

2011 BRG Membership (*term end date*)

HR Director: Laura Andersen

VP for Business and Finance: Jim Prince

Faculty: Tom Askew (Jan 2012), Autumn Hostetter (Jan 2015), Andy Mozina (Jan 2013)

Support Staff: Michelle Connolly (Jan 2013), Joshua Lull (Jan 2015)

Facilities Management: Forrest Duddles (Jan 2015), Jerry Vincent (Jan 2014)

Administrative Staff: Tim Baker (Jan 2012), Brian Dietz (Jan 2014)

Retirees: Joe Fugate (Jan 2013), Barb Vogelsang (Jan 2015)

Approved by President's Staff 1 March 2011

Committee Charge

Benefits Review Group (BRG) members will attain basic knowledge about all employee benefits offered by the College, and will analyze and review the benefit programs, taking into consideration diverse needs and budgetary limitations.

The BRG will review on an annual basis the health related benefits, including health insurance, Flexible Benefits Plan and Emeriti Retirement Health Plan, and will advise the President's Staff regarding any changes the BRG recommends for the following plan year. BRG will also review as needed the benefits other than health, which currently include life and long term disability insurance, 403(b) plans, tuition remission and staff time off benefits (vacation, emergency/sick leave).

Principles for BRG membership

- Proportional representation of all employee groups
- Four-year terms designed to develop knowledge and provide continuity
- Broad, institutional perspective rather than narrow or solely personal interests

BRG membership

- In addition to on-going membership of VP for Business/Finance and HR Director, committee members will include:
 - 3 faculty
 - 2 admin staff
 - 2 facilities mgmt staff
 - 2 office support staff
 - 2 retirees for discussion of health insurance, and consulted as needed for other issues.
 - Wellness advisor to be consulted when needed.
- Members will serve four year terms with one quarter replaced annually
- Reconstitute the BRG in March 2011 and retain the three current members with the fewest years of service
- Selection process
 - Faculty: appointed by president after consultation with FEC
 - Staff: President will receive recommendations from President's Staff members and constituent groups. Interested individuals may nominate themselves. President will appoint members from the combined pool of candidates.
 - Retiree: volunteers or recommendations, discussed by President's Staff, then appointed by President.