Chair Taggart Smith called the meeting to order and the following issues were discussed:

**Summer Faculty Pay for 2007** – John Beelke, Director, Human Resource Services, Sue Davis, OnePurdue, Adedayo Adeniyi, OnePurdue, and Colleen Arendt, Grad Student - OnePurdue, were introduced. John Beelke presented an update to the original academic year payroll schedule plans that were introduced in February 2006 and reviewed the payroll frequency changes for transition to the new payroll system effective summer 2007. A handout was distributed illustrating the pay frequency cash flow. The communication process of these changes was discussed which will include meetings with the Provost, Deans, Department Heads, articles in *Inside Purdue*, etc.

Sue Davis reported on the changes and implementation of Employee Self Service: signing on with career account; making updates to personal information; and notification by e-mail to view pay statement (replacing the current paper statement). Christine Lehmann stated that regional campus employees do not have career accounts and this issue will need to be addressed. Sue indicated that not all features of the Employee Self Service will be available when the new system is implemented such as benefits enrollment, etc. Physical Facilities and Housing and Food are working on providing access (kiosks) for staff that do not have access to a computer. Sue also mentioned that they are still working on security issues.

**Financial Learning Initiative (FLI)** – Brent Bowditch reported that Teresa Wesner and staff in the Benefits office, in collaboration with APSAC and CSSAC, are planning to make presentations to various departments to educate staff about the importance of saving for retirement and what to plan for when they retire. Purdue retirees are also getting involved in the program. Cliff Swensen stated that most faculty/staff don’t realize the importance of saving early and for those that retiree at age 65 or after their medical insurance is not paid by the University. For those employees that retire before age 65, they are able to participate in a group plan that helps keep the cost lower.

TIAA/CREF is also willing to making presentations to groups/departments or meet on a one-on-one basis with staff regarding saving for retirement. After discussion, committee members agreed to invite Teresa Wesner and Kate LaMar, from Staff Benefits, to the February FCBC meeting to discuss retirement issues and FLI.
Dan Schuster, APSAC Chair, suggested that if anyone wants to learn more about APSAC’s work on Financial Learning Initiative, please go to [www.purdue.edu/APSAC](http://www.purdue.edu/APSAC) and click on the link for financial learning initiative (FLI).

Feedback on Web Site – [https://physics.purdue.edu/feedback/benefits](https://physics.purdue.edu/feedback/benefits) - the website is being used and the individual comments are valuable. Committee members commended David Miller on developing the web site. A suggestion was made to include a Human Resource Services Frequently Asked Questions on the web site. It was mentioned that many questions are regarding the dental insurance plan. Discussion followed regarding the Health Plan Advisory Committee (HPAC) and their efforts to have Purdue subsidize dental insurance and giving them access to the web site. It was suggested that this committee have a joint meeting with members of HPAC to discuss dental insurance, etc.

Childhood Immunizations – the issue of free childhood immunizations has not yet been communicated to faculty and staff. Members discussed the best mechanism to communicate this benefit and a flyer and an article in the *Benefits Bulletin* was suggested.

Faculty Compensation – Members discussed compensation related to particular departments (Physics, Humanities, Nursing, etc.) across the Big-10 and how Purdue compares to their peers. Brent Bowditch will see what data is available regarding salary/benefits at other Big-10 institutions.

Privacy Document - Brent Bowditch reported he was not satisfied with the draft of this document and it is still being worked on. Brent stated that David Miller’s suggestions are being considered and that his spreadsheet was very helpful.

Parental Leave – Information is still being gathered and will have an update at the February meeting.

Pill Splitting – Members discussed and agreed this is not a straightforward issue – depends on medication, could be a liability issue, etc., The University of Michigan endorses pill splitting and it was suggested to check their web site.

Next Committee Meeting - Tuesday, February 27 – 8:15 a.m. – Room 447, YONG

Minutes Recorded By: Michele Salla