



**Staff Advisory Council  
Fringe Benefits Committee  
August 18, 2009  
Minutes**

Attendees: Karen McColl, Kathleen Blazar, Tracy Wilson-Holden, Marcia Huffman, Joan Llewellyn, Martha Payne, Barb Juknialis, Rebecca Kahl

Barb Juknialis called the meeting to order.

It was announced that all three resolutions introduced by the Fringe Benefits Committee had passed at the SAC meeting. These include: (1) tuition reimbursement increase from \$2000 to \$2700 beginning January 2010; (2) a change to all purpose sick leave, rather than separate categories for “family sick” and “personal sick” leave; (3) pooled vacation time. The next step will be for SAC to move forward with recommendations.

**Retiree Health Benefits**

A need to address retiree health benefits was introduced. Most importantly, it was discussed that the policies and requirements are unclear to many employees. An example of this uncertainty is the number of years that must be worked in order to qualify for the benefit.

A recommendation that HR should institute specific retirement workshops was suggested--perhaps semi-annual seminars targeting specific age groups (e.g., 30s, 40s, 50s).

It was decided that this committee needs to become aware of all benefits available to retirees in order to then compare Case’s offerings to other peer institutions. We will look to Amy Sheldon to give us a primer at the September meeting. Barb will contact Amy to ask that she provide information on Case’s benefits to the committee.

Specific goals will be to look at health care costs and prescription coverage and costs, as well as examine how retirees qualify for the plans. Another suggestion is to investigate the concept of a health savings account for retirees that would roll over from year to year. Becky Kahl and Joan Llewellyn agreed to examine peer institutions’ plans for comparison and recommendations for improvements to Case’s plan.

**Portable Tuition Benefits for Dependent Children**

Tracy Wilson-Holden presented information on peer institutions’ tuition benefits for dependent children. It was discussed that Case does not currently offer this benefit to employees and many peer institutions do. Tracy will draft a resolution on portable tuition benefits to be presented at the September meeting.

The minutes were approved from the July 21 meeting.  
The meeting was adjourned.

Respectfully Submitted,  
Tracy Wilson-Holden  
September 15, 2009