

USG Staff Council Business Meeting Summary

Date: Wednesday, August 20, 2025

Time: 10:00 AM to 11:00 PM

Location: Microsoft TEAMS

Agenda Summary

Welcome & Call to Order

The Chair-Elect opened the meeting, welcomed attendees, and acknowledged the absence of the current Co Chair.

Roll Call

A roll call was conducted via TEAMS to identify institutional representation. The following institutions were represented:

Abraham Baldwin Agricultural College
Atlanta Metropolitan State College
Augusta University
Clayton State University
College of Coastal Georgia
Dalton State College
East Georgia State College
Georgia College & State University
Georgia Highlands College
Georgia Southern University
Georgia Southwestern State University
Gordon State College
Kennesaw State University
Middle Georgia State University
Savannah State University
South Georgia State College
University of Georgia
University of West Georgia
Valdosta State University

Adoption of the Consent Agenda

The consent agenda was adopted following a motion and second.

Review and Approval of June 2025 Minutes

Meeting minutes were reviewed and approved

Treasurer's Report

Current balance: \$3,874.75

Discrepancies due to duplicate travel reimbursements and a correctional withdrawal are being resolved with the USG Foundation.

Guest Presentation – Karin Elliott, Vice Chancellor of Human Resources, USG

- Provided an update on **USG healthcare plan changes for 2026**, recently approved by the Board of Regents (Aug 12).
- Communications have been shared with institutions to distribute to faculty and staff.
- **Total Rewards Steering Committee** (with faculty/staff experts across USG) advises on plan design, cost trends, and benchmarking against other higher ed and Georgia employers.
- **Benchmarking results:**
 - USG's overall healthcare cost per employee is among the lowest compared to peer groups.
 - Employer covers ~75% of premium costs; employees ~25%.
 - However, when factoring in out-of-pocket costs, USG employees bear a larger share than comparator groups.
 - Retirement benefits remain a strong competitive advantage for USG in overall compensation.

Financial Updates

- 2024 ended **\$6.5M over budget** due to higher claims than projected.
- 2025 is projected to be **\$14.6M over budget**, mostly due to rising medical and drug costs.
- 2026 projected claims: **\$753M** (12% increase from 2025).
- Reserves will help cover shortfalls without immediate employee surcharges.

Plan Design & Premium Changes (2026)

- **Consumer Choice HSA:** Out-of-pocket maximums increased slightly; HSA match reduced.
- **Comprehensive Care Plan:** Pharmacy out-of-pocket maximum increased.
- **Blue Choice HMO:** Same pharmacy max change as above.
- **Kaiser HMO:** No plan design changes; lowest premiums, limited to certain areas.
- **Premium increases:**
 - Employee-only tiers capped at **6% increase**.

- Dependent tiers average **7.2% increase**.
- Range: **4.4%–10.8%** depending on plan/tier.

Wellness & Additional Programs

- \$100 wellness incentive continues (now requires health assessment).
- Weight management programs (Weight Watchers for Anthem, Omada for Kaiser) continue.
- Pilot for **on-site counseling** at select metro campuses.
- Spousal surcharge remains \$150.
- Exploring future disease management and health programs.

Old Business

1. Staff Council Conference at Valdosta:

- Appreciation extended to Quincy and Lynette for their efforts.
- A document with talking points was shared to help staff council members advocate for attending the upcoming conference.
- Emphasis on the importance of professional development and networking opportunities at the conference.
- Encouraged all staff, not just council members, to attend.
- Jesse highlighted USG Policy 8.2.15 supporting career development and encouraged attendees to seek funding from their supervisors, citing this policy.
- Reminder to register early to aid planning and logistics.
- Quincy emphasized the value of sharing ideas between institutions and the unique opportunity the conference provides for collaboration and learning.

2. Membership Dues:

- Invoices for membership dues (\$100) have not been sent yet due to treasurer vacancy; updates will be communicated soon.

3. Bylaws Review:

- Richard Rogers presented progress on reviewing and standardizing USG Staff Council bylaws.
- Noted significant revisions are needed as the current bylaws date back to 2017.
- Shared comparisons of bylaws from multiple institutions.
- Goal: to standardize bylaw structure using Robert's Rules of Order for better alignment across institutions.
- Collaboration with other team members is ongoing.

4. Resolution on Well-being Credit:

- Angel shared a resolution from University of Georgia Staff Council recommending an increase in the well-being credit.
- Executive Committee is voting on endorsing the resolution; the result will be forwarded to leadership regardless of outcome.
- Jennifer Leyting expressed appreciation for the process.

5. Roster Updates:

- Request for all institutions to update their delegate and alternate delegate contact information.
- Updated roster will be shared to ensure all members receive invitations and information.

New Business

- Annual membership fee remains **\$100**.
- Next Staff Council conference: **Georgia State** (following Valdosta this year).
- **Robert's Rules of Order** training planned for a future meeting.
- Budget support: volunteers will share templates and Jessie volunteered to help members build council budgets.
- Institutions encouraged to collaborate on presentations for staff assemblies.

Closing

- Questions on healthcare/retirement can be submitted via email.
- Leadership thanked Karin Elliott for her detailed update and acknowledged challenges in balancing affordability and competitiveness.
- Meeting adjourned with appreciation for members' contributions.