

FSBC Minutes Meeting #4  
October 22, 2004

**PRESENT:** Majd Al-Mallah, Larry Burns, Maria Cimitile (Chair), Cynthia Coviak, Scott Grissom, Sally Hipp, Rita Kohrman, Donijo Robbins, John Schuster-Craig (for Lee Copenhaver), Nancy Shontz, Joel Stillerman, Patrick Thorpe, Don Williams

1. The meeting was called to order at 12:06pm.
2. The minutes of October 15, 2004 were reviewed and approved, as amended.
3. Announcements
  - a. The Chair announced that she received additional benefits information from Mary Warner. Mary Warner is recommending an increase in medical insurance premiums *in order to maintain* a 3.36% contribution to the university total expenditures on medical benefits for faculty. She is also recommending a \$100 increase in wellness benefits to faculty/s taff . The Chair will ask for clarification on the cap for preventative-care versus well-care.
    - The new benefit consulting firm for GVSU will be hosting focus group(s); FSBC agreed to serve as a focus group if needed.
    - Weyco is attempting to negotiate directly with the providers who pulled out of PPOM.
  - b. The Chair met with Kathy Gulembo to clarify data requests. Any additional information shall be forwarded to committee members as it is received.
  - c. Provost Davis will attend the FSBC meeting on November 5.
  - d. The GVSU Annual Report will not be available for FSBC review until it is presented and approved by the Board of Trustees on October 28, 2004.
  - e. FSBC members are asked to go back to their departments and request the number of adjuncts and their average salary.
4. Discussion of Human Resources Benefit Presentation
  - a. Some committee members were unwilling to agree or disagree with the recommendations already made as it was unclear whether the recommendations had already been made. The Chair will clarify with HRO if these are already formalized recommendations or if they are simply suggestions still open for debate.

A suggestion was made for FSBC to endorse the benefit recommendation(s) as presented by HRO. Discussion.

A MOTION was made to inform the Human Resources Office that the proposed benefit changes will not be opposed. Discussion Approved unanimously.

It was further agreed to accept the recommendations for this year, but a

commitment is requested from Administration that salary increases will be enough to counteract the cost of living increases. Discussion.

A MOTION was made: If Mary Warner has made a formal recommendation regarding medical benefits without waiting for input from FSBC, then we will not make a recommendation either to support or not support the medical cost increase.

FSBC further moves, if Mary Warner made no formal recommendation to Finance & Administration, then FSBC acknowledges the recommendations in health care benefits for the next fiscal year are reasonable and understands that this does not set a precedent for future years.

Approved 10 yes; 0 no; 1 abstention

The FSBC further agrees that the proposed increases are necessary for this year, and requests that in future year this committee is consulted earlier in the benefit review cycle.

5. New business

A meeting is scheduled for Friday, October 29 to meet as a committee of the whole to formulate questions and prepare for the discussion with Provost Davis on November 5, 2004.

6. The meeting adjourned at 1:34pm.