



Total Rewards Council

NOTES

DATE: April 2025

LOCATION:

MEETING PURPOSE			INSTITUTIONAL VALUES	
			<p><b>Excellence</b> – We deliver our very best as an employer, community partner, educator and workforce training provider for all of Kansas City.</p> <p><b>Learning</b> – We promote personal, professional and lifelong learning opportunities that positively impact lives and shape the Kansas City workforce.</p> <p><b>Equity</b> – Our institutional infrastructure fosters equity in employment and student learning and eliminates barriers to success for anyone.</p> <p><b>People</b> – People serve as the cornerstone of what we do and why we do it. We invest in employee development, intentionally recruit and retain a workforce that represents the communities we serve, and embrace individuals of all walks of life as valued members of the MCC Wolf Pack.</p> <p><b>Integrity</b> – We conduct ourselves transparently, ethically and in ways that honor the trust placed in us by our students, employees, and communities we serve</p>	
Time Allotted	Item	Item Description and Action Desired Inform, Solicit Input, Decide, Other	Item Outcome	Institutional Value Alignment
n/a	Volunteer-Specific Day (PTO)	Paid day to volunteer	Employees have the option to use approved personal days for events as this if they choose.	People Excellence
n/a	403b Plan Contribution Increase	403b Plan Contribution Increase	The Total Rewards Team is still conducting its analysis, which requires gathering information from other educational institutions that offer comparable pension plans.	People Excellence
n/a	Green Spaces at ACBP	ACBP employees	Wellness Coordinator and Facilities department are	People Excellence



		seek ideas for how to increase green space and/or opportunities to incorporate more movement into workday.	evaluating indoor and outdoor spaces to add equipment/furniture that would facilitate breaks/activity.	
n/a	Gym membership stipend/reimbursement	Faculty members seek wellness funds in lieu of onsite fitness centers.	<p>When we have evaluated this in the past, it has been cost-prohibitive due to limited wellness funds. Here's how we've worked to make physical well-being accessible:</p> <ol style="list-style-type: none"><li>1) Provided FitPros LIVE, which offers live and on-demand exercise classes.</li><li>2) Provided a quarterly fund for employees to receive one race registration paid for by the wellness fund, up to \$50 per person. Races/competitions must be physically – focused (run, swim, row, bike, etc.)</li><li>3) Added a monthly mover program, where employees can submit their steps/mileage or visit an MCC fitness center to receive wellness points to the wellness shop each month. We are evaluating how we could seamlessly incorporate other measurements of physical activity with this program.</li><li>4) Offered a corporate discount to Planet</li></ol>	People Excellence



			Fitness for employees to leverage, as well as gyms within the Active&Fit Direct program (YMCA, Crunch fitness, 24 hour Fitness, EoS fitness, Anytime Fitness, Snap Fitness) and other discounts through <a href="#">LifeMart</a> .	
n/a	Adult Sports Leagues/Teams	Faculty suggested the organization and involvement of employees in local adult rec leagues.	We are evaluating a pilot of this in the fall with KC Crew Leagues. We would seek captains for each sport, who would be responsible for recruitment and coordination of the activities (due to time constraints of WC contract). Employees would be responsible for their own registration fees; however, we would award a small wellness reward at the conclusion of the league. (500 points)	People
n/a	Baby goat yoga	Faculty suggested offering baby goat yoga	We will evaluate this for inclusion at our health fairs in the fall. In early research, most local farms do not travel with their goats. Instead, they host baby goat yoga at their own facility.	People