UNIVERSITY BENEFITS COMMITTEE
MINUTES for the meeting of November 5, 2015

The meeting was called to order at 2:01 by Terry Borg, Committee Chair.

Members present: Terry Borg, Celeste Latham, Mary Wyizard, Murali Krishnamurthi, John Hulseberg, Liz Guess, Samantha McCarron, Sherilynn Spear, George Slotsve, Wendell Johnson, and Therese Arado

I. Agenda Additions/Approval: John Hulseberg requested that Holiday Schedule be included in the agenda under New Business. Samantha McCarron moved, and John Hulseberg seconded, approval of the amended agenda. The motion was approved unanimously.

II. Minutes Approval from October 1, 2015 Meeting: Wendell Johnson moved, and Therese Arado seconded approval of the minutes. The motion was approved unanimously.

III. Old Business:
   a. Benefits Update (Latham and Guess)
      i. Pension – HR is monitoring retirements based on the change to the money purchase formula, which is effective 1/4/16. HR plans to continue with messaging to current employees and encouraging faculty & staff to use the retirement calculator on the SURS website to determine if affected by changes.
      ii. CMS Dependent Audit – The deadline to submit documents for audit was 10/30/15. CMS sent letters to non-compliers indicating a short grace period to still submit documents, after which dependent coverage will be dropped on 11/30/15. If a dependent’s coverage is dropped, there will be a reinstatement period and an appeal period. NIU will not know full campus impact of audit until after the New Year.
         1. Prudential Long-term Disability – There is currently open enrollment for Prudential Long Term disability insurance
      iii. NIU will offer a new Roth 457 supplemental retirement plan in January, to be effective 1/1/2016. The plan will be with T. Rowe Price.
      iv. IRS limits – The elective deferral (contribution) limit for employees who participate in 403(b) will remain unchanged in 2016 at $18,000. Reference: https://www.irs.gov/uac/Newsroom/IRS-Announces-2016-Pension-Plan-Limitations%3B-401(k)-Contribution-Limit-Remains-Unchanged-at-%2418,000-for-2016
      v. Affordable Care Act – HR is working on campus notifications to be distributed by 1/31/16. Employee W2’s will still be distributed normally, but Insurance form will come from NIU and one from CMS/Insurance provider.
         1. Messaging to employees will be important regarding which forms will be needed for tax purposes.
         2. W2’s are distributed via campus mail for active employees, and sent to home address for non-active employees.
   vi. Other
      1. Murali Krishnamurthi gave a special thanks to Latham and Guess for their knowledge and contributions. He also reminded employees to check on their beneficiaries and update as needed.
      2. Newly designed HR site to have a “Life Events” section, which is intended to help employees navigate the processes needed for events like marriage, birth of a child, illness, or retirement.
b. Annuitants Association Report (Spear)
   i. The Annuitants Association is continuing to make a big push for new members. A larger number of members helps AA have more leverage with SUAA.

c. Employee Morale and Workload
   i. No updates at this time

d. Dual Career
   i. Sheri is researching dual career issues to see if there is any information that pertains to NIU. She will work on a draft policy if there is interest. Having a dual career policy may help to attract and retain talent.

IV. New Business:
   i. Medical/Dental Provider Issues – PPO’s and OAP’s are the providers most affected by the state budget because the state is not legally authorized to pay the providers without a budget. Based on quick, informal survey of the UBC members, there does not appear to yet be an issue with providers refusing service or payment up front.
   ii. Holiday Schedule – December 21-23, staff can use vacation benefits or deduct time. UBC will put “Holiday Schedule” on future September agenda, to be discussed before the subsequent year University holiday schedule is set.

V. Next meeting: February 4, 2016, 2-4 PM, Altgeld 212

Adjournment: Wendell Johnson moved to adjourn, with the second from Sherilynn Spear. The motion to adjourn was approved unanimously. Meeting adjourned at 3:09 PM.

Minutes prepared and respectfully submitted by Samantha McCarron, UBC Secretary