Meeting Minutes: Tuesday, October 11, 2016
Commons Multipurpose Room

Present
Anderson, Dirk
Anderson, Katherine
Armour, John
Assadian, Nurlana
Baker, Angela
Balthrop, Merry
Bonam, Stacey
Brady, Al
Bassil, John
Carlson, Robin
Carney, Kathy
Chiavini, Amanda
Choate, Corey
Darling, Shelley
Dixon, Michele
Donahue, Laurel
Fann, Drew
Fox, Anita
Glende, Lora
Harbin, Rachel
Hawthorne, Kelly
Heaton, Ashley
Higgins, Ed
Hofeldt, Kathryn
Hotaling, Susan
Hughes, Jasen
Johnson, Judy
Johnson, Linda Faye
King, Amanda
Latham, Vickie
Lord, Sara
Louh, Jeff
McClure, Nathan
Newell, Tanish
Oglesby, April
Parker, Patricia
Payne, Philip
Pring, Michael
Pursley, Amber
Rauh, Jonathan
Richter, Andy
Robinson-Nichols, Monique
Salamone, Martin
Seckman, Matthew
Seezen, Karen
Siegel, Charlotte
Sierra, Anthony
Sims, Beth
Smith, Susie
Soren, Carl
Tharp, Anthony
Vasquez, Diana
Waite, Robert
Weisbrodt, Cathy
Wells, Mia
Westin, Lynn
Williams, Megan
Wocher, Melissa

Did Not Attend
Assadian, Nurlana
Barrow, Terri
Battle, Bi'Shaune
Benham-Gilani, Ali
Berry, Carolyn
Bonner, Stacey
Brown, Kenneth
Clark, Maura
De Los Santos, Wil
Debeb, Kelley
8:30 a.m. President, Al Brady, called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS
- Welcome from President Al Brady.
- Kroger Card Program – time to re-up your Kroger card by signing in to your account and selecting Vanderbilt University Employee Assistance Program.
- Invitation going out for the Chancellor’s reception for USAC members. All are encouraged to attend as we need to have a strong showing.

COMMITTEE HIGHLIGHTS & REPORTS
Events, co-chairs Judy Johnson and Amanda King
- Emails will be sent out about upcoming committee meetings.

Staff Life, co-chairs. Andy Richter and Jeff Loudon
- Nothing to report.

Membership, chair, Anna Thomas
- Happy Birthday to all those celebrating October birthdays.
- Contact Anna Thomas if you would be willing to serve as greeter at an upcoming meeting.

Communication, Jenny Mandeville
- Nothing to report.

Rules and Administration, co-chairs Melissa Wocher and Vickie Latham
- Nothing to report.

Standing Committees
**Benefits**
- Nothing to report.

**Traffic & Parking**
- Nothing to report.

**Athletics**
- Nothing to report.

**Guest Speaker:** Associate Vice Chancellor and Chief Human Resources Officer Barbara Carroll.
- Flulapalooza is today from 6:00 a.m. to 6:00 p.m.
- HR is working on transitions for all those employees who are impacted by the Fair Labor Act which goes into effect December 1, 2016.
- HR is also working on budget planning for next year.

**Terri Armstrong, Director of University Benefits.**
- Discussed Open Enrollment for Plan Year 2017.
- Begins Monday, October 17 at 8 a.m. and ends October 31 at 11:59 p.m. which aligns with the close of Go for the Gold.
- Reminded all to look at their benefits to see what works best for you and your family.
- Review your beneficiaries.
- ACA regulations – IRS asking for more information about your dependents. Social security number and legal name must match what is on the social security card.
- Look at health, dental and vision insurance, accidental death and dismemberment (AD&D) insurance, health care flexible spending accounts (FSAs) and dependent day care FSAs.
- Elections need to be made prior to the start of the benefit year (calendar year.) No changes can be made except during open enrollment or within 30 days of a qualifying event.
- Retirement plan changes can be made anytime throughout the year.
- Important Action Items – Asked each year about tobacco use. Must attest to whether or not you and your covered family members use tobacco. If you are committed to being tobacco free you will save $20 per month on health insurance. Direct Go for the Gold wellness credit. Must also review and update beneficiaries and dependents.
- Updates for 2017 include a minimal increase in health and Cigna dental. A rebalancing of the percentages being paid by the university and the employee will be looked at. A marginal increase to health plan deductibles and co-pays. Long term disability premiums will decrease. No increases to premiums for BCBS dental or PPO vision.
- There are new eligibility requirements for partially benefits-eligible employees.
- Only married spouses and natural, step or adopted children will be eligible. A $100 spousal fee will also include a VUMC spouse.
• Ask Alex is back to help you decide the best plan for your needs.
• Help in enrolling is available – check the open enrollment website for dates and times.
• VUnet ID and password must be activated before going to the benefit fair or enrollment labs.
• Visit the website at vu.edu/oe.
• Attend the Health Fair & Benefit Fair on Wednesday October 26 from 8:00 a.m. to 3:00 p.m. at the Student Life Center
• Contact HR at the Baker Building, room 110. HR is open M-F 8:00 a.m. to 5:00 p.m.

CLOSING

The next meeting will be held on November 8, at 8:30 a.m. in The Commons Multipurpose Room. The guest speaker will be members of the Vanderbilt University Police Department.

Meeting adjourned at 9:30 a.m.