

**STUDENT UNION BOARD OF DIRECTORS  
PERSONNEL COMMITTEE**

**Special Meeting Minutes  
September 13, 2022  
1:15 PM - 2:00 PM**

This is a hybrid meeting.

**In-person: Student Union Inc. Building, Conference Room 6  
Telecommute meeting by Zoom Video Conference.**

*This meeting is being facilitated in person and through an online Zoom format.*

**Voting Members Present:** Isaiah Andrews, Kathryn Blackmer Reyes, Andrea Cabrera-Sanchez, Dr. Sonja G. Daniels, Logan Meline, Krishna Sai Mangalarapu  
**Voting Members Absent:** James Figueroa  
**Non-Voting Member Present:** Timothy J. Banks, Tamsen Burke, Ryan Fetzer

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**I. CALL TO ORDER**

Director Meline called the meeting to order at 1:18 p.m.

**II. ROLL CALL**

Director Meline asked Kelly Goldsmith to take roll. Kelly Goldsmith completed a verbal roll call.

**III. APPROVAL OF SEPTEMBER 13, 2022 SPECIAL MEETING AGENDA**

Director Meline asked for any changes to the agenda.

Director Meline asked for a motion to approve the agenda.

**Director Daniels motioned to approve the agenda; Director Andrews seconded the motion.**

**Vote on the Motion: 6-0-0 Motion Passed**

**IV. DISCUSSION/ACTION**

**A. Review and Approve Student Union Employer Health Benefit Contribution**

Ms. Burke explained it was discovered an error with the SU Health Benefits Program. This error was discovered during our FY 22 Audit that identified employer contribution to employee plans did not consistently follow the Student Union SUBOD Approved Employer Contribution CalPERS Resolution rates established in 2015. The Student Union was paying a higher contribution for some health plans than what was on the approved resolution. Ms. Burke reviewed the resolution “Fixing the Employer's Contribution Under the Public Employees’ Medical and Hospital Care Act” (PEMHCA). CalPERS resolution amounts for single, self +1, self +2 (family) employer contributions. The employer contribution maximum amounts of, \$910.00/month for employee/retiree self alone, \$1,737.00/month for employee/retiree plus one family member, and \$2,231.00/month for employee/retiree for two or more family members. She explained the resolution was signed October 2015 with an effective date of January 1, 2016. Previously to 2016, a resolution to increase contribution rates was approved by the board every year but stopped after 2016. It is not known why the contribution rates were not increased yearly after 2016. During the review of contribution rates for 2022, there was a

challenge with understanding how SU HR determined the employer contribution amounts were calculated. Ms. Burke explained that SU Accounting and Finance were unable to figure out how the contribution adjustments. Ms Burke reviewed the 2022 contribution amounts for each plan and explained the difference in employer and employee costs for 2023 based on the approved amounts in the 2016 resolution.

The committee discussed the 2016 rates and how the contribution rate should be calculated moving forward. The Student Union needs to be able to offer quality benefits to our employees. The university has a separate contract with CalPERS so the rates are different from the Student Union and not comparable as a non-profit auxiliaries which pays a higher rate than state employees. As a part of the decision, the Personnel committee ensured health benefit options for both HMO and PPO plans as a part of the SU Health Benefit program. Every employee must choose what they feel is the best health plan for themselves and their family. Plans with more choices are going to cost the employee more. A suggestion was made to create a separate resolution to provide guidance to the board on how to calculate the contribution rate based on a maximum or minimum percentage. There needs to be a period of time established to review the contribution rates moving forward.

Ms. Burke answered questions from the committee which included that the budget was planned with a 50% benefit threshold. On average, for each health plan, there has been anywhere from a 5% to a 17% increase year over year. Ms. Burke explained she is just trying to correct the contribution amount this year based on increases over the previous years and then determine what the metric will be moving forward. Last year there was a 6% increase to benefit costs in the budget. She asked the committee if 6% should be used for the calculation increase based on the current amounts in the 2016 resolution?

Director Meline asked for a motion.

**Director Daniels motioned to approve a 6% increase based on the amounts listed on the 2016 resolution for 2023 and to be reviewed on an annual basis; Director Blackmer Reyes seconded the motion.**

**Vote on the Motion:**

**6-0-0**

**Motion Passed**

## **V. MEETING ADJOURNMENT**

Director Meline asked if there were any objections to adjourning the meeting. Hearing no objections, the meeting was adjourned at 2:11 p.m.