

**Minutes of the Total Rewards Advisory Committee Meeting**  
**Virtual**  
**September 25, 2023**  
**1:00 pm to 3:00 pm**

A meeting of the Total Rewards Advisory Committee was convened via zoom at 1:00 P.M., on Monday, September 25, 2023. Marsha Fischer, Chair of the Total Rewards Advisory Committee, presided over the meeting.

**Present:**

Marsha Fischer, Chair, Chief HR Officer of Human Resources  
Shirley Porterfield, Professor, School of Social Work - UMSL  
Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC  
Harry Harris, Assistant Director Student Support Services, College of Nursing – UMSL  
Melanie Keeney, Associate Director, Marketing and Communications – S&T  
Brianna Portmann, Senior. Program Manager, General Education - UMKC  
John Clark, Associate Professor, Finance - UMKC  
Ravish Mehta, DB Programmer Analyst-Principal, Admin Info Technology – UM System  
Kim Foley, Senior. Executive Assistant, Vice Chancellors Office - MU  
Ginger Gibson, Nursing OR Supervisor, Recovery – MUHC  
Betsy Garrett, Emeritus, Family & Community Medicine - MU  
Clair Ann Reynolds Kueny, Associate Professor, Psychological Science – S&T  
Kris Hagglund, Dean, Health Professions – MU

**Absent:**

Paul Anderson, Assistant Research Professor, Lab for Infectious Disease Res. - MU

**Also Present:**

Jessica Baker, Assistant Vice President, Human Resources – UM System  
Carol Wilson, Director, Benefits, Human Resources – UM System  
Cari Lyman, Director, Retirement, Human Resources – UM System  
Erin Leuschke, Director, Learning and Development, Human Resources – UM System  
Melinda Adams, Assistant Vice President, Human Resources – UM System  
Caitlin Beal, Lead Consultant, Benefit, Human Resources – UM System  
Ashley Rogers, Director, Financial Planning Accounting – UM System  
Jessica Opie, Associate Controller, Finance – UM System  
Casey Owens, Assistant Director, Internal Communications – UM System

**Call to Order and Approval of Minutes**

Jessica Baker asked the Total Rewards Advisory Committee to approve the meeting minutes from June 22, 2023. Motion to approve was given by Bob Piepho and seconded by Shirley Porterfield. Committee voted to approve, none opposed, no abstentions.

47 **Leave Fall Trainings Update**

48 Erin Leuschke and Casey Owens presented information about the Fall Leave Trainings.  
49 The leave team will be sharing more information during Fall 2023 Leave Plan trainings  
50 about the implementation of the new leave plan which will be effective January 1, 2024.  
51 The fall deployment will include website and resource updates, employee system-wide  
52 webinars starting in October, and supervisor/timekeeper trainings. Casey shared a draft  
53 of the current presentation slide deck.

54  
55 **Vested Term Buyout Update**

56 Cari Lyman provided an update of the Vested Term Buyout project and confirmed the  
57 timeline. The program does not impact current employees or retirees, only employees  
58 who terminated prior to April 1, 2023 who had vested in a pension benefit as of their  
59 separation date. The window for those eligible members to participate in the optional  
60 program will open between October 17 and December 1, 2023.

61  
62 **Retiree State Tax Legislative Update**

63 Cari Lyman provided an update on recent legislation signed by Governor Parsons  
64 regarding state tax exemption regulations on pension earnings. The new legislation will  
65 not change how the university reports retirement benefits to retirees for tax purposes.

66  
67 **Faculty Leave Update**

68 Marsha Fischer and Jessica Baker provided an update on faculty leave. Currently  
69 certain faculty receive a separate leave plan from staff. This plan is under evaluation  
70 and additional information will be provided if changes are recommended.

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72 The meeting was adjourned at 2:37 P.M. on Monday, September 25, 2023.