**UNIVERSITY BENEFITS COMMITTEE**

**Minutes**

**November 7, 2024 – 1:00 – 2:00 p.m.**

**Via Teams**

In Attendance:  Terry Borg, John Boswell, William Goldenberg, Liz Guess, Cindy Kozumplik, Michael Kushnick

1. Call to Order - 1pm
2. Introduction of Members/Guests
3. Agenda Additions/Approval
4. Constituent Reports
5. Annuitants Association
6. Annuitants access to Announcements and NIU Today
   * + 1. Link to opt in - <https://enroll.niu.edu/register/employeeoptin>
7. SPS
8. No report
9. Operating Staff
   * 1. No report
10. Faculty
11. No report
12. Provost’s Office
13. No report
14. Human Resources
15. Fair Labor Standards Act – university monitoring
16. Minimum Wage to $15 on 1/1/25
17. 403(b) limits 2025
18. Secure Act 2.0
19. State legislation around increased benefits to SURS Tier II
20. Federal legislation around elimination of Windfall Provisions
21. Recommendation
    * + 1. Limits on HR website 2023
        2. Clarify that an employee can be enrolled in both 403(b) and 457(b)
22. Old Business
23. New Business
24. Announcements
25. Adjournment - 2pm