Chair David Miller called the meeting to order and the following issues were discussed:

**Parental Leave** – David Miller reported the Board of Trustees approved the implementation of the parental leave policy effective October 1, 2008. However, he mentioned there is not a clear policy statement for various classifications such as faculty and grad staff. John Beelke stated that a policy should coordinate with the Family Medical Leave Act (FMLA) and be equitable and uniform across campus. Purdue administrators are studying this issue. David Miller suggested having various situations regarding parental leave, with responses/solutions, on the web as a reference.

**Benefits Feedback Web site** – A document was distributed regarding comments received on the web site. Comments included issues regarding the UMR network; medical tier; dental insurance, offering a ROTH 403(b) plan, etc.

**Benefits Enrollment** - Jim Layman stated that benefits enrollment packets for 2009 will be mailed on October 24 and the enrollment period will end on November 7th. Minimal changes for 2009 include the Purdue 500 out-of-network coinsurance increasing from 30% to 50% and the medical tier increasing from $38,000 to $40,000. Employees that receive a salary increase during the year to $40,000 or above will also have an increase in their medical premium.

In an effort to “go green”, there is less paperwork in the 2009 benefits packet – voluntary benefits (dental and pre-paid legal coverage) enrollment materials will not be included. Forms can be obtained online. Employees currently participating in a voluntary plan and opting to continue for 2009 do not need to complete any paperwork.

Human Resource Services staff met with representatives from Mercer, a consulting firm, with regard to improving medical benefits for 2010 and beyond. A benefits comparison study of other schools, companies will help determine changes. Guiding Principles are currently being developed and will be shared with various groups on campus for feedback.
**TIAA-CREF** - John Beelke reported a committee has been established (Purdue administration, faculty, staff, retirees) to review retirement investments; fee structure, funds outside of TIAA-CREF, etc. A consultant will be hired by early December to educate the committee on what other organizations are doing and their investment philosophy.

John Beelke mentioned that The President’s office is scheduling a panel discussion on October 27th with experts from TIAA-CREF and Purdue on the economy and the world of investments.

**Life Insurance** - Bids are continuing to be reviewed for a new insurance carrier for Term Life/Accidental Death and Dismemberment; Personal Accident; and Dependent Life programs. Quotes are less than the current rate for coverage and will include non-smoker rates. Faculty and staff will be offered these new options in Spring 2009 with implementation on July 1, 2009.

**Taleo** – John Beelke reported that the new web-based employment system, Taleo, has been in place for one year and gave the following statistics: 1,445 staff positions were filled; there were 21,600 applicants at the WL campus; applicants were from 60 countries and every state; 90% of the applicants were external.

**University/Retirees Partnership** – Members discussed the importance of a written document ensuring continuity of support between the University and the Purdue University Retirees Association (PURA) and clearly defining the role of each. A suggestion was made that the policy should recognize PURA as an official University organization (like CSSAC and APSAC). Jim Yackel, a member of the PURA Benefits Committee, gave background information regarding the importance of the University’s financial support in providing a consultant to negotiate medical premium rates for the PURcare plan. Jim Yackel and Betty Nelson, also a member of the PURA Benefits Committee, will meet with John Beelke to discuss this issue and a proposal to rewrite the executive memorandum http://www.purdue.edu/policies/pages/human_resources/iv_3_1.html will be presented at the November FCBC meeting.

**Next Committee Meeting:** Wednesday, November 19 – 2:30 p.m.
Room 298, Physics

Minutes Recorded By: Michele Salla