

1 **Minutes of the Total Rewards Advisory Committee Meeting**
2 **Woodrail Conference Room 220**
3 **September 11, 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 Wednesday, September 11, 2019. Marsha Fischer, Chair of the Total
9 Rewards 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 John Layman, Treasury Specialist, Treasurer's Office - UM System
18 Brent Never, Associate Professor, Public Affairs - UMKC
19 John Cook, Manager, Financial Assistance - S&T
20 Ginger Gibson, Supervisor - MUHC
21 Kris Hagglund, Dean, Health Professions - MU
22 Bob Piepho, Dean Emeritus, School of Pharmacy - UMKC
23 Sean Brown, Assistant Manager, Hospitality Services - MU
24 Becky Pottebaum, Manager, Business Affairs – UMKC
25 Paul Anderson, Associate Director, Veterinary Pathobiology – MU
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27 **Absent:**

28 Rose Porter, Dean Emerita, School of Nursing - MU
29 Melanie Mormile, Professor, Biological Science - S&T
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31 **Also Present:**

32 Jessica Baker, Director, Retirement, Human Resources-UM System
33 Carol Wilson, Director, Health & Welfare, Human Resources – UM System
34 Paul Maguffee, General Counsel Office – UM System
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36 **Call to Order and Approval of Minutes**

37 Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting
38 minutes from June 13, 2019. Motion to approve was given by Brent Never and
39 seconded by Kris Hagglund.
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41 **Upcoming Board of Curators Materials - Update**

42 Jessica Baker provided an update to the committee on an addition to the September
43 Board of Curators that will adjust the definition of eligible compensation under the
44 defined contribution retirement plan.
45

46 Carol Wilson shared potential items for the November Board of Curators meeting
47 related to surviving spouse, long term disability, and rehired employee access category
48 benefits. A telepresence was scheduled for the committee for October 3, 2019 to
49 continue discussion and review data.

50

51 **Summary Plan document (SPD) Changes – Life & Disability**

52 Carol Wilson reviewed changes to the SPD's related to the implementation of the new
53 life & disability vendor.

54

55 **Outline of Annual Enrollment Changes**

56 Carol Wilson reviewed the plan changes for Annual Enrollment 2020 with the
57 committee.

58

59 **Retirement Update**

60 Jessica Baker gave an update on the implementation of the Defined Contribution
61 Retirement Plan. She also reviewed the structure of changing the process in which new
62 retirees are paid their remaining vacation. The committee was in agreement to move
63 forward with lump sum pay for retiree vacation to be effective in 2020.

64

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

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68 **Additional Topics/Updates**

69 Melinda Adams and Carol Wilson provided several updates on the following topics:
70 FMLA outsourcing; CBC policy and vendor change; Wellness Incentive; Shared
71 Services; and medical RFP.

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73 The meeting was adjourned at 1:00 P.M. on Wednesday September 11, 2019.