

Minutes for Faculty Benefits Committee meeting, 9/6/24

3:00 pm, Room 3000 Business Education Complex

Attendees:

Roy Heidelberg, Clay Jones, Roger Laine, Emily Erwin, Louay Mohammad, Joan King, Sheantel Baker, George Strain, Heather O'Connell, Paul Hrycaj (secretary).

1. Election of Committee Chair
 - a. Each attendee introduced themselves.
 - b. Louay Mohammad nominated Roy Heidelberg to be committee chair. There were no other nominations. Heidelberg accepted the nomination and the new position.
2. Review of Act 109
 - a. There was a brief discussion of parking for the meeting attendees.
 - b. There was a review of Benefits Committee 2023/2024 activities, particularly work to draft legislation for the Louisiana State Legislature that would codify Faculty Senate resolution 23-01, "Resolution to Expand Retirement Choices for LSU Employees," drafted and sponsored by the Benefits Advisory Committee and adopted by the Faculty Senate in February 2023. This draft led to Louisiana Legislature Act 109, signed by Governor Jeff Landry on May 21, 2024. The committee also discussed the LSU Human Resources Benefits Preference survey, which was distributed in spring 2024.
 - c. Some questions were asked about Act 109, which Sheantel Baker answered. Sheantel noted that the Human Resources-sponsored Town Hall meetings regarding Act 109 were recorded and available to LSU employees.
3. Benefits Survey and miscellaneous issues
 - a. The committee asked Clay and Sheantel about accessing the data from the spring 2024 Benefits Preference Survey. Sheantel said that the results will not be released to the LSU community in general but this data will be provided to committee members soon via Box.
 - b. In a discussion of LSU First, Joan King noted that it would be good to have more faculty input into changes in this plan. Clay responded that the committee that monitors LSU First does have some faculty representation, but it is difficult to have faculty involved in this process, since issues with healthcare plans are very complex and it takes a long time to learn how to deal with these issues.
 - c. Louay had a question about HRA's (Health Reimbursement Arrangements), which led Sheantel to explain the differences between HRA's, HSA's (Health Savings Accounts), and FSA's (Flexible Spending Accounts) and their respective advantages and disadvantages.
 - d. Heather raised the issue of having flu shots for faculty on campus (these are not currently available); Emily started a brief discussion of childcare in Baton Rouge and whether the university could do more to help employees with this.
 - e. Roger noted that TRSL has virtually no increases for cost of living. Clay said work is currently being done to try to provide more cost-of-living increases for TRSL members.
4. Plans for the committee for the coming year
 - a. Roy said that the committee's next task should be to prioritize which benefits seem most important to the LSU employees and what the committee can do to make progress with

these benefits. The first step in these deliberations will be a review of the data from the previously noted Benefits Preference Survey. The committee should review this data and be prepared to discuss it in the next meeting.

- b. Roy determined the committee's meeting dates for the rest of 2024: 10/25, 11/15, and 12/6.