



## Meeting Minutes: Tuesday, October 11, 2016 Commons Multipurpose Room

### Present

Anderson, Dirk	Hawthorne, Kelly	Richter, Andy
Anderson, Katherine	Heaton, Ashley	Robinson-Nichols, Monique
Armour, John	Higgins, Ed	Salamone, Martin
Assadian, Nurlana	Hofeldt, Kathryn	Seckman, Matthew
Baker, Angela	Hotaling, Susan	Seezen, Karen
Balthrop, Merry	Hughey, Jasen	Siegel, Charlotte
Bonam, Stacey	Johnson, Judy	Sierra, Anthony
Brady, Al	Johnson, Linda Faye	Sims, Beth
Bassil, John	King, Amanda	Smith, Susie
Carlson, Robin	Latham, Vickie	Soren, Carl
Carney, Kathy	Lord, Sara	Tharp, Anthony
Chiavini, Amanda	Loudon, Jeff	Vasquez, Diana
Choate, Corey	McClure, Nathan	Waite, Robert
Darling, Shelley	Newell, Tanish	Weisbrodt, Cathy
Dixon, Michele	Oglesby, April	Wells, Mia
Donahue, Laurel	Parker, Patricia	Westin, Lynn
Fann, Drew	Payne, Philip	Williams, Megan
Fox, Anita	Pring, Michael	Woche, Melissa
Glende, Lora	Pursley, Amber	
Harbin, Rachel	Rauh, Jonathan	

### Did Not Attend

Assadian, Nurlana	Benham-Gilani, Ali	Clark, Maura
Barrow, Terri	Berry, Carolyn	De Los Santos, Wil
Battle,	Bonner, Stacey	Debeb, Kelley
Bi'Shaune	Brown, kenneth	

Engstrom,  
Steven  
Giese, Tiffay  
Harrell, Rachel  
Hickey, Emily  
Hicks,  
Antoinette  
Jones, Eric  
Kasinger, Jake  
Korab, Emily  
Lammers,  
Lillian  
Murphy, Amyu  
Parks, Liv  
Pepper, Ronnie  
Preston, Chris  
Provost, Carol  
Reynolds, Diane

Roberts, Janet  
Ruiz, Carlos  
Sanchez,  
Monica  
Stanard, Ray  
Teaford, Jeremy  
Thomas, Anna  
Turner,  
Kimberly  
Washam,  
Glenda  
Watkins,  
Heather  
Westrom, Lynn

**Sent Regrets:**

Bailey,  
Christina  
Madison, Jim

Mandeville,  
Jenny  
Miller, Jean  
Miltner, Damon  
Pickert, Donald  
Smith, Amy  
Zeben, Ashton

**Guest/Visitors:**

Armstrong, Terri HR  
Boyce, Kim Guest  
Brooks, Bari HR  
Carroll, Barbara HR  
Glasgow, Scott HR  
Grant, Deb HR  
Gray, Gary Guest

8:30 a.m. President, Al Brady, called the meeting to order.

**OLD & NEW BUSINESS ANNOUNCEMENTS**

- Welcome from President Al Brady.
- Kroger Card Program – time to re-up your Kroger card by signing in to your account and selecting Vanderbilt University Employee Assistance Program.
- Invitation going out for the Chancellor’s reception for USAC members. All are encouraged to attend as we need to have a strong showing.

**COMMITTEE HIGHLIGHTS & REPORTS**

*Events, co-chairs Judy Johnson and Amanda King*

- Emails will be sent out about upcoming committee meetings.

*Staff Life, co-chairs. Andy Richter and Jeff Loudon*

- Nothing to report.

*Membership, chair, Anna Thomas*

- Happy Birthday to all those celebrating October birthdays.
- Contact Anna Thomas if you would be willing to serve as greeter at an upcoming meeting.

*Communication, Jenny Mandeville*

- Nothing to report.

*Rules and Administration, co-chairs Melissa Wochoer and Vickie Latham*

- Nothing to report.

***Standing Committees***

*Benefits*

- Nothing to report.

*Traffic & Parking*

- Nothing to report.

*Athletics*

- Nothing to report.

**Guest Speaker: Associate Vice Chancellor and Chief Human Resources Officer Barbara Carroll.**

- Flulapalooza is today from 6:00 a.m. to 6:00 p.m.
- HR is working on transitions for all those employees who are impacted by the Fair Labor Act which goes in to effect December 1, 2016.
- HR is also working on budget planning for next year.

**Terri Armstrong, Director of University Benefits.**

- Discussed Open Enrollment for Plan Year 2017.
- Begins Monday, October 17 at 8 a.m. and ends October 31 at 11:59 p.m. which aligns with the close of Go for the Gold.
- Reminded all to look at their benefits to see what works best for you and your family.
- Review your beneficiaries.
- ACA regulations – IRS asking for more information about your dependents. Social security number and legal name must match what is on the social security card.
- Look at health, dental and vision insurance, accidental death and dismemberment (AD&D) insurance, health care flexible spending accounts (FSAs) and dependent day care FSAs.
- Elections need to be made prior to the start of the benefit year (calendar year.) No changes can be made except during open enrollment or within 30 days of a qualifying event.
- Retirement plan changes can be made anytime throughout the year.
- Important Action Items – Asked each year about tobacco use. Must attest to whether or not you and your covered family members use tobacco. If you are committed to being tobacco free you will save \$20 per month on health insurance. Direct Go for the Gold wellness credit. Must also review and update beneficiaries and dependents.
- Updates for 2017 include a minimal increase in health and Cigna dental. A rebalancing of the percentages being paid by the university and the employee will be looked at. A marginal increase to health plan deductibles and co-pays. Long term disability premiums will decrease. No increases to premiums for BCBS dental or PPO vision.
- There are new eligibility requirements for partially benefits-eligible employees
- Only married spouses and natural, step or adopted children will be eligible. A \$100 spousal fee will also include a VUMC spouse.

- Ask Alex is back to help you decide the best plan for your needs.
- Help in enrolling is available – check the open enrollment website for dates and times.
- VUnet ID and password must be activated before going to the benefit fair or enrollment labs.
- Visit the website at [vu.edu/oe](http://vu.edu/oe).
- Attend the Health Fair & Benefit Fair on Wednesday October 26 from 8:00 a.m. to 3:00 p.m. at the Student Life Center
- Contact HR at the Baker Building, room 110. HR is open M-F 8:00 a.m. to 5:00 p.m.

## **CLOSING**

**The next meeting will be held on November 8, at 8:30 a.m. in The Commons Multipurpose Room. The guest speaker will be members of the Vanderbilt University Police Department.**

Meeting adjourned at 9:30 a.m.