

# BENEFITS ADVISORY COMMITTEE

# Minutes

WORKING GROUP MEETING	
<b>Group Name:</b>	Benefits Advisory Committee
<b>Date:</b>	February 11, 2022
<b>Time and Location:</b>	9:30 AM – 10:00 AM CST   Zoom

ATTENDEES			
<input checked="" type="checkbox"/>	Winifred Williams, Ex-Officio	<input checked="" type="checkbox"/>	Jodi Goode, Staff Council
<input checked="" type="checkbox"/>	Danielle Hanson, Ex-Officio	<input type="checkbox"/>	Peter Kotowski, University Senate
<input checked="" type="checkbox"/>	Heather Chester, Staff Council	<input checked="" type="checkbox"/>	D. Megan Helfgott, Univ. Representative
<input checked="" type="checkbox"/>	Eniko Racz, Univ. Representative	<input type="checkbox"/>	Juana Arauz, Univ. Representative
<input checked="" type="checkbox"/>	Jenny O'Rourke, Faculty Council	<input type="checkbox"/>	
<input type="checkbox"/>	Vacant, Faculty Council	<input type="checkbox"/>	
<input checked="" type="checkbox"/>	Tisha Rajendra, University Senate		

## MINUTES

**From:** Chester, Heather <htomley@luc.edu>  
**Sent:** Friday, February 11, 2022 11:41 AM  
**To:** Arauz, Juana <jarauz@luc.edu>; Kotowski, Peter <pkotowski@luc.edu>; Rajendra, Tisha <trajendra@luc.edu>; Goode, Jodi <jgoode@luc.edu>; O'Rourke, Jenny <jorourke1@luc.edu>; Racz, Eniko <Eracz@luc.edu>; Helfgott, D. Megan <dhelfgott@luc.edu>  
**Cc:** Hanson, Danielle <Dhanson@luc.edu>; Williams, Winifred <wwilliams5@luc.edu>  
**Subject:** BAC Meeting - please vote to me only by 2/16

Hi All,  
 Good discussion today! For reference, the survey results are at the bottom. The BAC identified 4 topics to focus on.

**What we ask of you:**

Please reply only to me to protect everyone's votes (and I'll summarize the results and share):

- which items we should work on 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>rd</sup>, 4<sup>th</sup> as a prioritization (1 being highest and 4 being lowest).
- Which items would you like to work on, so we can balance out when to work on various items, and who will be working on them.
- **Please respond by 2/16, end of day.**

**4 TOPICS TO WORK ON per TODAY'S BAC MEETING:**

**#1 Parental Leave equity to ensure that we are in-line with other higher ed schools.**

Specifically focusing on ensuring our policy is gender neutral, supports adoptive parents, and parity of benefit time/duration exists between faculty and staff for the benefit needs to be utilized within 6 or 12 months.

*Work involved: Polling other institutions and understanding what they offer to synthesize the information. Put forward a recommendation to HR for consideration.*

### #2 403B Make-up Contribution

We already have a list of what other schools were doing during the pandemic when schools were cutting costs/stopped spending. We would need to ask if they've reinstated the policy and if they offered a make-up or anything else.

*Work involved: Polling other institutions and understanding what they offer to synthesize the information. Put forward a recommendation to HR for consideration.*

### #3 Revisit Insurance Vendor options

Instead of just focusing on BCBS, Aetna may also offer other plans for us to consider. HR suggested perhaps, we keep it vendor agnostic, and we begin by discussing the current benefits, background that went into this, and this would help[ us understand the various vendor options to consider. HR mentioned that if we want to talk to an insurance company, and find out current information, the vendors will most likely want to know you are planning to make an investment for their time to present this information. Hence, why HR suggested, they share some background information for us to all level-set knowledge.

*Work Involved: HR would share any documentation from the Aetna and BCBS options for consideration, to help us understand all the moving variables. We would then determine next steps about how to bridge the survey results and potentially request additional items added to the existing plan or begin evaluating other options for HR to consider moving forward.*

### #4 Tuition Benefit

Currently the tuition benefit only is offered for LUC matching schools who participate. We would like to move to a true tuition exchange model that is for all institutions (not just AJCU participating schools). This would not impact this year, but maybe next Fall or Spring. Some research has already been done by Kathleen Steinfeld (Campus Card, who recently left LUC) and Toby Friar (AVP, Finance Assistance and at last I knew, seated in the Bursar office).

*Work Involved: Confirm research to date. Confirm polling other institutions and understanding what they offer to synthesize the information is complete. Confirm timeline, resources, and steps to implement. Put forward a recommendation to HR for consideration.*

### Additional Items to Consider:

We have 8 BAC members who will may want to contribute to the working group. We should work on 2 topics at a time, for teams of 4, to get traction on a few items and then move on to the remaining 2 topics. Otherwise, it will be hard to create synergy and move these items forward.

Danielle mentioned for HR to make a decision, we would need our recommendations by late April or early May (she'll give updated dates at one of the next mtgs).

Lastly, think about how much time you can contribute to these topics as part of a working group going forward. How many hours each month could you dedicate to this effort (a range is helpful too)? This helps with estimating and timing.



**BENEFITS ADVISORY COMMITTEE**

**Minutes**

Roth 403B/WAF – expand retirement options	Parental leave: Faculty & Staff matching benefits, extend to use by 12 months (currently use by 6 months after qualifying event)	Possibility of 1x payment 403b make-up contribution, for all contributing during pandemic deferment period	HR/BAC Power Point to educate community on Annual Survey results (Senate, Faculty Council, Staff Council)	Tuition Benefit Updates	Work Modality Flexibility (may not be in scope)	BCBS Revisit discussion on pricing/coverage options	Health Power Assessment and determining the pros and cons of having employee health premiums contingent upon participation	Part-time faculty and staff benefits expanded for equitable benefit consideration compared to full-time benefits
✓3	✓5	✓5	✓2	✓2	✓4	✓4	✓2	✓3
(✓)	✓	✓		✓	(✓)			(✓)
(✓)	✓	(✓)	(✓)		✓	✓	(✓)	
	(✓)	✓		(✓)	(✓)	✓		(✓)
	✓	✓				✓		
(✓)	✓	✓	(✓)		✓	(✓)	(✓)	(✓)

Thank you,

**Heather T. Chester**, PMP, MSIT, MBA, MEd, CSM, ITIL  
 ITS Sr. Project Manager  
 Loyola University Chicago  
 w: 773-508-3586