

**College Benefits Committee
Meeting Record
December 11, 2001**

Members Present	Members Absent
Melody Chambers	Patricia Brooks
Barbara Hayes	Gary Belcher
Dr. John Hughes	Dr. Martha George
Staci McPhearson	B. J. Higgins
J. B. Messer	John Sausins
Joyce Morgan	Darin Young
Dr. Charlotte Mulvihill	Kim Velleca
Guest	Ex-Officio Members Present
	Carolyn Rouillard
	Elaine Svec

Agenda Items	
1.	Review/Approval November 13, 2001, Meeting Records
2.	Reporting on Representative Sampling (Flexible Spending Accounts)
3.	Recommendation to Allow Use of Accumulated Sick Leave for Family Care in Special Circumstances
4.	Other Business

Decisions/Actions Plans

1.	Meeting Records (11/13/01) were approved as written.
2.	<p>Reporting on Representative Sampling (Flexible Spending Accounts):</p> <ul style="list-style-type: none"> A. The Faculty Association expressed strong interest. B. In Science and Mathematics Division, thirty-three to fifty percent expressed interest; but only approximately thirty percent would actually participate the first year. C. In Health Professions, thirty-three percent expressed strong interest. D. In Staci McPhearson's area, thirty-three to fifty percent expressed interest; but only approximately thirty percent would actually participate the first year. Most of the people who participated in the polling do not have children. E. Joyce Morgan polled small groups. Thirty-three to fifty percent in the small groups expressed interest. F. A number of pertinent questions came from the polling: <ul style="list-style-type: none"> (1) Would vision be included in the flexible spending accounts? (yes) (2) Can the contribution amount be adjusted during the year or is it in place for a whole year? (No, it cannot be adjusted once declared) (3) Can it be used for medical co-pays? (yes) (4) How soon in a year can you begin using your account? (any month) (5) What happens to the money you have paid in if you resign before the end of the year and before it has been used? (6) Could tuition be covered? (no) (7) Would dental be covered? (yes)
3.	Recommendation to Allow Use of Accumulated Sick Leave for Family Care in Special Circumstances: Deferred to January meeting.
4.	<p>Other Business:</p> <p>The Committee recommended further investigation by Human Resources into specifics of flexible spending accounts from an administrative and legal point of view.</p>

Next Meeting Day/Date/Time: Wednesday/January 16/10:30 a.m.

Location: Oklahoma Room

Agenda Items

1.	Review/Approval January 11, 2001, Meeting Records
2.	Recommendation to Allow Use of Accumulated Sick Leave for Family Care in Special Circumstances
3.	Combining Leave Categories
4.	Retiree Health Insurance
5.	Other Business