

UNIVERSITY of LOUISVILLE

STAFF SENATE MEETING MINUTES

September 13, 2022

The Staff Senate of the University of Louisville held its regular meeting on September 13, 2022 on the TEAMS platform, Vice Chair Kevin Ledford, presiding.

VOTING MEMBERS REGISTERING ATTENDANCE

ANS: Cynthia Houchens, Rebecca Ledford **ATH:** Blake LeBlanc, Cassandra Mattingly, Daniel Morrissey, Alyssa Murphy, Byron Terry **BUS:** Shannon Jenkins, Kayla Miller **COO:** Shirin Bolhari, Bobbi Carlton, Bonnie Dean, Donna Hardesty, Mike Materna, Kim Noltemeyer, Kristin Roberts, Trey Siebert, Dennis Thomas, Patti Williams **DTL:** Connie Martinez, Tessa McGilbra, Ashley O'Neil, Lisa Sirles, Faith Yount **EDU:** Barbara Bishop, Janet Olson, Julie Thum **HR:** Christina Reed **KENT:** Shelby Eisenback **LAW:** Kim Sanders **LIB:** Alice Abbott-Moore, Angela Cox **MED:** Jason Beare, Martin Brown, Kristen Darnell, Kathleen Elsherif, Lisa Floore, Kent Gardner, Melissa Garrett, Jennifer Hall, Theora Hudson, Skip Hurley, Deborah Kalbfleisch, Katherine Linzy, Ruby Keith, Victoria King, Kimberly Laun, Michelle Blessett, Kelly Moore, Whitney Rogers, Tony Simms, Andrew Weinberger, David Young, Lihua Zhang **MUS:** Christopher Dye **NUR:** Megan Johnson **PH:** Rachel Quick **PRES:** Carcyle Barrett **PROV:** Will Adamchik, Tim Dill, Erica Gabbard, Linda Leake, Kevin Ledford, John Morgan, John Whitney, Mark Woolwine **SPD:** Kari Donahue, Betty Nunn, Brendan Stivers, Mani Vangalur **VPCE:** Patrick Smith **VPF:** Hayley Eisenberg **VPHA:** Bill Tuttle **VPR:** Dave Funk, Angela Lewis-Klein **VPSA:** Heather Gentry **VPUA:** Nakia Strickland

GUESTS REGISTERING ATTENDANCE

Director Total Rewards: Ms. Kim Aikins

SGA: Mr. Noah Young

UofL Today: Mr. Chris Wooton

ULARP: Ms. Bev Daly

OTHERS REGISTERING ATTENDANCE

Linda Baldwin, Shari Barnes, Mimi Bell, Mary Chiavaroli, Lisa Cox, Amanda Cunningham Kristina Doan, Shelley Dunn, Mary Elliott, Sam Fowler, Tamara Iacono, Sherry McCroskey, Michaeline Miller, Eric Nunn, Charles Rains, Sam Sheffner, Melissa Shuter, Quenna Thompson, Juli Wagner, Betsy Waters, Cary Werley, Taleia Willis, Candyce Woodward, Carol Zehnder

VOTING MEMBERS NOT REGISTERING ATTENDANCE

ANS: Jason Sievers **COO:** Denise Hand, Phillip Carswell, Jennifer Steier **DTL:** Pleshette DePriest **EDU:** Heidi Cooley-Cook **ERM:** Kenneth Allen **MED:** Tanya Croslin, Charles Carter, Stephanie Kittle, Brenda Sexton **PRES:** Leondra Gully **PROV:** Becky Patterson, Virginia Hosono **VPHA:** Rajvi Parikh **VPSA:** John Smith, Katherine Halbleib **VPUA:** Asma Addarrat-Edwards

CALL TO ORDER

ACTION ITEM: Approval of [July Minutes](#) - Kevin Ledford

The July meeting minutes were approved as distributed and are linked above.

REPORT: Open Enrollment - Kari Aikins

Ms. Aikins spoke to senators about the upcoming open enrollment period and what to expect. This year's open enrollment begins on October 2nd and runs through October 14th. It is normally open for

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fifteen days, but this year it is compressed to 12 days, mainly due to the Workday conversion. Employee communication sessions will be available soon. As happens every year, any employee who participates in flexible spending, either dependent care or healthcare, has to reenroll for the next calendar year. It was decided to maintain the same plan offerings for 2023 with the exception of rates. Rates are evaluated every year based on the plan experience. There has not been a rate increase on the health insurance plan for the past two years even though expenditures have increased. Based on the plan, there is a shared cost increase between the university and employees for the coming year. However, no plan will increase more than ten percent. Ms. Aikins urged senators to communicate about the shortened enrollment period, dependent eligibility and the need to reenroll in the Flexible Spending Account (FSA). Another benefit enhancement this coming year is Walgreens and Costco will be back into the pharmacy network.

Question: Some plans will see no rate increase, but some might see as much as 10%? Can you discuss why the pain is not being shared equally across the various plans?

Reply: Not everybody will see a full 10% increase. There is an actual value assigned to each plan. So, the richer the plan, the higher the premium. And if you have dependents covered, such as spouses or families and the cost of those plans are also higher too. It really depends on the plan that you choose and the number of dependents you have enrolled as to what the actual percentage increase is.

Question: Can we get a link to the current retiree with pay, practice and or policy?

Reply: We are currently working on our new retiree guide for anyone who retires from UofL and meets the retiree designation. There are some options to stay in a payout status following retirement. Starting with January 1, employees who elect to retire will not retire and then use their leave. They will actually choose their last day of active work. Then, they will go into a leave status, but they will still be actively employed and they will use their current vacation leave up to the 44 days to stay in a paid status and maintain their active employee rates. We will pay out sick leave in a lump sum as opposed to using that to continue pay. All retirees, not just retirees with accrued leave, not just staff under 65, but all retirees will receive one additional month of active employee health insurance after their retirement date. That is somewhat of a tradeoff for the sick leave being paid out in a lump sum. And it also expands that benefit to all retirees, even those who did not have accrued leave when they retire. This gives all of our retirees the transition period whether they are enrolling in Medicare or enrolling in their spouses plan or moving over to the direct bill benefits. Please see the [Retirement page](#) on the Human Resources web site for complete information.

Question: When you pay out sick leave in a lump sum will retirement match be included in the lump sum?

Reply: Anybody who receives a lump sum payout of any sort does not have retirement withheld from that.

Question: Regarding the compensation study, will HR be scheduling meetings with department UBMs and others more hands on with the staff classification?

Reply: There have been about 200 meetings at this point across campus with LFOs, unit HR coordinators, VPNs and many department leaders as well. It has been a very collaborative and inclusive and transparent process.

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Question: Is there any plan to make both campuses a bit more equal as to as it relates to pay offered as well as HSC campus offering bonuses when Belknap campus cannot?

Reply: Yes, the total compensation study is a university wide strategic initiative. The intent is to calibrate jobs and to and map them accordingly across the organization as a whole and not by unit. There is no differentiation or delineation between HSC and Belknap in regard to how we do our classification and compensation structure.

Question: Regarding the new retirement process, there is concern of how this will affect departments who are held up hiring to replace retiree.

Reply: Currently, there is a period of time that a position can be shared. This opportunity exists today and will exist in Workday, as well.

Comment: Disappointed there will not be a Health Savings Account (HAS).

Reply: It was certainly our intent to offer an HSA during the 2022 open enrollment period for 2023. However, the Workday transition that was originally scheduled to happen on July 1 at moved to January 1. The challenge was building out changes in the PeopleSoft system to transfer to Workday. That was a significant challenge that required more time and resources than were available.

REPORT: Staff Senate Chair – John Smith

Chair Smith was in a presidential search committee meeting and could not attend today.

REPORT: Staff Senate Vice Chair - Kevin Ledford

This report is online and linked above. The number of new senators at the orientation was fantastic. The first meeting of the Shared Governance Work Group is scheduled for tomorrow. Vice Chair Ledford looks forward to reporting on this important committee's work.

REPORT: Staff Senate Secretary-Treasurer - Carcyle Barrett

This report is online and linked above. In the report you will see a discrepancy in the financials regarding the stipends for the officers. We are investigating that and as soon as I have that information, I will share it.

REPORT: Faculty Senate Representative- TBD

At its October meeting the Faculty Senate will hold an election for a representative to the Staff Senate.

REPORT: Student Government Update - Noah Young

Mr. Young reported that in recovering from the effects of COVID, the SGA is returning to fundamentals and will strictly follow its constitutional requirements. This will streamline processes and be very transparent. The SGA sees this intention as a time where it can start fresh. Areas SGA will work on are housing, academics and dining.

COMMITTEE REPORTS

- **Committee on Anti-Racism Efforts (CARE) – Nakia Strickland**
 - This committee had no report.

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- [Credentials and Nominations \(C&N\)](#) - **Barbara Bishop**
 - Senator Bishop read the proposed seating placements. All were approved.
 - This report is online and linked above.
- [Policies and Economic Development \(PED\)](#) - **Martin Brown**
 - This report is online and linked above.
- [Services and Facilities \(S&F\)](#) - **Mark Woolwine**
 - This report is online and linked above.
- [Staff Grievance Committee \(SGC\)](#) - **Theora Hudson**
 - This report is online and linked above.
- **Staff Help and Relief Effort (SHARE)** - **Kari Donahue**
 - The committee met virtually Monday, August 1st to discuss an urgent application and to select a chair and vice chair. Kari Donahue will remain as chair and Tony Simms will be vice chair. Also, The online application form and the downloadable one will be synced.
- **Staff Morale and Engagement (SME)** - **Skip Hurley**
 - This committee met last month and Senator Skip Hurley was elected chair.

OTHER COMMITTEE REPORTS

- [Human Resources Advisory Committee \(HRAC\)](#) - **Patti Williams**
 - This report is online and linked above.

OLD BUSINESS

None

NEW BUSINESS

None

ANNOUNCEMENTS

Ms. Melissa Shuter updated senators on the implementation progress of the Workday system. Workday HR will be going live in January and will impact every employee. There will be trainings beginning in October, November and January. More than 180 training guides have been developed and will be on the web site when it goes live in November. Be sure to watch for announcements in *UofL Today*.

ADJOURNMENT

The meeting adjourned at 3:58 P.M.

Respectfully submitted,
Gretchen Henry
Senate Coordinator

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