

**FACULTY SALARY AND BUDGET COMMITTEE**

OCTOBER 9, 2015

**PRESENT:** Neal Buckwalter, Larry Burns, Gregg Dimkoff, Kathy Gulembo (ex-officio), Robert Hollister (Chair), Lori Houghton-Rahrig, Faite Mack, Nancy Mack, Paul Murphy, Zack Kurmas, Julia Mason, Jon Rose, Ashley Rosener, Paul Stephenson, Joel Stillerman, Mike Yuhas.

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1. The meeting was called to order at 12:00pm and the Agenda was approved.
2. The Minutes of September 25, 2015 were reviewed and approved.
3. Dave Smith provided an update on benefits. There are no changes in the PPO plan and an increase of 11.5% for the HMO plan. The HMO plan will be phased out in 2017. The High Deductible plan will raise the deductible from \$1,500 single / \$3,000 family to \$1,725 / \$3,500 in 2016 and \$2,000 / \$4,000 in 2017. There are no changes in Delta Dental or Eye Med. The Human Resources website now has an online form for changes in anytime benefits. The Encompass counseling program increased from 5 to 7 visits without any cost. Starting in 2016 there will be an investment option for HSA accounts managed by United Bank.  
The Health and Wellness program has an annual budget of \$35,000 and last year gave out \$191,000 in incentives; this represents less than 1% of the total medical spend. The know your numbers program will be simplified next year to encourage more participation. People with identified health risks will be asked to speak with a health counselor and will not be asked to do on-line reporting. The program provides training for students in marketing and movement science in addition to attempting to reach the strategic goal of making the campus more healthy.  
The administration would like to stop providing benefits to part-time employees or charge them more. Currently there are contractual reasons to maintain the status quo, but the administration would like to form a clear policy to inform people well in advance of a change.  
There was some discussion of options for charging more to employees that utilize the high deductible plan. No clear consensus has been reached as to how to do this.
4. The meeting adjourned at 1:35pm.