Meeting Minutes: Tuesday, April 10, 2018
SLC, Board of Trust Room

Present:
Anderson, Katherine
Barrow, Terri
Biqiku, Laurel
Brassil, John
Caldwell, Caroline
Carlson, Robin
Chiavini, Amanda
Choate, Corey
Clark, Joanna
Clemmons, Lee
Daughtdrill, Latrice
De Los Santos, Wil
Dixon, Michele
Fann, Drew
Hall, Andy
Heaton, Ashley
Hill, Debbie
Hughes, Jasen
Johnson, Judy
Jones, Eric
King, Amanda
Lord, Sara
Loudon, Jeff
Marshall, Jordan
Meadows, Shelley
Miller, Jean
Parks, Liv
Pickert, Donald
Pierce, Tania
Pring, Michael
Rail, Kathleen
Rauh, Jonathan
Richter, Andy
Robinson-Nichols, Ursula
Ruiz, Carlos
Rutledge, Scott
Scott, Carjamin
Seezen, Karen
Smothers, Natalia
Soren, Carol
Sprague, Megan
Taylor, Susan
Wachtler, Michelle
Weisbrodt, Cathy
Westrom, Lynn
Williams, Megan
Williams, Tara
Wocher, Melissa

Not Present:
Anderson, Chrystie
Balthrop, Merry
Barclay, Samantha
Begarly, Brandon
Berry, Carolyn
Bonner, Stacey
Brady, Al
Brooks, Kay
Brown, Kenneth
Buchanan, Leslie
Doss, Dana
Eckert, Danielle
Erickson, Catherine
Fields, Craig
Fisher, Joe
Giese, Tiffany
Halman, Malina
Harbin, Rachel
Harvey, Gregory
Higgins, Ed
Karls, Aletha
Korab, Emily
Latham, Vickie
Luce, Nathaniel
Malone, Amelia
Mandeville, Jenny
McDaniel, Jon-Michael
Oliver, Leshuan
Porter, Beth
Preston, Chris
Sierra, Anthony
Sims, Beth
Tharp, Anthony
Turner, Kimberly
Turney, Kerrie
Vincz, JaNiece                      Manlove, Sharon
Waits, Robert                      Perry, Brandi
Watkins, Heather                   Wilson, Alexandria
                                          Wood, Catherine

**Sent Regrets:**
Phillip Blackledge
Katherine Carney
Kristen Clark
Emma Cooley
Kirra Cruise-Streat
Bailey McChesney
Nathanael McClure
Rachel Morgan
Monica Sanchez
Stephanie Sefcik
Charlotte Siegel
Ray Stanard

**Visitors:**
Draude, Philip
Glasgow, Scotty
Grant, Deb
Houghton, Katie

**OLD & NEW BUSINESS ANNOUNCEMENTS**
- Approval of March minutes.
- A reminder to use your Kroger card to support the Employee Hardship Fund
- Elections will be in May, so if you are interested in running for USAC office, please be in touch with a current officer.

**COMMITTEE REPORTS**
*Events, co-chairs Judy Johnson & Amanda King*
- No new business to report

*Membership Committee, co-chairs Amanda Chiavini & Caroline Caldwell*
- Nomination period has concluded with 126 nominated candidates for even groups. Confirmation process underway and elections will go live in late April or the first week of May.
- Thank you to our membership committee members Tara Williams & Jonathan Rauh.
- Happy birthday to our April birthdays!
- Thank you to our April greeters!
Communications, chair Carlos Ruiz
- No new business to report

Rules and Administration, co-chairs Ashely Heaton & Emily Korab
- No new business to report

Staff Life, co-chairs Andy Richter & Jeff Louden
- Since its inception in 2014, CARE is an effort that encourages Vanderbilt Staff and faculty to engage in civilized behaviors in our work environments.
- Please submit all stories promoting kindness in your area at www.vanderbilt.edu/care.
- Maya Angelou stated it best with: “People will forget what you said, people will forget what you did, but people will never forget how you made them feel.”

Scotty Glasgow, Senior Coordinator, Special Events
- Vanderbilt University Employee Appreciation Picnic will be “Under the Big Top” Tuesday, May 15th from 11 am – 2:30 pm.
- The new location will be a Magnolia Lawn with food trucks, games, prizes, and lot of fun!
- Employees who check-in with their ID will receive a ticket to use at any of the food trucks.
- Parking will be available during this time in the Wesley Place Garage.

Liv Parks, Asst. Director for LGBTQI Life
- YES Article in MyVU addresses that the option is available for students to choose a pronoun but will not be required to within the system. Faculty are encouraged to include a pronoun question in the “getting to know you” section of coursework.
- Some available resources: What Should I Call You” Poster, Teaching Beyond the Gender Binary in the University Classroom, English Language Center – Pronoun Guide, P.R.I.D.E. trainings (formerly Safe Zone spaces) are 3 hours. Straight facts about LGBTQI is a one hour training aimed at group meetings, and shorter availability.

Catherine Wood, Executive Director, HR & Benefits
- Healthcare at VU is unsustainable as a fringe cost in present model; health care is growing at 7% a year, while VU has only 3% growth. VU supplemented health insurance at 75/25 split initially but slowly took on more (4%) post-recession to the point of 79/21 split. With that in mind, re-adjusting healthcare can allow for a balance and potentially a re-examination of other benefits (ie, retirement) down the road.
- VU, at present, undercharging for dependents and independents are carrying the load for dependents. In the new system the co-pays for ER and specialist visits will be higher. Premiums will continue to reflect base salary (under $60, 60-149k, 150k+). Spouse fee
will continue for those who have access to their own health care will continue to be assessed.

- Premiums will be one of two options, CDHP (consumer driven health plan) and PPO. As we prepare to go live, Vanderbilt is working to provide tools for decision making (e.g., prescription costs, medical visits, etc)
- The majority of enrollees spend less than 15 minutes making medical coverage decisions. Due to these upcoming changes/options, enrollees need to prepare to spend more time reviewing their options.
- The current 2018 Plus PPO going away in 2019?
  - Yes, and next steps are being determined as to what to do with those who may have remaining funds available.
- What happens with Office Visit for CDHP 2019?
  - Individual covers 20%.
- Can you give a concrete example of the pharmacy?
  - For a specialty Drug for Hep C costing $10,000, you will pay up to full amount of deductible. You will feel it in January and February, and then coinsurance will cover 80% and individual will cover 20%.
- Will these tools help if both spouses are Vanderbilt employees to decide whether individual coverage or family coverage is best?
  - HR team will look into that to see if that is an option or if you have to try scenarios.
- When comparing with other institutions, were salaries being compared?
  - Did not consider salary due to cost of living in other locations; other information such as age, how the plan was used.
- Can you participate in HSA without selecting a Vanderbilt Plan?
  - No, you have to choose the CDHP plan. The Select PPO does not have a HSA.
- If you did the CDHP the first year, then make a decision to move to another plan next year, do you still have HSA and continue to contribute?
  - Money stays there that had already been contributed and can be used but you will not be able to contribute additional monies.
- Is this projection going to save money for Vanderbilt so that contributions can be made to retirement or break even?
  - Intention is that the line will be flattened so that retirement can be looked at.
- 2019 Select PPO contributions are approx. 8% above 2018, on average.
- Vanderbilt may at some point consider a one-time incentive for staff who meet eligibility requirements and who retire within a specified window of time, including time-limited healthcare subsidy.
CLOSING

The next meeting will be held May 8th at 8:30 a.m. at the Student Life Center, Board of Trust Room