March 28, 2014

Dear EBAC Colleagues,

Outlined below are the minutes from our meeting held on Friday, March 28. Thanks again go to Jim Temple for helping to summarize the key points and getting them to me so quickly. Thanks Jim!

Our next meeting date has yet to be determined.

Agenda:

- Welcome / Introductions – EBAC Update
- Review of draft EBAC tenets
- Wellness Program Discussion
- Plan for Community meetings?
- Timeframe and schedule for 2014 Process

Review of draft EBAC tenets:

The committee engaged in a discussion of our draft tenets for 2014-2015. Captured below are some of the proposed recommended changes.

1. Employee Benefits are part of the college’s total compensation strategy and must be considered as part of a holistic employee engagement. No changes to tenet one.

2. The employee benefits program(s) offered should align with Catholic and Lasallian principles. Revised edits should read “The employee benefit program(s) offered should align with Saint Mary’s College principles”

2. Programs offered will treat all members of the College community with fairness; and support our families. It was suggested that tenet #3 be appended to the second tenet above, as a separate and complete sentence and after some discussion, it was decided that this should not include “for example”, but rather, should read “Programs offered will treat all members of the College community with fairness and support our families.” So new revision of tenet #2 should read “The employee benefits program(s) offered should align with Catholic and Lasallian principles. Programs offered will treat all members of the College community with fairness and support our families.

3. Where practical programs offered should contain choices for employees that match to their individual needs, beliefs and circumstances. This may include offering optional low cost or limited benefit plans. We agreed to eliminate everything after the word circumstances. So the revised tenet #3 should read “Where practical programs offered should contain choices for employees that match to their individual needs, beliefs and circumstances”.
4. The program’s financials should be easy to project and budget and within agreed upon targets. Revisions to tenet #5 now #4 should read “The program’s financials should be easy to project and budget and within agreed upon (or approved) targets.

5. If necessary, employees should share in the cost of their program elections in a way that reflects the relative value and cost of their elections. In tenet #6 now #5 should read “Employees should share in the cost of their particular health care plans (or coverage options) in a way that reflects the relative value of their choices”.

6. Wellness and health initiatives should be supported and promoted. In tenet #7 now #6 should read “Wellness initiatives will be supported and promoted”.

7. There should be a strategy to communicate with the campus community. In tenet #8 now #7 should read: “There will be open communication with the campus community about the design cost and value of the benefit program as well as the decision-making processes involved”.

8. Where practical, technology should be leveraged to improve efficiency and value to participants. Tenet #9 now #8 should read “All means should be leveraged to contain costs and to improve the effectiveness, efficiency and value to all participants”.

Jon then provided the committee with a comprehensive overview of successful Wellness initiatives. We agreed that we need to review these initiatives carefully and that appropriate resources, influence and budget be allocated to ensure a successful program rollout.

Next steps:

1. We will need to publish a final draft of the revised EBAC tenets.

2. We agreed to host at least 2 community presentations. We also need to communicate the EBAC recommendations on the HR web site.

3. There needs to be a public discussion on the tenets, ensuring an opportunity to provide input and transparency.

4. We discussed the importance of setting the right context at these community forums around the fact that Health and Benefits are very important and there is a need for a public forum to be held.

5. We will need to lock in a meeting space and dates ASAP. Check on available community time.