

1 **Minutes of the Total Rewards Advisory Committee Meeting**
2 **Virtual**
3 **June 20, 2024**
4 **1:00 pm to 3:00 pm**

5
6 A meeting of the Total Rewards Advisory Committee was convened via zoom at 1:00
7 P.M., on Thursday, June 20, 2024. Marsha Fischer, Vice President of Human
8 Resources, presided over the meeting.

9
10 **Present:**

11 Marsha Fischer, Chair, Chief HR Officer of Human Resources
12 Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC
13 Brianna Portmann, Senior. Program Manager, General Education - UMKC
14 John Clark, Associate Professor, Finance - UMKC
15 Ravish Mehta, DB Programmer Analyst-Principal, Admin Info Technology – UM System
16 Kim Foley, Senior. Executive Assistant, Vice Chancellors Office - MU
17 Betsy Garrett, Emeritus, Family & Community Medicine - MU
18 Clair Ann Reynolds Kueny, Associate Professor, Psychological Science – S&T
19 Kris Hagglund, Dean, Health Professions – MU
20 Brian Hensel, Assoc Teaching Professor, Health Sciences – MU

21
22 **Absent:**

23 Shirley Porterfield, Professor, School of Social Work – UMSL
24 Ginger Gibson, Nursing OR Supervisor, Recovery – MUHC
25 Harry Harris, Assistant Director Student Support Services, College of Nursing – UMSL
26 Melanie Keeney, Associate Director, Marketing and Communications – S&T

27
28 **Also Present:**

29 Jessica Baker, Assistant Vice President, Human Resources – UM System
30 Carol Wilson, Director, Benefits, Human Resources – UM System
31 Cari Lyman, Director, Retirement, Human Resources – UM System
32 Caitlin Beal, HR Consultant, Benefits, Human Resources – UM System
33 Ashley Rogers, Director, Finance – UM System
34 Jesslyn Chew, Director, Strategic Communications – UM System
35 Carli Wrisinger, Sr. Communications Assoc, Strategic Communications – UM System
36 Melinda Adams, Assistant Vice President, Human Resources – UM System
37 Jessica Opie, Asst Vice President & Controller, Finance – UM System

38
39 **Call to Order and Approval of Minutes**

40 Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting
41 minutes from February 22, 2024. Motion to approve was given by Bob Piepho and
42 seconded by Kim Foley. Committee voted to approve, none opposed, no abstentions.

43
44 **EAP Update**

45 Marsha Fischer updated TRAC about centralization of EAP and discussed the option to
46 do a future EAP services demonstration for TRAC.

47

48 **Secure 2.0 Update**

49 Cari Lyman provided an update of upcoming regulatory updates under the Secure 2.0
50 Act.

51

52 **2025 Benefit Plan Updates**

53 Carol Wilson provided an overview of the proposed benefit plan updates for the 2025
54 calendar year.

55

56 **Medical Plan Performance and Benefit Rate**

57 Ashley Rogers shared how the benefit rate, charged to departments or a central pool
58 depending on the benefit plan, is calculated by evaluating plan performance and
59 utilization.

60

61 **FLSA Update**

62 Jessica Baker providing an update on the status of FLSA proposed salary threshold
63 changes. Planned implementation for January 1, 2025. Multiple lawsuits have been
64 filed in opposition of the rule.

65

66 The meeting was adjourned at 2:22 P.M. on Thursday, June 20, 2024.