Present: David Miller – Chair, Julia Mariga, Daniel Lybrooks

Liaison Members: Tim Riley, APSAC
   Clifford Swensen, Purdue University Retirees Association (PURA)
   John Beelke, Human Resource Services
   Teresa Wesner – Human Resource Services

Absent: Donald Buskirk
   Matthew Marks, CSSAC
   Randy Rapp
   Ian Shipsey

Invited guests unable to attend due to regional campus forums

1. Committee members discussed the following issues:

   Update on Budget Related Issues- David Miller gave an update on his participation in the Joint Budget Committee. This committee of 5 faculty members and budget personnel including Al Diaz and Ken Sandel met twice. Discussions centered around the budget review and proposals for budget reductions. The group shared concerns about the actual outcomes from the proposed benefit changes including concerns that reduced retirement contributions could lead to individuals not retiring in the future due to lack of enough funds. Additionally, the group is concerned about the overall effect this could have on total compensation, recruiting, retention, etc.

   Subsequently the University Senate took the lead role in the matter of retirement rebalancing issues with the Sustaining New Synergies Task Force and the upper administration. At that point the FCBC was no longer involved.

   Update on the Management Operations Review Team (MORT)
   David Miller was invited to the MORT meeting at which reorganization of IT was discussed following a draft report from the IT committee.

   a) Staff Benefits Update – John Beelke updated on items from Staff Benefits:
      - Rebalancing discussions continue as noted above
      - Medical plans – goal remains to shift premiums to 80%/20% cost sharing over next 2-3 years
      - Part-time benefits still under review
      - Retirement Incentives under review – the group shared some concerns that they have heard that individuals are currently delaying retirements to see if there will be an incentive offered. It was felt that uncertainty concerning health care after retirement was a significant concern.
• Furloughs still under review
• Retirement Task Force is completing its work and will make recommendations to the administration soon regarding the retirement offerings and administration of the defined contribution and voluntary savings plans

b) Hewitt Total Compensation Study — Hewitt Associates is working on a study of total compensation. The original study was based on only benefits. Pay data has been added and a look at total compensation will be available soon.

c) Administrative Study — There is a group separate from the Sustaining New Synergies Task Force that has begun work to on a review of the administrative areas of the university with a goal to determine “right sizing” of the university’s administrative staffing levels. The group recommends that there be a separation within the HR systems of the administrative/professional classifications. This group is very broad today when trying to review across the organization.

d) IT Study — The IT area has been charged with reviewing their area to produce savings toward the budget shortfall through significant re-structuring.

e) Next Committee Meeting: Wednesday, May 5th
   8:30 a.m.
   Room 298, Physics

Minutes Recorded by: Teresa Wesner