

# HRAC Meeting

---

## December 9, 2010

**Present:** Dhiane Bradley, Larry Carr, Cathy Carter, Sam Connally, Pamela Feldhoff, Sharon LaRue, Rod Githens, James Atkinson, Ruth Carrico, Judy Heitzman, Alan Levitan, Linda L. Wilson and Greta Bramer (Notes). Guest: Valerie Casey

### Summary:

Cost Cutting Savings Discussion:

There are six identified strategies being reviewed:

1. Eliminate Health Plan Waiver – Determined not feasible
2. Tighten up Employee & Dependent Tuition Remission Policy
3. Change Retirement Vesting Period to Five Years – Will ask Aon to work on this soon
4. Evaluate Health Insurance for Retirees and Spouses
5. Offer Early Retirement Options for Staff – Determined not feasible
6. Offer “Cafeteria” Style Benefit Plan

Tuition Remission Discussion Recommendations:

### Tuition Remission for Employees

1. Initial waiver
2. Implement a performance standard (Must maintain a 2.0 or above or be charged for future classes. Drops are acceptable. Withdrawals are not acceptable.)
3. Graduate tuition, regardless of college or school will pay regular graduate rate. Employee will pay for surcharges of the particular program.
4. Clarify that this is a tuition waiver program only (not a fee waiver).

### Tuition Remission for Dependents

1. A dependent child is defined as any natural, adopted, foster, legal ward, or stepchild. Add children of domestic partners to this definition.
2. Delete “claiming child as a tax credit” from current policy.
3. Add eligibility as up to or equal to age 26.
4. Add a 12 month vesting period.
5. Add limiting the number of hours to 140.
6. Add vesting period of 7 years in order for a surviving child of a deceased employee to be eligible for tuition remission.

### Other Items

- HRAC recommends adding “in-laws” to our UofL FMLA policy
- Performance Appraisals – Alternatives should be ready by March 2011. Anticipated implementation of a new process anticipated in January 2012.
- Grievance and Disciplinary Policies are next policies to be reviewed.
- Physical Plant employees voted down combining personal leave with vacation leave.
- We are exploring how we can give employees in reduction-in-force status more visibility.