

Minutes

VSAC Human Resources Committee Meeting

April 16, 2018
11:00 a.m. – 12:30 p.m.

Boardroom, VSAC Offices
10 East Allen Street
Winooski, VT

Committee Members Present: Dennis O'Brien (Chair), Ann Cummings, Chuck Soule and Dave Larsen

Committee Members Absent: NA

Other Board Members Present: Dodie Mitchell

VSAC Staff Present: Scott Giles, Marilyn Cargill, Patrick Leduc, Randi Brevik, Mike Stuart, Tom Little and Kristi Rocheleau

The meeting was called to order at 11:01 a.m., and a quorum was declared present.

Approval of the Minutes

Upon a motion made by Chuck Soule and seconded by Ann Cummings, the Human Resources Committee voted unanimously to approve the meeting record of February 12, 2018, as presented.

Market Review of Compensation

The Committee continued the review of VSAC's total compensation analysis that is focused on retaining and recruiting the talent needs of today and into the future. Randi Brevik updated the Committee that the initial review of grade matrix and external benchmark data collected from Gallagher Flynn and other sources is complete. The Executive Committee is now working diligently through a draft philosophy statement as one way of addressing the various scenarios and challenges. The Committee discussed and shared input for the Executive Management team to consider. Patrick Leduc welcomed ongoing input from the Committee as the Executive Committee continues their review and will brief the Committee at upcoming meetings.

Healthcare Benefit Renewal and Healthcare Risk

Patrick reminded the Committee that VSAC is self-insured and is in the process of planning for FY19 plan and costs. This preparation includes review of current internal and external trends affecting renewal options. Initial quotes indicate that the cost increases range from 6% - 10%, with much of the variation being driven by the stop-loss protection level VSAC adopts as well as the plan particulars. The Committee discussed the stop-loss insurance and risk for laserling and planning underway. Patrick noted that a final plan will be shared with the Committee in May.

Miscellaneous

On the legislative front, Randi briefed the Committee that VSAC continues to monitor the Paid Family Leave (H.196) bill currently under consideration by the Vermont Senate, and the Minimum Wage (S.40) bill under review by the House.

Patrick updated the Committee that implementation of the 457b plan is progressing and will soon be in place and available for staff to utilize.

Dennis notified the Committee that the next meeting would include the topic of CEO evaluation. The process will remain largely the same except for the evaluation timing. The evaluation will be circulated to Board Members earlier to allow Board Members to respond, and to provide Dodie and Dennis time to prepare results for the upcoming meetings.

Other Business

There being no other business, the Committee adjourned at 11:47 a.m.

Respectfully submitted,

Patrick Leduc, Assistant Secretary