UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of November 20, 2014 (12:00 – 1:45, Altgeld 212)

The meeting was called to order at 12:03 by Terry Borg, Committee Chair.

Members present: Terry Borg, Brian May, Brian Mackie, John Hulseberg, Celeste Latham, Liz Guess, Murali Krishnamurthi, Samantha McCarron, Sherilynn Spear, George Slotsve

I. Approved Agenda with no corrections. Motioned by Slotsve, seconded by McCarron.
II. Approved minutes from 10/16/14 meeting with no corrections. Motioned by Slotsve, seconded by Hulseberg
III. Old Business:
   a. Benefits Update (Latham and Guess)
      i. Pension – SURS representatives are hearing in Retirement counseling sessions that the change to pensions would not be effective until 7/1/15.
         1. The new Money Purchase formula would not take effect until 1/24/16
         2. Human Resources is consulting with SURS on what will happen to those faculty/staff who have already made retirement decisions. HR is also consulting with SURS on what publicity will surround the new dates
      ii. Affordable Care Act (ACA) for less than full-time employees – No update available
      iii. CMS Dependent Audit – No update on when audit will take place
      iv. Metra Pre-tax Transit Benefits Proposal – there is continuing conversation with Bill Pittney. It is the University Benefits Committee’s desire that a cost/benefit analysis be conducted.
         1. ACTION ITEM: Need to check into potential for increased bus service to/from Elburn
         2. Feedback is needed on the real level of interest in utilizing the program
         3. ACTION ITEM: Check into ability to purchase a parking pass at Elburn station. Maybe there is a group rate, could be pre-tax, or other discounts if sufficient level of interest.
      v. Disability Resource Center/HR Accommodations Usage Report – will be tabled until January 29th meeting
      vi. Other
         1. Discussed availability to payroll deduct gym membership dues. This deduction would not be pre-tax. If any employees are interested, a group of at least 25 faculty/staff is needed to begin the deduction. Contact HR for details.
         2. CMS offers a “Wellness Benefit”. Latham will investigate and report at next meeting.
         3. The elective deferral (contribution) limit for employees who participate in 403(b) has increased from $17,500 to $18,000 for 2015. Reference: http://www.irs.gov/uac/Newsroom/IRS-Announces-2015-Pension-Plan-Limitations;-Taxpayers-May-Contribute-up-to-$18,000-to-their-401(k)-plans-in-2015
   b. Annuittants Association Report (Spear)
      i. The Benefits Choice Period (only for Medicare eligible individuals) is October 15th through December 1st. The Dental benefits choice period is different – July of each year. There is an issue with deductibles if joining before July of a given year. This gap
exists because of the Medicare and regular insurance cycles. Deductibles will only be an issue during the first year of enrollment. Many annuitants or those making decisions are not aware of this issue.

ii. Spear quickly mentioned the differences between SURS and SUAA.

iii. Email for annuitants – will annuitants have access to email after conversion to Outlook? Yes, but the access will not be within the Outlook program. The software that annuitants will use has not yet been determined. Spear will ask for an update for the next meeting.

iv. No action on pensions. As of meeting, it is thought that insurance premiums that were deducted from pensions may be refunded to annuitants.

c. Employee Morale
   i. ACTION ITEM: Borg will communicate a request for a survey and subsequent report with Faculty Senate, Operating Staff Council, and SPS Council. University Benefits Committee will then draw conclusions from reports and potentially make a recommendation to President Baker.
   ii. Operating Staff Council – an ad hoc committee will meet (chaired by Hulseberg) to discuss employee morale. The committee will discuss the best way to approach the request for a survey and report.
   iii. SPS Council – feedback from the survey is still being reviewed.
   iv. Faculty Senate – They are working with President Baker to find a place for a faculty “club”. There is a small committee to assist with the search. The “club” would ideally be a lounge with computers or computer access, as well as a safe space to socialize and freely discuss ideas and issues.

d. Dual Career Issues (from PCSW)
   i. Again tabled until future meeting. No update yet.

IV. New Business:
   a. Spring 2015 Meeting Schedule
      i. UBC will continue to meet on scheduled Thursdays from 12-2pm. Location TBD.
      ii. Meeting dates: January 29th, March 5th, and April 23rd.

Meeting adjourned at 1:40 p.m. Motioned by Slotsve, seconded by Mackie.