

College Benefits Committee Meeting Record

Wednesday, February 27, 2007
1:00 p.m.
Library 407A

Meeting called by: Carolyn Rouillard

Member Attendees:	Leaugeay Barnes	Cynthia Gary	Ike Sloas
	Rhonda Cantrell	Denise Gomez	Alan Stringfellow
	Jane Carney	Stu Harvey	Randy Wythe
	Dr. Jo Ann Cobble	Mary Jones	
	Myra Decker	Mike Schilling	
	Mike Franco	Rhonda Simpson	
Exofficio Attendees	Carolyn Rouillard	Elaine Svec	

Agenda

1. Record of 2/14/07 meeting – Review of action taken.
2. Employee Assistance Services (EAP – Employee Assistance Program).
3. Continued review of subcommittee assignments on items from the Survey Tally distributed 12/19/07.
4. Date of the next meeting.
5. Other discussion/new business.

Record of Meeting

1. Record of 2/14/07 meeting – Review of action taken.

The record of the 2/14/07 CBC meeting was approved as written.

2. Employee Assistance Services (EAP – Employee Assistance Program).

The Committee was unanimously in favor of the EAP for all employees (temporary, adjunct, full time, and part time).

It was recommended that Marketing and Public Relations disseminate to all employees via the Communicator and Pioneer the details of this new program.

3. Continued review of subcommittee assignments on items from the Survey Tally distributed 12/19/07.

1. Education follow-up information:

Ike Sloas contacted three regional Community Colleges. Only Rose State has a similar program in place for Classified and Professional. They all had some Faculty incentives for varying hours over a

masters ranging from 500-600\$

Rose State

Classified

Assoc-400\$

Bac-200\$ (from none to Bac/600\$)

Professional (All professional position req at least a Bac)

Bac to Masters 1200\$

Faculty- 6-9 hours over a Masters 500-600\$

Tulsa CC

Classified

None

Professional

None

Faculty- 6-9 hours over a Masters 500-600\$

Johnson County Community College (Kansas City)

Classified

None

Professional

None (Stopped several years ago after a competitive wage adjustment and survey)

Faculty 6-9 hours over a Masters 500-600\$

The Committee voted to table further discussion on degree incentive changes until next year and will request data on the cost impact to the College at that time.

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2. Vision - Tabled until additional information is provided by Carolyn Rouillard from Aetna regarding possible conversion of our current discounted program to an insurance program.

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3. Life Insurance - Tabled until next meeting. Carolyn Rouillard is getting group rates based on age.

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7. Process Issues

1. Making it easier to **unbank** leave.

The current procedure is for an employee to make a written request for a specific reason through the chain of command.

It was recommended that Human Resources draft some guidelines for employees and supervisors on unbanking leave, defining "extenuating circumstances" for unbanking.

The Committee also recommended that the only approval required would be the supervisor's, the rest of the chain of command would be eliminated, and the request would then go to Human Resources Senior Specialist responsible for Benefits. The Senior HR Specialist will draft a statement for the next meeting.

2. Sick Leave and other issues.

The decision was made that it would be worthwhile to poll other institutions to find out if they are allowing sharing of Sick Leave and determine how they are managing the program if they do allow it.

The Committee requested that Carolyn Rouillard draft a summary statement to assist the Committee with the visualization of the College's current thought and whys regarding the sharing of Sick Leave to be reported at the next meeting.

4. Date of the next meeting.

Thursday, March 8, 2007, 12:30-2:00 p.m.

5. Other discussion/new business. The meeting adjourned at 3:15 p.m.