

Staff Council Minutes
The University of Southern Mississippi
February 6, 2007

Guest Speaker Kameron Dale - Kameron discussed the following items that changed for employees at the beginning of 2007: Well-Child Care, Adult Wellness/Preventive Services, Base Coverage, Prescription Drug Program and Medical Network Provider. All of these items were sent out to employees by University e-mail. Cameron also announced that AHS network will be at the Southern Miss Health Fair on February 14 if anyone has questions concerning their plan or services.

Well-Child Care

Benefits currently provided under High Option for Children will be included in well-child care coverage starting January 1, 2007, and there will be no additional premium for this coverage. Effective January 1, 2007, premiums will be reduced for those enrollees currently paying the additional premium for High Option.

This expanded benefit will provide 100 percent coverage for well-newborn nursery care which includes room, board, and other normal care while the newborn is hospital-confined after birth. Well-child physician office visits and certain diagnostic tests will also be covered at 100 percent. Immunizations are covered at 80 percent.

A list of covered wellness/preventive services can be found at the Plan's Web site, www.knowyourbenefits.dfa.state.ms.us, or you can call BCBSMS at 1-800-709-7881 to request a copy.

Please remember that these benefits will **ONLY** be provided if a provider participating in the AHS State Network renders the services. All services provided under well-child care will be subject to the calendar year deductible.

Adult Wellness/Preventive Services

In 2007, the Plan will continue to provide first-dollar coverage up to \$250 for certain adult wellness/preventive services. As an added benefit, if a participant over the age of 18 completes a Health Risk Assessment (HRA) on or after January 1, 2007, he/she will be eligible for an additional \$50 to be applied toward the cost of any wellness/preventive services for 2007. www.healthytogether.org/mississippi

A list of covered wellness/preventive services can be found at the Plan's Web site, www.knowyourbenefits.dfa.state.ms.us, or you can call BCBSMS at 1 800 709 7881 to request a copy.

Please remember that these benefits will **ONLY** be provided if a provider participating in the AHS State Network renders the services. Please remember that any unused benefit amounts do not carry over to the next year.

Base Coverage

For Base Coverage to continue to qualify as a high-deductible health plan under federal tax regulations, the calendar year deductibles will be as follows:

Employee Only Coverage - \$1,100

Family Coverage - \$2,200

Prescription Drug Program

Effective January 1, 2007, there will be changes to the co-payment amounts you pay for prescription drugs. Participants with Select Coverage must continue to satisfy a \$50 prescription drug deductible, and participants with Base Coverage must satisfy the applicable deductible (medical and/or prescription drug) before receiving benefits under the program.

	Retail Pharmacy (30 day supply)	Mail Order (90 day supply)
Generic	\$13	\$26
Preferred Brand	\$33	\$66
Non-Preferred Brand	\$55	\$110

Note: If there is a generic equivalent available for a prescription drug and you choose to purchase the brand name version at a retail pharmacy, you will be responsible for the generic co-payment in addition to the difference in the price between the generic and brand name drug.

Medical Network Provider

Finding a network provider is just a click away! Just follow these simple steps:

- Go to www.knowyourbenefits.dfa.state.ms.us
- On the home page, click on Find a Participating Provider

If you need more information about these changes you can contact Human Resources at 601.266.4050.

1.0 Call to Order

President Wynde Fitts called the meeting to order at 9:35 a.m.

The following members were present: John Burks, Melissa Carpenter, Wynde Fitts, Keith Long, Pam Posey, Linda Davis, John Hayman, Tina Griffin, Cory Williams, Mary Virgil, Tyia Brooks, Michelle Fleming, Susan Bone, Margaret Firth, Sharon Hughes, Steve Coleman, Scott Carr*, Jin Joo McClendon, Cory Williams, Mandy Tilley, Tracy Robinson, and Shane Coghlan.

* = indicates attended meeting but had to leave before the business meeting started.

2.0 Adoption of Agenda

2.1 No changes were made to the agenda. It was moved by Mandy Tilley and seconded by Tracy Robinson

3.0 Call for Proxies

Tina Griffin for Melissa Coker
Tracy Robinson for Scott Carr
Melissa Carpenter for Vassie Owens
Cory Williams for April Jordan
Mary Virgil for Arlin Steen
Phyllis Debrow for Sharon Meyers
Sherry Finneran for Amy Thornton

4.0 Approval of Minutes

4.1 November will be re-sent to the executive members and council
4.2 December and January are completed. They will be mailed out to the council members for review. All changes will be made and then they will be sent to the proofreader. All changes must be submitted by Friday.
4.3 February meeting minutes will be out the executive members by Friday for review. After corrections are received they will be sent to the council.

5.0 Officers' Reports

5.1 President's Report- Wynde reported that the extra funding for Higher Education is looking rather bleak. The land and location for the new Gulf Coast campus is not finalized but getting really close. Dr. Meredith will announce the location as soon as he is able to do so. Wynde also recognized that Student Government elections are going on right now and that Vincent Fabra is the new President-Elect for SGA 2007-2008. University of Mississippi, Mississippi State

University and The University of Southern Mississippi Presidents have asked that the raise pool be re-addressed.

- 5.2 President-Elect report - John Hayman indicated that he took part in the Web cast for the last IHL meeting. The board's guest speaker was a company that does research for the effectiveness of outsourcing of physical plants. It was explained that the company would gather the thoughts of employees and materials that would be effective if a switchover were to happen. They will not make a recommendation on whether or not to actually implement outsourcing on campus. John also stated that the University of Mississippi and Mississippi State had three programs taken off the agenda for review of duplication. Southern Miss had one program tabled that addressed a Pharmaceutical Sales bachelor's program. John was not able to make faculty senate but did receive highlights from a member.
- 5.3 Secretary - John requested that all reports for the March meeting be submitted at least a week prior to the meeting. This will help move the meeting along and allow more time for touring the Long Beach and Gulfport campuses.
- 5.4 Secretary Elect - Melissa Carpenter explained how she had e-mailed the council to send questions to Wynde for our guest speaker Russ Willis. She had contacted Jana Bryant about Staff Council being in the Eagle Eye. Melissa also worked with Tracy Robinson on getting the word out about the Staff of the Month award. She explained how she was responsible for having the meeting posted to the University's master calendar.

Possible Community Service Projects for Staff Council:

March of Dimes Walk-America Saturday, April 14 at 10:30 a.m. at Timberton Softball Complex

Relay for Life Friday, April 20 at 6 p.m. at Loyalty Field

6.0 Unfinished Business

- 6.1 Staff Excellence Awards - Tina Griffin reported that she met with Mary Sumrall and Dr. Lucas about the Jesse Morrison Staff Excellence Award. Dr. Lucas was surprised that the award was not given out last year and informed Tina that he would look into it and get back with her. Tina did some more research on Jesse Morrison and provided it to the council. She explained that there is a painting of Mrs. Morrison in the presidential dining room but they still have not hung the plaque explaining her contributions the University. Tina

stated that Kim Bushe is looking into the location of the plaque and will let her know when and if she finds it.

- 6.2 March Meeting - This staff council meeting will be held on the coast March 6. Dr. Joachim and Robert Bass will be our guest speaker. We will be meeting at the Gulfport site so more staff members can attend the meeting if they would like. Mandy Tilley and Shane Coghlan have obtained vans from their departments for the meeting. Margaret Firth will check with her department to see if she can get another one. We will meet in the parking lot behind Bond Hall at 7:30 a.m. and depart at 8 a.m. sharp.

7.0 Standing Committee Reports:

- 7.1 Constitution and Bylaws - Keith Long thanked the other members of the committee and discussed the proposal for changes to the Staff Council constitution and bylaws. He stated that there was a correction on page 2 item 2 for length of term. The committee is responsible for reviewing constitution and bylaws. Keith explained that last year the Staff Council proposed how to address outsourced employees and their representation on the council and that the Constitution and Bylaw Committee is making recommendations about changes to the Constitution and Bylaws. Keith also expressed concern about unclear wording dealing with the Staff Council Award in the Southern Miss Standing Rules. All recommendations made by the committee are considered a proposal for the council to review. They will be brought to the floor at the March meeting for a vote.
- 7.2 Legislative Committee - No report at this time
- 7.3 Salaries and Benefit - Mandy Tilley met with Russ Willis in January to discuss the progress that the Salary and Benefits Committee (S&B) had made so far with the organization of the Staff Orientation. He along with the HR Department is very supportive of the Staff Council with this venture and is looking forward to helping out in any way. Some of the points that came out of the meeting in reference to the orientation: hardcopies of the orientation packet should be given out at the sessions; sessions should be one hour long, once a month, and held in the union; Amy Hester will be the contact person in HR for the query listing all new staff employees. The S&B Committee will be firming up the orientation packet soon which will include the following: a welcome from Staff Council; quick facts sheet on Southern Miss; short descriptions of individual entities on campus including the location and contact information on them; staff council contacts/members listing for future needs. Other suggestions should be e-mailed to Mandy at Amanda.Tilley@usm.edu.

- 7.4 University Relations and Cultural Diversity - Tracey expressed concern about getting people to nominate staff members for recognition. The committee will meet in two weeks to address this concern and bring some ideas back to the council. Tracey spoke with Dean's Council about the Staff of the Month award. Keith Long recommended we look into doing it quarterly. Wynde asked Tyia and Michelle to look for someone from the coast campus for this award for the next meeting.
- 7.5 Technology and Training - Steve wanted to know how the changes will affect the online version of the constitution. He stated that we need to start looking for someone to take over the Web page when he steps down from the council.
- 8.0 Liaison to University committee reports:
 - 8.1 Department of Parking Management - No meeting in December
 - 8.2 President's Council - No January meeting; the next meeting will be February 13
 - 8.3 Wellness Council - Susan announced that the "Biggest Winner" program was kicked off with a great success. She also stated that the "No Payne No Gain" is now going on and if you would like to sign up, go the Payne Center. Southern Miss Health Fair will be February 14 from 10 a.m. to 2 p.m. in the Thad Cochran Center. Representatives from APS Healthcare will be at the fair to answer questions. Forrest General will attend as well. Susan passed out a flyer about the event.
 - 8.4 IT Advisory Board - John discussed the Web CT serve issues and these are being addressed. If you have suggestions about the new Web page, you can make them on the University main page. There are approximately 11 to 12 buildings that need to be totally rewired for an estimated cost of \$12 million, College of Science and Technology building being one of them.
 - 8.5 Master Facility Planning - Margaret explained that the consultants will visit campus with more suggestions. The Campus Committee expressed concern for more green space. The plan that is being proposed will be implemented over the next 30 years.
- 9.0 New Business
 - 9.1 Fund-raising Plan/Golf Tournament - will be discussed next month.
 - 9.2 Town Hall meeting/Presidential Report - Wynde explained that one of her duties requires that the Staff Council President provide a report to the University President. She proposed that we hold a series of town hall meetings with the different EEOC groups to get issues and concerns that the new president needs to know.

- 9.3 Nomination Committee at March meeting - Wynde asked the council to think about volunteering for the nomination committee.
- 10.0 Announcements
 - 10.1 Executive meeting will be held on February 27, 2007, at 8:15 a.m. in Bolton Hall. Only the top 5 need to attend.
 - 10.2 Tracy Robinson announced a blood drive in the Athletic department on Thursday, February 8 from 10 a.m. to 4 p.m.

Meeting was adjourned at 11:12 a.m.