

**MINUTES OF THE FINANCE COMMITTEE MEETING
OF THE HEARTLAND COMMUNITY COLLEGE BOARD OF TRUSTEES
Community Commons Building, Room 2011
December 17, 2024
3:30 PM**

Members: Janet Hood, Tom Whitt, Noah Lamb, Josh Crockett, Laura Hughs

Others: Keith Cornille-President; Barb Leathers-Executive Director, Human Resources; Kaitlyn Cope-Program Assistant, Executive Office; Scott Swanson-Senior Project Manager, Facilities; Andy Litwiller-Executive Director, Facilities; Melanie Fata-Director, Human Resources; Auston Koch-Student Trustee; Becky Ropp-Chair, Board of Trustees; Ramona Whitt- Tom's daughter

The Finance Committee meeting was called to order at 3:31 PM Chair Janet Hood.

PUBLIC COMMENT

None.

FINANCE COMMITTEE MINUTES

Mr. Lamb moved to approve the minutes from November 19, 2024; Mr. Whitt seconded and the motion was approved.

CONSENT AGENDA

Mr. Lamb moved to approve the Consent Agenda, as presented; Mr. Crockett seconded and the motion was approved.

DISCUSSION ITEMS

2024 Tax Levy Resolution

Mr. Lamb presented. He will discuss this in more detail at the Board meeting tonight.

Public Hearing - Bonds

Mr. Lamb informed the committee that at tonight's board meeting will be a public hearing related to the new bonds being issued. He mentioned that this is the normal process for bond issuance.

Protection, Health & Safety Projects List

Mr. Lamb stated that these refer to AED replacements, WDC elevator rebuild, and other general items such as sidewalk maintenance and further proactive accessibility work. Mr. Litwiller and

Mr. Lamb both stated that we are trying to be more realistic and reasonable with the levy and project load.

Bids for Science Labs (Phase II)

Mr. Lamb stated that the bids are still being reviewed, going deeper into the four bids that were submitted. There may be a special meeting in January to approve the bid in order to keep on schedule.

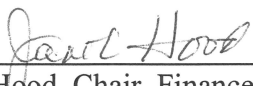
Employee Insurance Discussion, Cont'd

Ms. Leathers presented. She reviewed the previously discussed goals for the employee insurance program and the upcoming timeline. She also discussed potential IRT (Insurance Review Team) recommendations for 2025 and how they are related to the aforementioned goals. Mr. Cornille asked how the finance committee feels about these goals/ideas. Mr. Whitt shared his concerns about the QHDHP/PPO and cost containment. Discussion ensued. Mr. Crockett shared that he wants to prioritize being competitive over cost-sharing options. Ms. Hood referred to Mr. Lamb with some questions regarding employee turnover and exit survey data, and discussion ensued. Mr. Lamb also discussed how our salary and benefits compare to other community colleges. Ms. Hughs stated that she would prefer to prioritize being competitive with benefits. Ms. Ropp stated that she would like to incentivize the QHDHP and college's costs, while remaining "cautiously competitive". Ms. Hood would like to do cost sharing, design enhancements, and be competitive based on concerns about the future of the college's fiscal situation with declining enrollments and potential decrease in state and federal funding. Ms. Leathers continued her presentation, discussing the three primary cost-sharing measures and their foreseeable impacts. Discussion ensued.

ADJOURNMENT

Mr. Crockett moved to adjourn the meeting; Mr. Lamb seconded and the motion was approved.

The meeting was adjourned at 4:56 PM.



Janet Hood, Chair, Finance Committee



Tom Whitt, Member, Finance Committee