University Staff Council Meeting Minutes  
Tuesday, February 23, 2021  
8:45 – 10:45 a.m., Zoom

I. **Call to Order:** Kristina Ballard

II. **Roll Call of Members:** Sally Yang  
Absent - Lori Bienski, Vernon Camus, Annie Crump, Monica Hartman, Shelby Herbert, Jill Lee, Natalie Shaw, Tracey Posey, Lisa Pierce.

III. **Approval of Minutes from Previous Meeting**  
Motion – Flora Reeves  
2nd by – Eric Webb

IV. **Inquiries:** Cynthia Billington  
1. Retaliation: Talked to Dr. Risinger on rights surrounding free speech, specifically regarding staff on the social media. The following documents can provide additional information how to identify the procedures the university will use when responding to reports or complaints of discrimination, harassment, retaliation and/or complicity filed against students, employees or third parties. (links look to be the same but are different)  
   a. https://rules-saps.tamu.edu/PDFs/08.01.01.M1.01.pdf  
   2. https://rules-saps.tamu.edu/PDFs/08.01.01.M1.01.pdf  
   Multiple inquiries received on the Staff Emergency Fund application parameters and steps. These inquiries have been submitted to the SEF Chair for response.

V. **Update on Monthly Meeting with Vice President for Human Resources and Organizational Effectiveness**  
1. Continued to discuss extending the carry-over of annual leave. This issue has been sent to and continues to be discussed with the System HR office.  
2. The comp-time recommendation memo was submitted to Dr. Risinger from the Work Life & Benefits committee.

VI. **Reports from USC Committees**  
1. *Communications & Outreach* – Angela Vasquez  
The audit is complete, and a meeting was held with those who oversee the maintenance of the USC website. The projection is that the revised USC website will launch in summer.  
2. *Elections* – Lisa Pierce  
The meeting is rescheduled on 2/24 to discuss the details and set a date on the election.  
3. *Inclusion, Equity and Respect in the Workplace* – Brittany Ramsey  
February is Black History Month. The recommended book is Just Mercy. If you are interested in other mediums, IERW will also provide some TV/movie recommendations.  
4. *Professional Development* – Natalie Shaw  
a) Awaiting confirmation for a possible speaker for the March USC meeting  
b) Presented the book “How Full Is Your Bucket” and budget request to EOC and awaiting the approval to purchase as professional development opportunity for USC reps.  
5. *Staff Emergency Fund* – Flora Reeves  
The fund update includes numbers for December 31, 2020  
Assistance provided/paid this period: $1,500.00  
Donations receive $1,045.00
Fund balance (as of 12/31/2020): $15,418.33

6. Work Life and Benefits – Sarah Franke
   a) Comp-time Recommendation has been submitted
   b) USC representative benefits survey – The survey is ready to be distributed to USC membership. Sarah will explain the purpose of the survey and request the USC representatives have conversations with their constituency prior to completing the survey. We will launch the survey at the next USC general membership meeting on February 16.
   c) USC website page update – Eric will check in with USC leadership to determine logistics and frequency for updated webpage. We will include links to HROE websites and information so that we do duplicate effort. We will also consider incorporation of information from the two USC webpages requested for review by USC leadership.
   d) Newsletter – We will highlight PerksConnect https://employees.tamu.edu/benefits/healthy-behaviors/perks.html & https://aggieserve.tamu.edu/ in the next newsletter.
   e) AWL current process review – Holly presented information about AWL policies of peer universities in Texas. The next step will be to review where information about AWL is housed on the TAMU website, how accessible and useful the information available is to staff seeking AWL policy. Based on this review, we will decide a course forward. Our goal is to make sure staff at Texas A&M have clear and ready access to AWL policies and procedures moving forward.
   f) Ticket Received: AFLAC supplemental insurance – Available via PerksConnect vendor: https://www.augeobenefits.com/tamu
   g) Ticket received about Staff Dependent Scholarship – Outside of TAMU CS; Currently only open to staff dependents on TAMU-CS campus. Other System school could establish their own, but they would have to have funding/endowment to support it separately. We could provide resources about how to set it up, if someone were to come forward with funding.
   h) Ticket received about volunteer Opportunities: https://aggieserve.tamu.edu/

VII. External Committees
1. Audio Visual Surveillance Technology Committee (AVST) – Jennifer Kuehn
   a) Future agenda items include:
      1. Revised AVST Request Form
      2. Installation management moving from Division of IT to Transportation Services
      3. Revision of AVST Training
      4. Update of AVST database.
2. Crowdfunding Initiative – Nikki Cavender
   a) Crowdfunding Committee reviewed a second wave of proposals, which should be put on the Spirit of Giving website (https://spiritofgiving.tamu.edu/o/texas-am-university/i/spirit-of-giving) soon.
3. Diversity Operations Committee – Marcos Mendez
   a) Dr. Patricia Simons, Director of Student Development, Texas A&M College of Dentistry presented on the Bridge to Dentistry program, which helps lower income students get into the dentistry program.
4. SEBAC – Sarah Franke
   a) Reports:
      1. Approximately $6 million spent on COVID ($1.8 M on testing / $4.1 M treatment)
      2. Average cost of admission $37,800
   b) COVID-related Benefits Extensions:
      1. COVID-related testing and testing visits will be covered without copay through the end of the public health emergency
      2. COVID-related treatment cost-share waiver has been extended through 3/31/21 for faculty and staff. This extension expired 12/31/20 for those on the graduate health plan.
   c) Telemedicine cost-share waiver expired 12/31/20.
   d) Report on usage of Omada, Hinge Health, Naturally Slim, Livongo, Ovia Health
1. SEBAC has received several emails complimenting and touting the benefit of these services. This is unusual, because normally, only dissatisfaction complaints are received.

e) MDLive is also continuing to report cost-savings over traditional healthcare visits.

f) Delta Dental Contract Negotiations and Benefits Discussion
   1. SEBAC representatives discussed the possibility of an extended benefit for occlusional guards (commonly referred to as night guards). This recommendation came from USC WLB committee in FY20.
   2. These are currently covered under the Dental HMO policy – payable every 1-3 years with a patient out-of-pocket cost of $105.
   3. The current PPO plan does not currently provide this benefit. The additional benefit would probably cost an additional 1% and would require an increase in premiums to extend the coverage.
   4. SEBAC does expect to increase dental premiums in FY22 anyway, so this might be a good time to include the additional cost of the occlusional guards. SEBAC board members requested that System Benefits work with the actuary and Delta Dental to determine the additional premiums required. This information will be presented at the May 2021 meeting for committee consideration.


g) BCBS/Common Spirit Contract Negotiations/Agreement

h) Elizabeth Schwartz addressed the lack of communication and information regarding the status of negotiations and agreement/restoration of services. Information and updates should have been shared with System Benefits and HROE partners more expeditiously. Messaging was received through local media before it was shared with the policyholders. System Benefits did not receive the information in a timely manner and thus was not able to share it until after the media covered it. The issue has been addressed with BCBS.

5. University Dining Services – Lana Nixson
   a) Chartwells is following State of Texas guidelines at keep at 50% capacity
   b) They have resumed the March-ins for the Corp of Cadets
   c) They are still providing quarantine meals averaging 100 students daily
   d) Polo Garage newly opened with 4 new dining locations
   e) Shake Smart, Salata, Houston Street Sub, Market Polo with Panda opening soon in March 2021
   f) Dining is looking to rebrand their logo over the next few months.

VIII. Announcements:


2. Next USC meeting:
   March 16, 2021, 8:45
   [https://tamu.zoom.us/j/95301464909?pwd=MzFXYIY1QzJ2WmVwbklIVM01PbUx3QT09](https://tamu.zoom.us/j/95301464909?pwd=MzFXYIY1QzJ2WmVwbklIVM01PbUx3QT09)
   Meeting ID: 953 0146 4909   Passcode: 225212