



October 12, 2016

*Present:* Denecia Angleton, Connie Basquez, Angela Beatie, Crystal Dilbeck, Renea Goforth, Kimberly Gutierrez, Rosemary Hedrick, Debra Herndon, Matt Houston, Ali Levine, Angie Linder, Carla Mann, Walter Mayne, Sheryl McKelvey, Randy Sessions, Karen Wilson and Lisa Wood.

*Excused:* Johny Buchanan-Spachek, Jama Challans, Linda Claypool, Hercilia Thompson and Robbie Norton.

*Unexcused:* Connie Owens and William Wray.

*Guest:* Becky North

- I. Call to order/Welcome
- II. Micah Thompson- brief overview for Open Enrollment Health Insurance
  - Outlook with Highlights for changes next year
  - Plan A & C- Names are the same, everything else is the different
  - HealthQuest- new vendor; the website is currently a mess.
  - Delta dental is applying premium- \$6/pay period; opt in or out option, dental annual checkups important- so that anytime you do need services done there isn't extra cost.
  - Plan A- Office visits are now \$40 (primary care) and \$60 (specialists); 3 tiered deductible
    - Why has it gone up? The state did a efficiency study report- found costs charged for claims was not matching premiums, leading them to raise premiums. Spouse premiums also jumped.
    - If you go to non-network services- increasing how much you are paying; your deductible doesn't apply to non-network insurance.
    - Out of pocket maximums increased by \$1000 for one person = \$5750; \$2000 for family
    - Caremark Pharmacy- 3 tiers, all but generic went up.
  - Plan C- Network deductibles are the same
    - Coinsurance added- have to pay 20% after deductible
    - Pharmacy coinsurance- you pay cost, but look at tiers for the medications- wherever it falls is the percentage that you pay.
    - 90 day supply available- allows for a lower cost, if you do the mail in cost even lower.
    - out of network- 50% coinsurance
    - Single out of pocket pharmacy out of pocket max has doubled- \$5000 for single, \$10,000 for families
    - Question- Does the deductible count towards the out of pocket? Yes. They have doubled the out of pocket. It's the 20% of services that you are paying.
    - Question- Does the 20% apply to the copay? On Plan C you pay 100% until you reach your deductible, then you pay 20%.
    - Question- if you were on Plan C, and you want to switch to Plan A, what happens to your money in the Health Savings Account? That money is yours and can be used for medical expenses, but you can't pay into it. If you want to reduce taxable income- use flexible spending plan



- Employer HAS- big changes!
    - Employee will get payment of \$1,000 broken into quarterly payments- \$250, if you have spouse on your plan you get \$1250 broken into 4 payments. If you have children on your plan \$1750 for the year.
    - Minimum to contribute is still \$25- default in open enrollment; if you don't make selection in Open Enrollment it will default to \$25. You can change this amount at any time during the year.
    - The state has reduced the amount given, but there is a way to get it back. If you do HealthQuest activities- you can get the \$500 that was taken away. If your spouse is on your plan- both of you have to get 40 points and do health assessment activities. Employee children plan- you can get \$500 back with HealthQuest activities.
    - Amounts you can put into your HSA has changed- IRS allowed to contribute- single- \$3400; spouse/family- \$6750
    - If you are over 55 can contribute more- an extra \$1000
    - You should have gotten a post-card telling you about Open Enrollment. You can do the elections online. Contact Micah with questions.
  - Question- How do you drop out? You waive everything in Open Enrollment.
- III. Shared Governance Leave Policy
- Judy Espinoza sent out info yesterday. This was discussed during the HLC meeting.
  - Judy- "We want to work more collaboratively" by "opening up lines of communication". Shared Governance isn't really an HR issue, but there are so many things in the que. Apparently there has been a discussion that we are a shared governance policy. At WSU work on committees should be "in-load" work effort, only denied occasionally because of work performance or lack of capacity.
  - Renea- this is exciting! Stacy Salters was denied the opportunity to work on the Senate, that is one of the things that pushed this issue to the front. Being on the Senate is "just as important as anything else I do at Wichita State", getting to share viewpoint. It's also important when we visit other schools- have a voice. This policy will help for those whose boss aren't supportive.
  - There is a legal issue- You can't ask employee to volunteer at WSU and make them use vacation time.
- IV. HLC visit- message from Rick- he appreciated that we were there.
- We put out some good points at the meeting- feelings about low morale, the push for employees to stay under radar, shared governance lacking on campus.
  - Deborah- gave examples from other universities- we aren't the only ones with these issue, maybe not even as bad. It was refreshing to see the big picture.
  - Renea- They asked a lot about shared governance, who we are what we do; it was encouraging.
  - The first meeting was what we expected, but the 4:30 meeting was a totally different feeling. There was no administration present, which changed the dynamic and made our comments confidential.
  - Question- Are we all going to be involved in future committees? No clear answer.
    - One example was the Innovation campus- we were told this is what is going to happen, but there was no committee. There was a later survey about retail- what stores we wanted.
  - Renea- We are asked our opinion a lot more than 5-10 years ago; we are on more committees than we used to, Johnny and Becky were asked to be on committee with President Executive Committee and Deans; sometimes it is just oversight when we are left out- we can always ask to be involved.



V. COPS/KBOR

- Last Tuesday- phones went out, had our phone conference the next day. Every year we have a host school who presents at COPS or KBOR since we started USS. We would present to Boards of Regents- concerns, things we would like to see happen, what can we do to help. This year KU is hosting, and the chair informed us that we aren't going to present. He wanted to type of paper and send it in, but the rest of the group strongly disagreed- this entire group gets input. In the end, we are going to present to COPS. We are going to revisit ideas in lieu of raises to help morale. Brainstorm ideas
  - Free/Reduced Parking
  - Flexible schedules
  - Day off for community service
  - What ideas do you have?
  - Recognition for
- Judy Espinoza- "I haven't given up on the idea that we are going to get raises." There is a strong desire on the part of the administration to give a raise. It probably won't be a substantial;
  - Pres. Bardo promised raises last year, he does have a desire.
  - Judy- 'it's not off the table'. It's still a topic of conversation.
- Ali- there was document sent to the governor about how they would handle budget cuts. We haven't been able to read it, and the summary is vague. Do you know anything about it? What does it contain about layoffs? Judy- I haven't seen it, but I'm pushing for reductions in other areas.
- Question- If performance raises are thrown out, how will you enforce evaluations to get done?
  - Raise based on evaluation- how will HR get supervisors to do evaluations? We probably wouldn't base raises on that. It would be a longer term journey- an evolution. Is it is we don't provide good reporting to our leaders.
- Traffic appeals- Committee will probably be shut down with new parking system. Tickets and appeals are going to be electronic. Appeals will go to a three person committee- we don't know who they are.

VI. Guests- discussion:

- Amanda and Emma, graduate students, part of Bardo's Tobacco Free Implementation Committee
  - July 1st, 2017- WSU will be tobacco free. We will join 1100 Tobacco Free Campuses.
  - There will be an event on Nov 16 2-4 pm- CAC theatre. This will be an open house celebration event with speakers, getting the word out to students. Please share with constituents.
  - A press release will be coming.

VII. Next COPS meeting will be at Fort Hayes, Wednesday 19<sup>th</sup>, because that is where the Board of Regents is meeting.

VIII. Parking Question

- Students are parking in staff parking- if students park in one place, they can be there for 4 hours without being caught. It is out of control- Staff and Faculty cannot find parking.
- Randy- there are always 2 parking officers driving through lots with mounted cameras. There will be no more paper tickets, tickets through email. If students owe for a parking ticket, their transcripts are put on hold. If you park in reserve parking fine is going up to \$150.
- The parking signs need to be more visible.



- Students should not be allowed to use financial aid for parking tickets- We need policy to really effect students. Maybe we need to do a task force- to give suggestions.
- Holds on student accounts need to take effect earlier- not at the end of the semester.

#### V. Motion to adjourn

Motion:

Second:

Approved unanimously