



## 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  
Hughey, 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  
Rall, Kathleen  
Rauh, Jonathan  
Richter, Andy  
Robinson-Nichols, Ursula  
Ruiz, Carlos  
Rutledge, Scott  
Scott, Carjamin  
Seezen, Karen  
Smothers, Natalia  
Soren, Carol  
Sprague, Megan  
Taylor, Susan  
Wachter, Michelle  
Weisbrodt, Cathy  
Westrom, Lynn  
Williams, Megan  
Williams, Tara  
Woche, 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  
 Waits, Robert  
 Watkins, Heather

Manlove, Sharon  
 Perry, Brandi  
 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 Loudon*

- 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](http://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 8<sup>th</sup> at 8:30 a.m. at the Student Life Center, Board of Trust Room**