Meeting Minutes: Tuesday, October 13, 2015
Commons Center, Multipurpose Room

Present
Bonner, Stacey
Boyce, Kim
Brassil, John
Brown, Kenneth
Campbell, Linda
Carney, Tara
Choate, Corey
Christian, Briana
Crawford, DeAnna
Crimi, Cathy
Darling, Shelley
Dixon, Michele
Donahue, Laurel
Ely, Courtney
Foutch, Leslie
Hallstrand, Lillian
Harrell, Rachel
Heaton, Ashley
Henderson, Eugene
Howry, Nat
Johnson, Faye
Johnson, Judy
Jones, Eric
Kasinger, Jake
King, Amanda
Kissinger, Lauren
Latham, Vickie
Lester, Frank
Loudon, Jeff
Mandeville, Jenny
McKinney, Rhonda
Murphy, Amy
Newell, Tanish
Payne, Philip
Pepper, Ronnie
Pickert, Don
Pring, Michael
Pulcini, Ally
Richter, Andy
Roberts, Janet
Robinson-Wright, Monique
Rose, Susan
Seezen, Karen
Sanchez, Monica
Smith, Susie
Soren, Carol
Street, JJ
Teaford, Jeremy
Vazna, Stella
Weisbrodt, Cathy
Wocher, Melissa
Young, Deirdre

Grabiel, Chris
Goode, Donald
Miller, Jean
O’Leary, Ali
Parkinson, Kyle
Reynolds, Dana
Riddle, Dawn
Rider, Jill
Ruiz, Carlos
Schmittou, Lorna
Stanard, Ray
Thomas, Anna
Thomson, Jaclyn
Uson, Rae
Wall, Anne
Williams, Dustin
Williams, Tara
Woods, Alyson

Sent Regrets
Ashton, Zeben
Behnam-Gilani, Ali
Boyd, Barbara
Burnett, Karen
Carney, Kathy
Carlson, Robin
Clark, Maura
Engstrom, Steven
Hamilton, David
Hull, Rae

Did Not Attend
Bailey, Christina
Brady, Al
Dean, Mary Ann
Fox, Anita
8:30 a.m. President, Rachel Harrell, called the meeting to order.

OLD & NEW BUSINESS ANNOUNCEMENTS

• Motion to approve September meeting minutes approved.
• Amy Murphy, OGSM, announced the Donut Employee Appreciation Event to be held on Friday, October 16th from 7-10 a.m. in front of Eskind Library.
• Chancellor’s Town Hall Meetings Schedule:
  October 13th, 9:10-11:00 a.m., 208 Light Hall, Senate Task Force on Higher Education Regulation.
  November 6th, 2:10-4:00 p.m., Sarratt Cinema, Vanderbilt’s Endowment.
  December 1st, 2:10-4:00 p.m., Location TBD, Vanderbilt’s Balance Sheet.
  December 7th, 9:10-11:00 a.m., Location TBD, Vanderbilt’s Land Use Plan.
• The October meeting Redcap RSVP survey results indicate that approximately 15 USAC members out of 100 will be moving to VUMC as part of the split.
• Members who will be transitioning to the medical center will continue to be represented by our USAC group until legal close.

COMMITTEE HIGHLIGHTS & REPORTS

Events, co-chairs Wynn Jeter and Michael Pring

• The Employee Celebration Tailgate was held on September 29, 2015.
• The event was very well attended and USAC distributed a lot of tattoos.
• Judy Johnson was announced as the Member of the Month for her hard work on the Events Committee.
• Kari Turney will be the new co-chair of the committee.

Staff Life, co-chairs. Andy Richter and Al Brady

• CARE event will be held on 11/17 at noon in the Student Life Center, Ballroom A with Tim Corbin and speaker Anita Jenious, Think Before You Speak.
• Please contact Al Brady if you have concerns or questions about your move to VUMC.

Membership, co-chairs Susan Rose and Anna Thomas

• DeAnna Crawford, Andy Richter, Robin Carlson and Lillian Hallstrand celebrated October birthdays.
• Committee met and all membership committee jobs have been assigned.
• Committee will meet again before the holidays.

*Communication, Jenny Mandeville*

• No Report.

*Rules and Administration, co-chairs Melissa Wocher and Vickie Latham*

• No Report.

**Standing Committees**

*Benefits*

• Open Enrollment begins October 14 – October 30.
• Vanderbilt is phasing out same-sex domestic partner coverage in 2017 due to same-sex marriages being performed and recognized in all U.S. states. In 2017 only spouses and natural, step or adopted children will be eligible.

*Traffic & Parking*

• JJ attended the first meeting of the committee.
• There will be two offices going forward with Lance Hale in charge of lots and garages and Tracey Owens overseeing parking services.

*Athletics*

• No report

*Eric Jones*

• Men’s and women’s basketball ticket information and the National Commodore Club information was distributed. The first women’s game will be held November 7, and the first men’s game will be November 13. All are encouraged to consider season tickets. Full-time staff can receive 20% off on their first two tickets purchased.
• The latest check from the Kroger Community Rewards Program for the Faculty and Staff Hardship Fund was $3,393.91.
• Don’t forget to re-enroll your Kroger card and designate Vanderbilt in the Community Partnership program. Every card holder must re-enroll each year.

*Marilyn Holmes, Associate Director of the Vanderbilt Recreation and Wellness Center.*

• Introduced the new Director of Vanderbilt Recreation and Wellness Center, Kenny Moore.
• Where do you fit into the puzzle?
• The Center is trying to charge rates that are competitive.
• Go for the Gold – trying to make it a benefit for employees.
• “Inspire” brochures and group fitness schedules were distributed.
• Serving staff ($240 basic; $360 premium), faculty, students, alumni, spouses/same-sex domestic partners, dependents 14 and older, and community.
• Hours – open 7 days a week, Monday – Thursday 5AM – 11PM, Friday - 5AM – 12 midnight, Saturday - 9AM – 10PM, Sunday – 12 – 11PM.
• Offering a variety of fitness options including cross training, support interest, special needs, aquatics, trained fitness staff, personal trainers
• There is even a bowling alley – a great place for retreats – can have food catered in.
• There are 80 group fitness classes are offered each week (yoga, Tai Chi, Zumba, Pilates, etc.)
• $240 Go for the Gold credit can be used for membership to the center.
• Wellness programming including the Life Phase Series: finances, gardening, travel, nutrition, wellness resource library, Vandy walks, walking Wednesdays, walks and talks.
• Group activities – outdoor adventure tours, outdoor recreation, and intramural sports – flag football, ball teams, etc. Over 450 faculty/staff participated last year.
• Youth programs – CampVandy – June through August, 4-12 year olds and 13-15 year olds. Holiday CampVandy, Vanderbilt Swim School (in its 49th year.) Need 18+ year olds to work as lifeguards and camp counselors.
• Parking Available in Lot 75A with Vanderbilt decals, along Children’s Way, 25th Avenue Garage, South Garage, Zone Lots for Crossover Parking after 2:30 pm and prior 7 am, metered parking, and shuttles.

Laura Osterman, Update on Go for the Gold
• Go for the Gold has a new look for 2016.
• Call or stop by the Benefits Fair and reach out for support.
• Three steps to complete Go for the Gold
  o Compass.
  o Wellness Action Log (7 out of 10.)
    ▪ New this year – Journeys.
  o Start Fitness – sync your devices, video.
• One log-in for all three steps.
• You can decide where to use your $240 wellness credit
  o Health plan
  o Wellness Center membership
• Green bar on screen indicates how much you have complete, 100% = done.
• Question: Are there plans to add additional apps to auto sync?
  o Answer: Yes, let them know what integrations are needed
• In 2017, employees at medical center will only be able to apply their Go for the Gold wellness credit to their health plan.
GUEST SPEAKER: Terri Armstrong, Director of University Benefits, Overview of Open Enrollment

• Open enrollment begins October 14.
• A lot of materials and information has been posted on the website.
  o Take a minute to review the benefit information.
  o Think about what is the best coverage for you and your family.
• What’s included in Open Enrollment?
  o Medical, dental and vision insurance.
  o Accidental death & dismemberment (AD&D) insurance.
  o Health care FSA.
  o Dependent day care FSA.
• Important actions.
  o Confirm tobacco usage status.
    ▪ Continue saving $20 per month if you and covered dependents are committed to being tobacco free.
  o Indicate whether your spouse or same-sex domestic partner has access to insurance through another employer.
    ▪ $100 per month spousal coverage fee.
• Direct Go for the Gold wellness credit.
• Review/update beneficiaries.
• Updates for 2016.
  o Minimal increases in premiums for health and Cigna dental.
  o No increases to premiums for BCBS Dental PPO or Vision.
  o Marginal increases to health plan deductibles and Tier 2 copays.
  o Default is your current coverage, but additional costs may apply.
  o Health care FSA – new limit for 2016 is $2,550 per individual.
• New for 2016
  o New partially benefits eligible group.
    ▪ Exempt employees who aren’t already eligible for benefits.
    ▪ Non-exempt employees regularly scheduled to work 20 or more hours per week who aren’t already eligible for benefits.
    ▪ Temporary employees in these roles will also be eligible
• 2017 Preview
  o Only married spouses and natural, step or adopted children will be eligible in 2017.
  o 2016 will be the last year Medical Center employees can apply Go for the Gold credits toward a membership at the VRWC.
• Ask Alex is back.
  o If you need help selecting the health plan option or FSA that’s best for you and your family Ask Alex is the online help you may need.
  o Answer a few questions and Alex gives you a custom recommendation.
• Benefits you can change any time.
  o Life insurance.
- Enhanced short-term disability.
  - Long-term disability insurance.
  - Retirement plan contributions and investments.
  - Discounted pet, auto and home insurance.

- If you need help in enrolling.
  - Open Enrollment labs.
    - October 15, 12-3pm, Light Hall lobby.
    - October 20, 2-6pm, One Hundred Oaks.
    - October 21, 7:30am-2pm, Student Life Center.
    - October 23, 1-4 pm, Commons Room 235.
    - October 27, 8:30-11am, Sarratt Room 216/220.
    - October 28, 1-4pm, Children’s Hospital Room B319.
  - Check the Open Enrollment website for the most up-to-date schedule of events.

- If you don’t have your VUnetID or password.
  - Visit it.vanderbilt.edu/accessvu or call your IT support provider or help desk.
  - Refer to the Detailed Guide to Open Enrollment for step-by-step instructions.
  - Help colleagues who don’t often use their passwords or VUnetIDs.

- If you have questions.
  - Visit hr.vanderbilt.edu/oe.
  - Attend the Health & Benefit Fair.
    - Oct. 20, 2-6 pm, Vanderbilt Health One Hundred Oaks.
    - Oct. 21, 7:30am-2pm, Student Life Center.
  - Participate in a webinar.
    - Oct. 14, 9-10am.
    - Oct. 22, noon-1pm.
    - Oct. 28, 4-5pm.
  - Contact the Employee Service Center.
  - Online: hr.vanderbilt.edu/esc.
    Phone: 615.343.7000.

Questions

- Do partially eligible employees have a 90 day waiting period?
  - No, there is no waiting period.
  - Will need to actively enroll online for January 1 coverage.

- How do I find my FSA balance?
  - Log in to MyVU, benefits, scroll down and look for the section on reimbursements.

- If I don’t use all of my $240 wellness credit for my health care, can the leftover amount roll over for the following year?
  - Yes, you can rollover up to $1,000.

- Can the Health Fund be explained better?
  - Yes, try Ask Alex. Alex gives a really good explanation of it.
  - Will take feedback back to work on a better explanation.
CLOSING
Our next meeting will be Tuesday, November 10, 2015 in the Commons Center, Multipurpose Room at 8:30 a.m. Eric Kopstain, Vice Chancellor for Administration will be the guest speaker.

Meeting is adjourned at 9:45 a.m.

For more information about the council, please visit the USAC website.