

## Staff Council Minutes

Date: Sept 11, 2019

Location: Paul Joyce Lounge

Zoom: <https://uidaho.zoom.us/j/143806896>

1. Call to Order- Chad
2. Attendance- Diane Quorum established
3. Approval of May SC minutes - Chad - approved
4. Staff Member of the Month - Cari
  - a. Dan Noble and Mandy Brocke from HR
  - b. Dan Noble and Mandy Brocke made this EPAF season a breeze. EPAFs are nothing if not confusing and their patience and kindness meant so much. I can't imagine busier people and they take whatever time needed to answer calls and explain things without complaint. I am blown away by their kindness. What a gift these two people are to the University. Nominators Name: Jennifer Baillargeon-Hauck
  - c. I would like to send a huge thank you to Dan Noble and Mandy Brocke (hrepaf) for all their help and kindness during this very busy epaf processing season. When mistakes are made, they are there to help make things right and go out of their way to be kind even when I've just made their day a lot more complicated and crazy. Thank you Dan and Mandy for your kindness. Nominators Name: Patti Heath
5. Presentation - Wes Matthews
  - a. Subject: Adjustment to calculating maximum target pay. Changes have been made to the calculations to allow for merit pay. The calculations now only allow for a staff member to earn 100% of Market rate, as that allows for the Market rate to raise and still allow for merit pay.
6. Presentation - Brian Foisy
  - a. Subject: How FSH 3705 effects insurance costs. Origin of why it was created – it was illegal for same sex couples to be married, so we covered their partners, now there are no same sex couples using it. There are 28 employees using it, 23 are

staff. Brian gave numbers about the effects of both keeping and removing FSH 3705 on both PPO and HD plans which were revised at a later meeting as was the vote. There was a great deal of discussion about the effects and the timeline of this decision.

- b. Action: Vote on whether Staff Council is in favor of removing FSH 3705 or in favor of keeping FSH 3705. Results will be sent to Faculty Senate.

7. Vote on FSH 3705 - Chad

- a. Keep - 4
- b. Remove - 18
- c. Abstain- 3

8. Close- Chad at 11:20 a.m.

9. Emergency meeting held September 17, 2019

- a. Presentation by Brian Foisy and Kent Nelson regarding the removal of FSH 3705 – there were updated cost projections provided by the actuaries to compare the cost of the two health insurance plans (PPO and HDHP) to keep or eliminate the other eligible adult coverage of under FSH 3705.

b. Vote is as follows:

- i. Keep - 12
- ii. Remove – 10
- iii. Abstain - 1