

Minutes

VSAC Human Resources Committee Meeting

March 16, 2015
12:30 p.m. – 2:00 p.m.

Boardroom, VSAC Offices
10 East Allen Street
Winooski, VT

Committee Members Present: Dennis O'Brien (Chair) and Katharine Hutchinson

Committee Members Absent: Ann Cummings

Other Board Members Present: Dodie Mitchell

VSAC Staff Present: Marilyn Cargill, Patrick Leduc, Susan Stasny, and Kristi Rocheleau

The meeting was called to order at 12:32 p.m., and a quorum was declared present. Dennis suggested that the CEO Performance Evaluation topic would be tabled due to CEO travel plans. This topic will be addressed at the next meeting.

Approval of the Minutes

Upon a motion made by Dennis O'Brien and seconded by Katharine Hutchinson, the Committee voted unanimously to approve the meeting record of November 21, 2014.

Compensation Philosophy Update

Susan shared that VSAC is working with PayScale to analyze current compensation practices and philosophy. Committee member questions with regard to the project plan, hiring trends, and culture were then addressed.

Human Resources Updates

Susan Stasny and Patrick Leduc shared operational updates and answered Committee questions.

Healthcare Plan for FY16

A recent RFI to benefit brokers revealed a significant increased value could be attained by changing brokers. As a result, VSAC is now working with Hickok and Boardman for FY16 healthcare and ancillary benefit planning.

Patrick communicated this fiscal year's healthcare expenditures are currently in line with the budget. Using the current budget and holding all else constant, Hickok and Boardman projects a 9% increase in FY16. Patrick and Susan are working with the vendor to model FY16 plan scenarios that will then be presented to the Executive Committee. Committee questions were then addressed. Patrick expects to have an update for this group in May.

CEO Performance Evaluation – Tabled

Other Business & Adjournment

There being no other business, the Committee adjourned at 1:34 p.m.

Respectfully submitted,

Patrick Leduc, Assistant Secretary