Chair David Miller called the meeting to order and the following update on current Human Resource Services topics was given by John Beelke and Jim Layman:

**2010 Medical Plan** - The bidding process has been completed and negotiations are now in process with the vendor. Other plans included in the negotiation are retiree medical, Long Term and Short Term Disability.

A handout, prepared by Mercer, was distributed regarding an account based health plan with health savings accounts (HSA) – why it should be offered, how the plan works, etc. Contributions to a HSA are funded by both the employer and employee. Monies in a HSA can be carried over from year to year, unlike a Flexible Spending Account (FSA). Funds in a HSA are also portable - can be taken with you if employment is terminated. Faculty/Staff will continue to have the option of a FSA account. The focus of an account based health plan is that the employee is financially motivated to be active participants in their health care, and through education, be more frugal in spending their own money. Members agreed that communication and educating faculty/staff is a priority.

**Retirement Investment Options** - A presentation was held by the Retirement Plan Review Task Force and Ennis Knupp to discuss TIAA/CREF’s defined contribution plan and Tax Deferred Annuity (TDA) Plans – their investment structure and options; costs and fees, etc. Approximately 150 people attended the presentation in Fowler Hall on April 21. The intent is to go out to bid and look at unbundling services. More organizations and schools are going through a similar review of their retirement plans, including Michigan State, and looking at selecting funds that are “best of class”. A list of comments from Purdue faculty/staff was distributed regarding the retirement plan review.

**Benefits Plan Review** – This review, conducted by Hewitt Associates, has been completed and shared with the Provost. The review compared Purdue’s benefits with local companies and peer institutions; faculty/staff classifications were analyzed separately; and included feedback by focus groups, etc. Results of the review will also be shared with faculty, staff, etc., in September.

**Benefits Feedback Web site** – Julie Mariga prepared a summary of comments that was distributed related to healthcare – providing better dental coverage, etc., Many comments related to the Retirement Plan Review: reconsider the 3-year waiting period for A/P staff if they are hired after they turn 50; offer an option for clerical/staff to rollover their PERF contributions into TIAA when they are hired into a TIAA eligible position, etc.
Outstanding Items – The status of the new Executive and HR Memorandum and the status of adding one-year survivor language is on hold until the new Executive Vice President and Treasurer begins his employment on July 1.

CSSAC/APSAC Issues – Maggie Grogan discussed the topic of adoption benefits and providing coverage. Maggie will share a proposal written by an adoptive mother in 2007 comparing the costs of a normal pregnancy vs. adoption and a comparison of adoption benefits provided by other universities and companies. Committee discussion included providing more analysis and costs projections; communicate with Purdue administration regarding support for this benefit; check if adoption benefits were included on the “white sheet” for Purdue’s Strategic Plan; and check with peer institutions (Ohio State, Illinois, etc) regarding their policy.

New Business –

a) Mandatory Medical Coverage and Evacuation – Members discussed a $40.00 per month University fee for this coverage. John Beelke stated that the current medical plan covers personal travel abroad for emergency care. John will get copies of this new risk management policy for committee members.

b) Fringe Benefits for Post Docs in Physics – Ian Shipsey stated that Purdue is paying higher F and A (overhead) for post docs in Physics and would like a breakdown and calculation of costs. John Beelke will review and report back.

c) Parental Leave – Who Pays? Members discussed charging parental leave to a departmental budget or grant – and indicated a grant cannot be charged for more than 10 days of leave. John Beelke will get clarification.

Minutes Recorded By: Michele Salla