards (Sean):** The committee met and they are looking to send the call for nominations out the week of January 29th. Nominations will go out quickly and will need to be read and scored quickly as well. Sean informed SAC members that they will be part of this process and also let the SAC know that interviews will be scheduled for the first part of March.
- **Ceremony (Sean):** Nothing to report.
- **Events (Dayla/Hannah):** The committee met yesterday and Hannah has a list of things to get started on. The luncheon will be May 22nd and they are going to combine the fun day and the luncheon on that Wednesday. Every SAC member will need to be there all day. They will have HR classes on Tuesday, Thursday and Friday of Staff Recognition Week.

**SPECIAL COMMITTEES:**
- **Campus Space Utilization Committee (Sean):** Nothing to report.
- **Capital Financing Advisory Committee (Dayla):** Nothing to report.
- **Intercampus Staff Council (Liz B./Hannah/Chrissy):** Nothing to report.
- **MU History Working Group (Liz Z.):** Nothing to report.
- **Resource Allocation Model Committee (Liz B.):** Nothing to report.
- **Safe Mizzou Coalition Committee (Hannah):** Nothing to report.
- **Total Rewards Advisory Committee (TRAC) (Sean):** Nothing to report.
- **Vice Provost for Student Affairs Search Committee (Liz B.):** Nothing to report.

**Adjournment:** Liz Z. moved to adjourn and Jan seconded, motion carried. Meeting adjourned 2:54pm.