

Benefits and Finance Committee Meeting
April 18th, 2014
Bunting Hall Conference Room

The meeting was called to order at 10:32am. Present were Joe Holt, Emily Chamlee-Wright, Alan Chesney, Shirley Haymaker, Andrea Lange, Lansing Williams, and Susanne Kelly.

The minutes from the April 4th committee meeting were unanimously approved.

HR Director Alan Chesney provided an update on our work with Willis on our dental insurance coverage. He was previously granted the authority to negotiate dental plan changes in search of lower costs provided we were able to preserve the current provider and benefit options. We have chosen to move our dental coverage under the United Heath Care umbrella, which will result in cost savings by having all benefit relationships under a single account. This will free up HR resources currently spent managing multiple benefits accounts, result in more timely reconciliations, and result in a one-program-year \$5 per employee per month savings on the College's medical costs as a bonus for consolidating our accounts, totaling approximately \$20,000. Premiums, network providers, and benefits are all unchanged, except for the benefit of a small increase in vision lens reimbursement levels coupled with vision out-of-pocket payments being reduced. HR will discuss how to apportion the \$20,000 rebate after open enrollment for FY15. The committee is pleased to note this work is an example of cuts to costs and streamlining of processes without a corresponding cut in services.

Alan next discussed the recent Child Care Survey, first summarizing some of the results. We were pleased to receive 166 responses, 52 with current child care needs. Child care demand appears split between year-round, 9-month, and sporadic/backup care. Eleven respondents are currently dissatisfied with their level of care. Alan indicated his primary takeaways from the survey were that it reinforces working with Radcliff Creek School on adjusting their schedule and availability to better match our needs and adding additional infant care capacity; and that the new data confirms that we need to take off the table the option of building an on-site child care center with College resources.

Joe Holt, Interim VP of Finance & Administration added some recommendations and open question based on the survey results: it would be useful to find a child care provider willing to specifically provide drop-in care during faculty meetings; and it would be helpful to work with one or more providers to offer drop-in care when other centers are closed but the College is open for business. Joe also raised the possibility on the College's end of tweaking scheduling for parent teachers so that their courses are not scheduled for the earliest sessions of the day when child care challenges are most difficult to work around. Provost Emily Chamlee-Wright is optimistic that this is something that can be worked out with department chairs in a

way that is not overly burdensome to faculty without children. Joe also reminded the committee that the survey will under-sample frustrations with child-care investments from employees without children due to the voluntary nature of the survey, and so as we move forward we should keep in mind the objections to child care investments shown in the survey results.

Alan stated that the next steps for the child care discussion would be to invite those employees who took the survey to attend an open forum meeting to discuss their concerns and the College's child care plans moving forward. The committee decided not to invite outside attendees to the forum to avoid sharing internal discussions about child care failings with the larger community.

Several other child care ideas were briefly mentioned, including using College space for child care needs during contingencies due to weather, etc., which is problematic due to liability issues. The possibility of the Education department becoming more involved by placing students into care centers was also raised, but the cost of oversight needed would likely outweigh any financial benefits.

Joe recommended the open forum take place and our plan to add capacity and tweak hours at existing child care providers be introduced, and then after the forum we formally submit our recommendations and close the child care issue. Emily also recommended we link to these minutes on Canvas and flag them to Institutional Research as an example of a data-driven 'closing of the loop.'

The meeting was then adjourned.