

# LSU | Staff Senate

MEETING MINUTES  
October 25, 2021

President Amber Salvadras presided over the October 25, 2021, Staff Senate meeting held in the Meeting Room in University Recreation at 10:30 a.m.

## Unclassified

### Executive/Administrative/Managerial

P - Tammy Millican ('23)

### Professional/Non-Faculty

P - Alvarez, Capri ('23)  
P - Braden, Laurie ('22)  
P - Carney, Mo ('24)  
A - Clemmons, Jill ('23)  
A - Cummings, Ellen ('22)  
P - Duplechain, Joshua ('24)  
A - Garner, Karen ('22)  
A - Garza, Jorge ('24)  
P - Ghebreiyessus, Walta ('22)  
A - Harb, Ryan ('23)  
P - Herman, Catherine ('22)  
P - Hicks, Emmy ('24)  
P - Law, Shemeka ('24)  
P - Lee, Quinneke ('24)  
A - Lewis, John ('23)  
A - Levesque, Jonathan ('22)  
P - Nickerson, John ('22)  
A - Rafati, Karina ('22)  
P - Sansoni, Gerald ('23)  
P - Shaw, Linda ('24)  
A - Shows, Haley ('23)  
A - Slocum, Jenee ('23)  
P - Smith, Henri ('24)  
P - Stone, Megan ('23)  
P - Trahan, Amy ('22)  
P - Washington, Valori ('23)  
A - Williams-Carter, Tyrslai ('24)  
P - Wilson, Derek ('23)  
A - Yan. Le ('22)

## Classified

### Skilled Crafts

A - Corbitt, Brent ('22)

### Technical/Paraprofessional

A - Matkovic, Igor ('23)  
P - Mark Nehlig ('24)

### Clerical/Secretarial

A - Salesneves, Sarah ('22)  
P - Salvadras, Amber ('22)  
A - Sparks, Donna ('24)

### Service/Maintenance

A - Christopher Hopkins ('24)  
A - Robertson, Winkyessa ('24)

A – Indicates Absent  
P – Indicates Present  
Pr – Indicates Proxy

## **GUESTS:**

Sheantel Baker, Human Resource Management  
Clayton Jones, Human Resource Management

## **CALL TO ORDER**

The meeting was called to order by President Amber Salvadras at 10:30 a.m.

## **ATTENDANCE**

There was a quorum with no proxies noted.

## **PLEDGE OF ALLEGIANCE**

President Amber Salvadras led the Pledge of Allegiance.

## **APPROVAL OF THE MINUTES – September 15, 2021 Staff Senate Meeting**

A motion to accept the minutes was made by President-Elect Tammy Millican. The motion, seconded by Senator Henri Smith, carried.

## **GUEST SPEAKER – SHEANTEL BAKER AND CLAYTON JONES, HUMAN RESOURCE MANAGEMENT**

President Amber Salvadras introduced Sheantel Baker and Clayton Jones with LSU Human Resource Management.

Sheantel Baker and Clayton Jones thanked the Staff Senate for the opportunity to speak with the group today.

Sheantel began by sharing a presentation that outlines important dates, responsibilities, Workday, Office of Group Benefits plans, LSU First, flexible spending and supplemental retirement.

Annual employee enrollment begins October 1 through November 15, 2021, for the effective date of coverage to begin January 1, 2022. All benefit eligible employees will have an open enrollment benefit event in their Workday Inbox. Employees who were hired between October 1 through November 1, 2021, will need to work both their new hire and open enrollment events in Workday.

If an employee doesn't want to make a change, current benefits will roll-over except for the flexible spending and health savings accounts. All employees are encouraged to review all communications regarding open enrollment, learn about all plan offerings, provide documentation, if needed, ensure changes have been properly submitted by the deadline, verify insurance premiums are correct and to verify contact information is correct in Workday.

Sheantel mentioned to consider monthly premiums, provider networks, covered medical and prescription services, deductible, coinsurance, copays, prescription coverage and costs, estimated out-of-pocket costs and dependent coverage needs. Some meeting dates were mentioned that can help educate and assist employees in making informed decisions for the 2022 plan year along with some Workday Lab dates for those employees who need assistance in navigating through Workday to confirm their elections.

Sheantel announced that for the Office of Group Benefit plans there are no plan design changes but there will be a 5% premium increase for the Pelican and Magnolia plans and the Vantage plan will have a 10% premium increase. The prescription provider is Express Scripts. The LSU First Retiree Medicare Plan premiums was also mentioned.

Sheantel spoke about the wellness credit being offered by LSU First which is \$25 per month off of the premium amount charged to the employee. This is being offered to employees and retirees who from November 1, 2020 – October 31, 2021 had a preventative Primary Care Physician visit, biometric screening and is enrolled for the 2022 plan year.

Also, for the 2022 plan year, a 90 day maintenance medication supply is available at your retail pharmacy. There will be a \$150 penalty for CT & MRI Imaging performed in a hospital setting regardless of the network. There will also be a \$300 penalty for outpatient surgery performed in a hospital setting regardless of the network to help bring down the cost of these procedures which cost much less when done either in a clinic or outpatient facility.

There is no rate or plan changes for the dental, vision, accidental death and dismemberment, long term disability or critical illness benefits. For the life insurance, employees currently covered may increase by 1 increment of \$10,000, not to exceed the lesser of \$350,000 or 3 times the basic annual earnings without proof of good health. For employees who are not currently covered, they may elect \$10,000 without proof of good health. A spouse and dependent children coverage was also mentioned.

Identity Theft protection will still be covered under the current vendor Identity Force with enhanced benefits and a rate reduction which is guaranteed for 3 years. The Flexible Spending Accounts will also stay with vendor Diversified Benefit Services. They are also waiving their 2022 plan year administration fee.

Sheantel spoke about having a flexible spending account is great for out-of-pocket expenses that can be set aside each paycheck as tax-sheltered dollars. They are also waiving their 2022 plan year administration fee.

Clay Jones spoke about the importance of having a Supplemental Retirement Savings. There are two options of a 403 (b) or a 457 (b) to choose from. He mentioned the reasons to participate which include the fact that Louisiana State employees do not participate in Social Security which could reduce your social security benefit. Contributions to mandatory retirement plans are set and cannot be increased. Mandatory retirement plans also cannot accept rollovers from outside retirement plans. There will be information sessions to learn the basics of LASERS, TRSL

and ORP retirement plans as well as how to increase retirement savings by participating in a supplemental retirement plan. The floor was opened for questions.

President Salvadras thanked Sheantel Baker and Clay Jones for attending today's meeting.

## **PRESIDENT'S REPORT**

President Amber Salvadras reviewed relevant meetings in which she attended.

- September 20 - Attended a meeting with President Tate, Matt Lee and Donna Torres to discuss the vaccine mandate and exemptions for employees.
- September 23- Attended the University Budget Committee meeting. Covid revenue loss and related expenses was mentioned. The cost of raises was also discussed. Donna Torres and Clay Jones are working to get the minimum pay increased to \$15 per hour but this may take a year or more since the minimum rate of pay per hour was recently raised to \$10 per hour.
- September 29 – Attended a meeting with Brian Favela, the new Parking and Transportation Services Director to discuss ongoing issues and concerns.
- October 5 – Attended the Executive Committee Meeting in preparation for the month of September.
- October 7 – Attended a meeting with Treasurer Catherine Herman and the Staff Senate Vice President and Treasurer for the University of South Carolina by Zoom. They were interested in how other senates handle their budgets since they are just forming their senate.
- October 15 – Attended Fall Fest which was a success. Everyone seem to enjoy the 360 Photo Booth and promotional items that were handed out. Salvadras thanked everyone who participated.
- October 20 – Attended the Annual Human Resource Management Benefits Fair. Salvadras thanked everyone who participated.

## **COMMITTEE REPORTS**

### **Staff Appreciation**

President Amber Salvadras announced that the Candy Gram Sale will be held from October 27 through November 10. We will then begin assembling so that they can be delivered by November 18. We will need Senators to help assemble and deliver the week before Thanksgiving. The Holiday Box Decorating Contest registration will open on November 15 through December 3. Judging will be held on December 9-10, depending on the amount of entries. Senators will also be needed to help judge as well.

## **LIAISON REPORTS**

### **Organization Relief Fund**

Treasurer Catherine Herman reported that the committee met on September 29, 2021. A written report was included in the meeting packet.

## **OLD BUSINESS**

### **Proclamations**

President Amber Salvadras announced that the Commendation for Tom Galligan will be presented to him during the December 15, 2021 general meeting.

### **Staff Senate Budget/Gift Fund**

Treasurer Catherine Herman provided a written financial report that was included in the meeting packet for review by the full Senate.

### **Staff Senate Apparel/Photos/Placards/Name Tags**

Staff Senate Administrative Coordinator Melonie Milton announced that the apparel items have been ordered. The name tags and placards will be delivered this week.

The Office of Communications & University Relations has opened the scheduling application for Senators who would like to take a professional photographed headshot for the Staff Senate website. Please send the Staff Senate Office a copy once you receive from the photographer.

### **Future Guest Speakers**

Craig Woolley with Information Technology Services will be the guest speak in November as well as Matt Lee with Academic Affairs.

If anyone has any suggestions for a Guest Speaker, please send those to the Executive Committee.

## **NEW BUSINESS**

### **Holiday on Campus**

The Staff Senate will host the 31<sup>st</sup> Annual Holiday on Campus event on Tuesday, November 20, from 6:00 – 8:00 p.m. in the LSU Student Union. Senator volunteers will be needed. A sign-up sheet will be circulated.

## **ANNOUNCEMENTS**

### **Staff Senator Birthday**

Staff Senator October birthdays:

- Senator Karen Garner celebrated her birthday on October 1.
- Senator Amy Trahan celebrated her birthday on October 8.
- Senator Walta Ghebreyessus celebrated her birthday on October 23.

Happy Birthday!

Senator Emmy Hicks announced that the LSUnity Block Party will be held on Friday, October 29, from 11:00 a.m. – 1:30 p.m. at the Clarence L. Barney, Jr. African American Cultural Center. Everyone is invited. Come in costume to celebrate your stripes.

**MOTION TO ADJOURN** – With there being no more business, Senator Megan Stone made a motion to adjourn. The motion, seconded by Senator Amy Trahan, carried.

The meeting adjourned at 12:00 p.m.

John Nickerson, Secretary

JN/mm