

**Total Rewards Advisory Committee Meeting  
MOREnet, Columbia  
September 22, 2016**

E. Jill Pollock, Chair, Interim Vice President for Human Resources-UM System  
Shannon Fogg, Associate Professor & Chair, History and Political Science-S&T  
Ginger Gibson, Service Line Specialist, MUHC  
Viviana Grieco, Associate Professor, History-UMKC  
Kris Hagglund, Dean, Health Professions-MU  
John Layman, Treasury Specialist, Treasurer's Office-UM System  
Sara Lewis, Manager, Business/Fiscal Services-S&T  
Bob Piepho, Dean Emeritus, School of Pharmacy-UMKC  
Shirley Porterfield, Associate Professor, School of Social Work-UMSL  
Jonathan Pryor, Student Service Coordinator II-UMKC  
Lisa Wimmenauer, Director, Business Administration-MU

**Absent:**

Sean Brown, Assistant Manager, Hospitality Services-MU  
Meg Naes, Supervisor, IT Business Services-UMSL  
Brent Never, Associate Professor, Public Affairs-UMKC  
Rose Porter, Dean Emerita, School of Nursing-MU

**Guests:**

Kelli Holland, Director of Health and Benefits, Total Rewards-UM System  
Erik Smetana, Asst. Vice President-Human Resources People Strategies-UM System  
Wendy Wiederhold, Sr. Director of Benefits and Retirement, Total Rewards-UM System

The meeting was called to order at 10:00 a.m. by E. Jill Pollock.

The Committee reviewed and approved the minutes from the July 28-29, 2016 meeting.

**HR Governance Model**

Erik Smetana reviewed the governance model and how the Total Rewards Advisory Committee fits into the organization.

**FLSA Update**

Erik Smetana updated the Committee on the work that has been done since he last met with the Committee in May. An implementation timeline was also provided:

- October 23<sup>rd</sup> – Effective date for those switching to non-exempt
- December 1<sup>st</sup> – Effective date for those remaining exempt and getting increase to threshold

## **Understanding Staff Compensation**

Erik Smetana walked the Committee through the history of the compensation project as well as lessons learned and upcoming challenges. Currently, several milestones have been reached:

- Dual career paths developed for both individual contributors and supervisor or managers.
- Roles identified and jobs graded by 7 job evaluation factors
- Jobs aligned to new structure
- Created job family groupings based on nature of work
- Developed further job grouping detail (job functions and sub-functions)
- Developed job hierarchies for each of the 27 job families
- Job description review

## **Compensation Calculator Demonstration**

Erik Smetana reviewed the tools available to employees on the compensation website: <https://www.umsystem.edu/totalrewards/compensation>:

- Total Compensation Calculator – Compare, estimate and evaluate the Total Rewards package
- Faculty Salary Comparator Date – compares faculty at UM to salaries at peer institutions which is useful when making hiring, salary increase and promotion decisions

## **Active Enrollment Update**

Kelli Holland provided an update for the active annual enrollment period October 17-28. Key enhancements and updates are:

- FSA debit and mid-year changes – employees may elect to use an ASI Flex debit card when making purchases with their Health Care FSA; opportunity for mid-year enrollments for new hires or family status changes
- Custom Network in St. Louis – Additional plan option for employees that live or work in the eligible counties
- 2017 premium costs – some medical insurance costs are changing
- Dependent eligibility verification – Every employee who claims a dependent on their insurance will have to supply evidence in February. This verification process is strategy aimed at controlling rising health care costs. The annual enrollment period will be a good time to update/change any dependents who need to be revised.

## **Retiree Annual Enrollment Update**

Wendy Wiederhold provided an update for the retiree annual enrollment period October 17-31. The University is changing the medical coverage option for retirees:

- Medicare eligible retirees and Medicare eligible dependents will be automatically enrolled in the UnitedHealthcare Group Medicare Advantage plan. Retirees will have an option to be defaulted into the base plan or buy-up to an enhanced plan. Prescription drug coverage is not changing and will remain with Express Scripts.
- Non-Medicare retirees and Non-Medicare dependents will be in a UM self-insured plan administered by UnitedHealthcare (PPO or Health Savings Plan). Prescription drug coverage is not changing and will remain with Express Scripts.

## **Wrap Up, Meeting Dates and Next Steps**

Upcoming TRAC Meetings:

- November 18 – Educational Assistance, Dependent Audit, Ancillary Plan, Wellness & CNP
- January (date TBD) – Performance Review, Annual Enrollment Debrief, Retirement Updates, Retirement Benefit Statements, Communications & Support

Upcoming Board of Curators Meetings:

- October 6-7 – UMKC
- December 8-9 – UMSL

The meeting adjourned at 2:12PM.