PSA Special Meeting Agenda

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<tr>
<th>Location:</th>
<th>Public Safety Emergency Operations Center (Capitol Village)</th>
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<tr>
<td>Date:</td>
<td>October 19, 2018</td>
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<tr>
<td>Time:</td>
<td>11:00 AM</td>
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<td>Attendance</td>
<td>Tana Monroe, Daniel Gold, Zab Biason, Fatima Cornwall, Linsey Hartke, Charity Strong, Ilene McEnroe, Chelsea Avery, Rob Littrell, Mike Ellis (guest), Shawn Miller (guest)</td>
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I. Call to Order/Approve Minutes

Call to Order: 11:00am

Approve minutes: Dan moved to approve September’s minutes, Linsey 2nd the move. Minutes are approved.

II. Information/Reminders

a. President Search

Tana will be representing PSA and there will be a Presidential Listening/Gathering Sessions on Oct 30th in Simplot Ballroom B/D from 9:15a to 10:15a or via video: https://boisestate.zoom.us/j/507326692 and again on Oct 31st from 8:00a – 9:00a or via video: https://boisestate.zoom.us/j/507326692. It is an open forum.

Last year we were part of an interview panel for the President. When it gets closer Tana will make sure she lets everyone know about it.

Dan asked who is going to be on the hiring committee: Linda Clark, three state board of education members, faculty senate president, Diana Garza, Zeynep Hansen, Ramona Martin, Kaleb Smith, Barbara Morgan, and community members. Half women and at least 3 people of color. More faculty presence than business members.

b. Interim President Question/Answer

Martin Schimpf will be at our next meeting for some Q and A. Start thinking of questions to ask prior to the next meeting.

First time we had the President talk to PSA and think that this should be a regular occurrence.

c. Constitution
Need to add the committee stuff into the constitution and once that is done we can call for a vote which can be done over email unless there are some issues that need to be addressed first.

d. Fall Luncheon

Sent out an email for volunteers for the Fall Luncheon. Waiting for the U-store amount we have to supplement finalize. Subsidize professional staff members where they only have to pay $11, which has not changed for a couple of years so it might need to be increase that to coincide with food prices. Raise it up $1.

Move to vote to subsidize up to $3.49 for PSA members. Tana motioned to do this and Linsey 2nd the motion. All was in favor. Motioned passed.

III. PERSI Discussion – Shawn Miller, Associate VP, HR

Shawn was invited because after our last meeting there was some discussions to talk about why the move to PERSI is a good thing for professional staff and what that would look like.

Dan talked about from the last meeting that we are looking at HR taking the lead on further discussion about the first option to move forward with for future employees.

**History:** When Shawn was hired a year ago, he did a listening tour around campus and he talked with Mack Test (not sure if this is correct spelling), President of Faculty Senate. He and others talked with Dr. Kustra about bringing PERSI back to campus. This is when HR was asked to be involved. It was going to be a big undertaking. There were several people involved; Daniel Gold, Ann Culver, Marty Orr, and Wendy Jakewood talked with a representative from PERSI, State Board of Ed, the VP group, and reached out to the other higher ed institutions because it will only work legislatively if all eight institutions are on board with this.

HR started looking at what options are available and Don from PERSI said that it could be very simple if all eight institutions agree that only new employees would be able to opt into PERSI. This is the simplest option but cannot cherry pick, meaning you do not have a choice. The second option could be that you can allow current employees to decide whether they want to be in PERSI and then they can start their vesting period at that time which is five years. The more complex is new employees enrolled in PERSI with current employees choose to be in PERSI but could take other dollars and purchase years of service. This can get very complicated very quickly. The PERSI rep said that the simpler the options are going to the legislature the better it being passed. There are state legislators that do not like PERSI.

HR involvement in this would be if PSA would like to move forward with this and they can help to see if this is feasible. Right now, the question is what would be the tactic to get the other seven institution onboard with this or what the legislation would look like.

Talked about 401k and PERSI. Pensions are not in the marketplace not because employees do not typically like them but because employers do not want to pay for them. Would not have come to BSU if it were not for PERSI, lifetime benefit for him and spouse.

At BSU, you look at the stages of retirement, there are three legs of a stool, where one is a pension, which is like the dinosaur, second, is social security, and third is your own personal investment.
When HR reached out to other institutions, there were some that were onboard and others that wanted questions answered. The State issued a contract to a company called Huron to look at the idea of systemness between higher ed institutions. Then you are looking at a new Governor and a new President of the University so there are many things up in the air and have to wait to see what happens.

Bringing back PERSI back to campus is not a Human Resources issue, bringing back PERSI back to campus is a Boise State issue because you will not only need the full weight of the University behind it but also the other 7 institutions as well. Shawn mentioned Wendy Jakewood since she was a past legislator and a BSU employee could be a benefit for us. She can help navigate through the legislation. The State Board of Ed opinion is they will do what the other institutions want to do.

Chelsea asked if Shawn has spoken with members of Boise State’s staff about PERSI outside of those who have reached out to him. Shawn replied that PERSI would increase retention; the university is seeing an increase in employees who are not “30-year folks” and are more mobile than those in the past. The benefit of the PERSI system is that the state has a great 401K investor, and investments have healthy returns.

Another person asked if they had received many responses about PERSI on the recent surveys. Shawn mentioned that in the past, they have had people not come back for their retirement. To do a focused survey to gather employees’ opinions would be difficult to get direction from it.

HR is not advocating for or against PERSI, but mentioned that we need to come together to figure it out. The senate needs higher ed institutions to take the next steps.

PERSI benefits include buying years of service, designating beneficiaries. Downsides include that if you work less than five years, then you are not invested; you can take your money out of it; if you work more than five years, it is not portable and sits until you are ready to retire; does not actively accrue interest.

Another individual has two reservations regarding PERSI. The first is related to the nature of professional staff; because they have transferrable skill sets, the portability of professional staff is high, and PERSI may deter potential employees. The second is regarding the one-year contracts.

Another person asked if there would be another chance to vote on one of the three options again down the road.

Mike, who works in the OIT management office, pointed out that Boise State is not retaining people within our own retirement system. He says that for many PERSI employees (i.e., police officers, firefighters, etc.), it is better to stay in one location for at least five years so they can perform their jobs better. In addition, PERSI benefits include five weeks of vacation per year, Blue Cross benefits, etc. Gives people more options that one may initially think. Boise State is one of the few public entities in Idaho that does not have PERSI, so transferability/portability is generally not a problem.

The topic of coaches arose. Due to the nature of coaching, many coaches do not know if they will stay in one place for at least five years. For this reason, PERSI may not be as appealing to coaches.
After Shawn concluded, one person asked what we are supposed to tell people about these listening sessions when there are no answers provided. She suggests letting HR go forward with the process and see what they come back with. If at some point along the way, HR makes decisions that no longer aligns with PSA’s beliefs, then PSA can pull their support.

A vote was held to allow HR to move forward with this investigative process. The motion passed.

IV. Date/Place of Next Meeting

a. The next meeting is scheduled for November 16, 2018, at 11 AM.
   The location is Public Safety Emergency Operations Center.