

Members Present:

Donna Bacon, Executive Director	MOBIUS Consortium Office
Valerie Darst, President/ 2012-2013	Moberly Area Community College
Stephanie DeClue, Secretary/ 2012-2013	William Jewell College
Mollie Dinwiddie, At-Large Member/ 2012-2015	University of Central Missouri
Cynthia Dudenhoffer, Vice-President/ 2012-2013	Central Methodist University
Wendy McGrane, At-Large Member/ 2012-2015	Missouri Southern State University
Susan Morrisroe, Special Library Representative/ 2011-2014	Missouri State Library
Sharon Upchurch, Academic Library Representative/ 2012-2013	Culver-Stockton College
Jim Cogswell, At-Large Member / 2011-2014	University of Missouri - Columbia
Margaret Conroy, State Librarian	Missouri State Library
Corrie Hutchinson, Treasurer / 2012-2013	Stephens College

- I. Call to order – Valerie Darst called the meeting to order at 9:57 a.m. Wendy McGrane moved to accept the agenda. Mollie Dinwiddie seconded. Agenda accepted.
- II. Bob Stephens, HR Consultant Presentation – Bob Stephens opened by relating his years of experience in the human resources business. Bob has been looking at medical plans and is waiting on the rollout of health care reform in Washington. Currently he is working on a MOBIUS retirement plan. He gave the Board an overview of retirement planning, including history and trends.

The MU plan is a defined benefit plan. According to Bob, this type of plan is expensive, easy to underfund, and difficult to administer. Bob stated that a defined contribution plan is much easier to administer, provides flexibility in employer and employee decisions, and easier budgetary planning. Bob is recommending that MOBIUS move from a defined benefit to a defined contribution plan. He is looking for the Board to approve the “shell” of the plan. That will allow Bob to explore options for later Board approval.

In Bob's proposed "shell," MOBIUS will write a plan and trust. The trust fund is the defined contribution plan. Each employee will have an account in the trust fund. The default retirement plan eligibility is 21 years old, have worked for 12 months or 1000 hours for MOBIUS. The entry dates would be January and July. The Board would determine if these defaults are acceptable or if we want to modify them.

Bob will also provide the shell with the following possible options:

Contribution types:

- Salary deferral – the employee moves a portion of their salary into the retirement account.
- Employer match – what the employer puts in to the plan. This requires the employee to pay in before matching can begin. The match is predefined so the organization can budget retirement matching costs at the beginning of each year. MOBIUS will have to determine the matching formula. The goal will be to get as close as possible to what the employees would have had if they had stayed with the MU plan. Currently, MU matches 1% up to \$50K, 2% after 50K. MOBIUS contributes 8.93% into the plan. We pay 33.87% for each employee for the total benefit package.
- Profit sharing – even though we are a non-profit, Bob says we can make a profit sharing contribution into the retirement account. It is a variable percentage of yearly wages. If we have excess money, we can put some into employee accounts.
- Rollover – Vested employees have the option to keep that money with the MU system or roll it over. If not vested, the employees will lose the matching funds once MOBIUS separates and will need to roll over their individual contribution.

Distribution options: retirement, death, disability, hardship, termination.

- Retirement: Normal (65 years old, 5 years of service); Early (55 years old and 6 years of service), lump sum, rollover, deferral.
- Death options: lump sum or installments.
- Disability options: lump sum, installments or rollover.
- Hardship: Home purchase, medical expense, tuition.
- Termination: lump sum, rollover, vested balance.

Bob asked the Board to endorse the proposed "shell" which would be a defined contribution plan.

The Board discussed the issue of vested vs. non-vested MOBIUS employees. Bob will discuss the issue with his partner to determine our options.

Mollie moved that we approve the “shell” proposal for a defined contribution plan as proposed by Bob Stephens. Cindy Dudenhoffer seconded. Motion approved. We will have a web discussion of the options in the next few weeks and then vote on the options at the August Board meeting.

- III. Memorandum of Understanding with Innovative – Donna Bacon spoke with Chris LeBlanc about the MOU. She told him that it would be easier if we skipped the MOU and moved straight to the Statement of Work. He agreed to do that. The SOW is not a contract in any way. The re-vote on the MOU will now not happen and the previous MOU is null and void.

Jim Cogswell stated his concern that we only have one vendor apply to MOBIUS each year for systems and services. He would like us to create a task force to intentionally explore relationships with other vendors. The Board discussed the pros and cons of creating this type of task force. Donna feels that III is well aware of the issues we and other large consortia face. She feels that the new leadership is much more responsive to our issues and customer service is much improved.

Cindy recommended that we give III six months to show that they are trying to address our issues. The Board discussed issues with Sierra and the issue of server hosting with III. Donna explained that it is difficult to determine if III's hosting pricing is competitive because we can't compare apples to apples with the current Swan server vs. the server III will provide.

Susan Morrisroe recommended that we formally state to the membership that we are continually looking at other systems. Donna stated that it is our responsibility to continually look at options for the consortium.

Valerie stated that by the August Board meeting we should have some kind of evidence that III is changing the way they operate. For the August Board meeting we will review actions from the SOW and results from the Swan hosting in order to make decisions about the future of our relationship with III.

Adjourn – Jim motioned to adjourn. Carrie seconded.