

1 **Minutes of the Total Rewards Advisory Committee Meeting**
2 **Woodrail Conference Room 220**
3 **June 13, 2019**
4 **10:00 am to 1:00 pm**
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7 A meeting of the Total Rewards Advisory Committee was convened in person at 10:00
8 A.M., on Thursday, June 13, 2019. Marsha Fischer, Chair of the Total Rewards
9 Advisory Committee, presided over the meeting.

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12 **Present:**

13 Marsha Fischer, Chair, Chief HR Officer of Human Resources
14 Melinda Adams, Co-Chair, Assistant Vice President of Human Resources
15 Meg Naes, Supervisor, IT Business Services - UMSL
16 Shirley Porterfield, Professor, School of Social Work - UMSL
17 Rose Porter, Dean Emerita, School of Nursing - MU
18 John Layman, Treasury Specialist, Treasurer's Office - UM System
19 Brent Never, Associate Professor, Public Affairs - UMKC
20 John Cook, Manager, Financial Assistance - S&T
21 Ginger Gibson, Supervisor - MUHC
22 Melanie Mormile, Professor, Biological Science - S&T
23 Kris Hagglund, Dean, Health Professions - MU
24 Bob Piepho, Dean Emeritus, School of Pharmacy - UMKC

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26 **Absent:**

27 Sean Brown, Assistant Manager, Hospitality Services - MU
28 Becky Pottebaum, Manager, Business Affairs – UMKC
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30 **Also Present:**

31 Jessica Baker, Director, Retirement, Human Resources-UM System
32 Carol Wilson, Director, Health & Welfare, Human Resources – UM System
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34 **Call to Order and Approval of Minutes**

35 Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting
36 minutes from March 7, 2019. Motion to approve was given by Brent Never and
37 seconded by Meg Naes.
38

39 **Request for Proposal (RFP) - Update**

40 Carol Wilson provided an update to the committee on the life insurance RFP.
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42 **Wellness Program Update**

43 Marsha Fischer provided an update on the UM Wellness Program for 2020, and staffing
44 update.
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47 **Premiums for 2020**

48 Carol Wilson reviewed the CY 2020 premiums with the committee.

49

50 **Retirement Update**

51 Jessica Baker gave an update on the implementation of the Defined Contribution
52 Retirement Plan. She also reviewed the structure of changing the process in which new
53 retirees are paid their remaining vacation. The committee was in agreement to move
54 forward with lump sum pay for retiree vacation tentatively effective January 1, 2020.

55

56 Jessica Baker provided an update on the participant fee structure and core line-up
57 changes and upcoming communications strategy.

58

59 **Additional Topics/Updates**

60 Marsha Fischer provided an overview of the Faculty & Staff Success Funding initiative.

61

62 Melinda Adams shared information about a potential organ donor program. The
63 committee recommended to move forward with discussions for a potential program.

64

65 Marsha Fischer gave an update to the committee on a potential parental leave program.
66 Continued research and discussions are required.

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68 The meeting was adjourned at 1:00 P.M. on Thursday June 13, 2019.