

Minutes of the Total Rewards Advisory Committee Meeting
ZOOM
September 28, 2022
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 Wednesday, September 28, 2022. Marsha Fischer, Chair of the Total Rewards Advisory Committee, presided over the meeting.

Present:

Marsha Fischer, Chair, Chief HR Officer of Human Resources
Melinda Adams, Co-Chair, Assistant Vice President of Human Resources
Becky Pottebaum, Finance Business Partner, Finance & Administration – UMKC
Paul Anderson, Associate Director, Veterinary Pathobiology - MU
Betsy Garrett, Emeritus, Family & Community Medicine - MU
Melanie Mormile, Professor, Biological Science - S&T
Harry Harris, Academic Advisor, College of Nursing - UMSL
Sean Brown, Assistant Manager, Hospitality Services – MU
John Cook, Business Tech Analyst, Customer Service - S&T
Bob Piepho, Dean Emeritus, School of Pharmacy – UMKC
Kris Hagglund, Dean, Health Professions – MU
Ginger Gibson, Supervisor – MUHC

Absent:

John Layman, Treasury Specialist, Treasurer's Office - UM System
Shirley Porterfield, Professor, School of Social Work - UMSL
Brent Never, Associate Professor, Public Affairs – UMKC

Also Present:

Carol Wilson, Director, Benefits, Human Resources – UM System
Cari Lyman, Director, Retirement, Human Resources – UM System
Eric Vogelweid, Assistant Vice President & Controller– UM System
Ashley Rogers, Associate Director, Financial Planning Accounting – UM System
Caitlin Beal, Consultant, Benefits, Human Resources – UM System
Jennifer McMillin, Director, HIRS, Human Resources – UM System
Jessica Opie, Associate Controller, Finance – UM System
Kim Goldberg, Benefits, Human Resources – UM System
Caitlyn McNeil, Consultant - Aon

Call to Order and Approval of Minutes

Marsha Fischer asked the Total Rewards Advisory Committee to approve the meeting minutes from February 28, 2022. Motion to approve was given by Kris Hagglund and seconded by Becky Pottebaum. Committee voted to approve, none opposed, no abstentions.

47
48 **Response to retiree submitted document**

49 At the previous monthly meeting, TRAC reviewed a document submitted to TRAC via
50 email by a retiree and discussed a response. MURA was not involved in the retiree's
51 submission. During today's quarterly meeting, Eric Vogelweid shared a drafted
52 response to this document. Motion to approve was given by Bob Piepho and seconded
53 by Betsy Garrett. Committee voted to approve, none opposed, no abstentions.

54
55 **Leave Program Implementation Update**

56 Cari Lyman provided an update on the leave program implementation project post
57 Board approval earlier this month. Expected transition is January 2024.

58
59 **Life/Disability/Leave Admin RFP Update**

60 Carol Wilson provided an update on the status of the RFP for Life Plans, Disability
61 (short and long term), and Leave Administration.

62
63 **Total Rewards/GGS Evaluation Project Update**

64 Marsha Fischer discussed upcoming GGS (Global Grading System) evaluation to
65 determine if compensation adjustments are recommended based on market data. Also
66 discussed upcoming Total Rewards program evaluation. Which will evaluate the
67 benefits offerings as a whole, as compared to market.

68
69
70 The meeting was adjourned at 2:02 P.M. on Wednesday, September 28, 2022.