FACULTY COMPENSATION AND BENEFITS COMMITTEE
February 18, 2015

Minutes

Visitors: Alison Mincey, Kristi Kuhbander

-The meeting was called to order by the Chair.

-Mueller, Curtis to approve minutes of December 2014 meeting.

Old Business

-Mike Lisa updated the group on the new COTA Bus Pass benefit for faculty/staff. Enrollment will likely occur in April with the benefit to begin in May.

-A review was held of the December FCBC meeting with President Drake and Provost Steinmentz. The consensus was that there seems to be a shift in senior university leadership opinions regarding salary increases for continuing faculty.

New Business

-Joanne reviewed the progress of medical benefit plan changes:
  -Tiered contribution rates not ready for implementation yet, HPOC has reviewed the plan and made recommendations, and now the issue moves to the President’s Office.
  -Outlined strategies being implemented or considered in order to mitigate a projected increase of $17 million dollars in 2016.

-Joanne outlined plans for reviewing executive compensation at the institution:
  -Reviewing executive compensation policies, structures, and procedures for “Top 24” executives at the university (physicians, coaches, athletic director, etc.).
  -Also reviewing contracts of some research faculty relative to start-up packages, labs, etc. More auditing and oversight of these agreements is needed.

-Alison Mincey and Kristi Kuhbander from OSU HR reviewed changes made recently to the Family and Medical Leave Policy, including:
  -Changed FML eligibility from 1040 to 1250 hours (50%FTE to 60% FTE)
  -Added student employees as covered employees
  -Modified immediate family member definitions to be consistent with federal regulations

-Joanne reported that OPERS is discussing increasing the mitigating rate up to 1% in 2016; 1.5% in 2017; and 2% in 2018.

-Meeting adjourned.