

College Benefits Committee Meeting Record –draft
Wednesday, February 14, 2007
1:30 to 3:30 p.m.
Library 407A

Member Attendees:

Leaugeay Barnes	Cynthia Gary	Cecilia Pittman
Rhonda Cantrell	Denise Gomez	Mike Schilling
Jane Carney	Stu Harvey	Ike Sloas
Dr. Jo Ann Cobble	John Helton	Alan Stringfellow
Myra Decker	Mary Jones	Randy Wythe

Exofficio Attendees:

Carolyn Rouillard	Elaine Svec
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Agenda

1. Review and approve record of 2/7/07 meeting.
2. Discuss the need for continued Committee service through the next year and three year cycle voted on at the last meeting.
3. College Benefits Committee Survey Talley, item #1 Health Care – Employee, complete discussion of items on the list.
4. Committee reports on items #2 – 11 as time allows.
5. Employee assistance services.
6. Set date for next meeting.
7. As May Occur.

Record of Meeting

1. The record of the February 7, 2007, meeting was approved with the amendment to section 5 adding the dollar figures to the first three items.
2. Discuss the need for continued Committee service through the next year and three year cycle voted on at the last meeting.

Continued Committee service was favored allowing members to volunteer for an additional two years of service. This will allow stability and continuity to the Committee.

3. College Benefits Committee Survey Talley, item #1 Health Care – Employee,

complete discussion of items on the list.

- a. Health insurance providers will be reviewed next year by the Committee and will include review of possible choices for long-term health care, options and products for our retirees. The review of providers is recommended to take place every three years.
- b. Dental insurance will be reviewed in 2009 due to the low rate of problems with Delta Dental, and it is recommended that a review will occur every three years.-

4. Committee reports on items 2-11 as time allows.

5. **Education** was addressed first. Leageay shared the requested information she received from email of Carolyn Rouillard:

- a. Age cap for dependents to attend OCCC.

This limit was established originally within the guidelines established by the Regents since they are our resource for funding. The federal law has an age limitation of 24. Financial Aid is checking the state regulations for me to see if there might have been a change to allow coverage beyond age 23.

The Committee voted to recommend a change in the age limit to 24, which matches the federal law.

- b. Allow employee to audit OCCC classes with tuition waiver.

Again this was a regulation of the State Regents for reimbursement of courses. Who is the "I". State name for clarity please – was it Carolyn? I have asked Financial Aid to research this and see if it still stands.

The Committee voted to recommend no change.

- c. Employees taking cCourses during work hours.

Discussion included

This goes back to regulations for support personnel – cannot pay for hours not worked. I know that is open to interpretation.

Caution - I would add a caution that if a change is made it should be consistent throughout, and that has not always been the case. I be that all employees have that privilege — in the past we have had some managers who would support flexible hours for an individual to take a course and then make up the hours and other managers who would not allow it. Some of that is based on the number of individuals in an office and type of work so that needs to be considered as well.

The Committee voted to table this item.

- d. Increased fee waivers.

We currently do not pay any fees because they are not eligible under State Regents

	<p>regulations – again our source for reimbursement of tuition.</p> <p>Because of the Regents regulation, the Committee cannot recommend a change.</p> <p>e. Increased degree incentives.</p> <p>Leageay Barnes will research current salary increases at other institutions related to completion of higher degrees.</p> <p>f. Add eligible programs for tuition reimbursement.</p> <p><u>Discussion included possible items that might be considered in the future. For some of those, especially certifications, continuing education, etc. support can be requested from travel funds.</u></p> <p>The Committee recommended no change.</p> <p>g. Auditing classes</p> <p>The Committee recommended that retirees be able to audit classes after reaching age 65, based on space available in the class and instructor approval.</p>
5.	Employee assistance services – this is currently being explored by Human Resources.
6.	<p>Set date for next meeting.</p> <p>Tuesday, February 27, 2007, 1:30 P.M.</p>
7.	As May Occur.