

Information Network of Kansas Board Meeting Minutes

November 2022 Special INK Board Meeting November 18, 2022

Opening

A special meeting of the INK Board was called to order via Zoom at 10:01 a.m. by INK Board Chair Tom Sloan. The following other members were present:

Lori Blake, representing the Kansas Association of School Boards
Kate Butler, representing the Kansas Bar Association
Mark Burghart, Secretary of Revenue
Jennifer Cook, representing the Secretary of State
Jim Haugh, representing the Secretary of Commerce
Glen Yancey, representing the Executive Branch Chief Executive Technology Officer

Others Present

Duncan Friend, Executive Director, Information Network of Kansas; Susan Mauch, INK Board Counsel; Nolan Jones, Kansas Information Consortium, LLC.

Friend prefaced the discussion by saying that he believed Yancey would handle the update, but there is no requirement by law for an agenda to be distributed and this is really a brief one item meeting, a report from the Personnel committee on what they believe are next steps after meeting with Syndeo and the approach to benefits.

Yancey reported that the committee had a good conversation with Syndeo, explaining that they asked them to provide them a copy of a contract that would reflect the changes in approach they had asked for. They were essentially to include setting up a 401K arrangement; engage health insurance on the private market with the idea that this could be provided as a stipend to an employee or an additional cash benefit they could use to acquire health insurance in the private marketplace. Yancey noted that Syndeo had two options available for setting up the 401K and he was going to defer to Mauch or Friend to help in further explaining those options. He thinks that the committee preferred an option where INK would be grouped with other employers for a 401K rather than set up one for INK individually, and he felt they were at a point where they wanted approval of the direction by the board at-large, so they could continue down the road with Syndeo. Yancey deferred to Mauch, who then talked about the liability differences between the two approaches generally for working with Syndeo.

The PEO, Professional Employer Organization, is an IRS-recognized relationship where they function like a co-employer. The bigger idea is that INK would not have to pay to set up the structure for the 401K. They also take on the liability for the tax timelines. There was further discussion of these options and explanation. Friend noted that they also could address Workers Compensation and to start their process, they would have to get them a form – either INK would do it or they would do it. But, Friend indicated he wasn't sure how it was left with Syndeo regarding who had the next steps on health insurance. Yancey responded that they'd talked about the potential of using the Healthcare Exchange for employees to purchase their own insurance, and Syndeo indicated they had worked with employers that had done that. He confirmed his understanding that Syndeo was not offering group health insurance. The other difference as Friend understood it was that some things could get reported under Syndeo's Tax ID and some under INK's – which was OK, as long as Mauch knew about it and agreed. Yancey understood it would all be under Syndeo's Tax ID.

Sloan asked if either Cook or Haugh had anything to add. Cook responded that what Syndeo had outlined made sense in terms of them taking on the liability. Haugh had no comment as he was not on the committee. Butler agreed – she thought the PEO made the most sense – but she didn't really have anything else to add.

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Action Taken: Yancey moved that they would approve pursuing the Professional Employer Organization route with Syndeo that had been described earlier and direct Friend and legal counsel to pursue negotiations with Syndeo to finalize contract language to enable that. Haugh seconded. Sloan asked if there was discussion. Friend asked Mauch if she had everything she needed out of that motion to proceed – she felt she did. The motion was approved unanimously.

Friend said his goal would be to get the contract back to the Board as soon as they could, but they were pretty dependent on Syndeo for that. They would proceed with all due speed, but it has been a week since they met with them, so it may take a little while to turn it around. He understood they wanted to get it done – they did get to the point of a contract Syndeo had approved for the other method, but it was a matter of doing this version.

Yancey then reminded the Board members that if they had interest in a leadership position, they should send an email expressing interest to either him, Cook, or Haugh.

Blake then told the Board that she planned to resign in January as soon as they could transition officers. Hopefully the position will be filled by then, but she had committed through September and now needed to turn her attention to her duties there in Salina.

Friend indicated he was in dialog with the Governor's appointments office and would reach out again with this information to inquire on status. He would pass on the pending election, and also indicated he'd informed Krauss that the nomination committee was seeking nominations.

Adjournment: Yancey moved to adjourn at 10:20 a.m. The motion was approved unanimously.