

Employee Benefits Committee Meeting Minutes

October 20, 2015 10:00-11:30 AM

Room 100 Hardyman – Windstream Solutions Center

Presiding: Harris, Bill, Chair, EBC

Present:

Sigler, Pam, Program of Staff Development
Ellis, Christy, UK Athletics
Sizemore, Stephen, Library Administration
Matuszak, Stella, Arts and Sciences
Ross, Deb, Auxiliary Services – on behalf of Sarah Nikirk
Susan Campbell-Agriculture Cooperative Extension

Ex Officio:
Smith, Ann, Chief Administrative Officer
Carroll, Shannon, University Legal Office
Wilson, Kimberly, VP Human Resources
Payne, Joey, Chief Benefits Director
Carbol, Gail, Benefits Manager

Recorder: Gail Carbol, Benefits Manager

Agenda Item & Speaker	REPORT	ACTION
Call to order – Bill Harris	Mr. Harris called the meeting to order at 10:00 am.	No action needed.
October 20 , 2015 Minutes - Bill Harris	Mr. Harris asked for review and approval of minutes. Ann Smith motioned for approval, seconded by Stephen Sizemore.	Approved
Retirement Subcommittee Report - Joey Payne	<p>Mr. Payne reviewed the recent changes and unique features of the UK Retirement Plans and discussed a proposal for a cap on Registered Investment Advisor (RIA) fees. Mr. Payne requested an endorsement of the cap from the committee. Pam Sigler motioned to endorse the cap, Christy Ellis seconded. The following information was provided to the group:</p> <p>The cap would permit 1% to be deducted from an employee’s UK Retirement Account annually to pay RIA fees, to be measured quarterly. Currently, UK employees are eligible to meet with Financial Advisors from TIAA-CREF and Fidelity for free. Participants would be eligible to pay RIA fees directly to the advisor for any amount over the permitted 1%. Ms. Smith asked how we would communicate the change. Mr. Payne explained that we would send letters to the employees and the advisors, as well as hold town halls to receive feedback prior to final approval.</p> <p>Mr. Payne discussed the unique features of the UK Retirement Plans. This includes the mandatory 5% contribution, the multiple voluntary retirement plans to continue contributions, and the 457(b) voluntary savings plan that is not available everywhere.</p>	Committee Endorsement of RIA cap approved.
Affordable Care Act Update – Joey Payne	Mr. Payne reviewed the enrollments due to the Affordable Care Act (ACA). Currently, 310 employees have enrolled in a health plan due to gaining the ACA employer health credit. 247 of those employees are enrolled in single coverage. This means roughly 30% of the employees who gained the employer health	No action needed.

Agenda Item & Speaker	REPORT	ACTION
	<p>credit have enrolled in a health plan. Mr. Payne explained this is generally about what was expected. Survey data showed that between 0%-20% would enroll due to gaining the ACA employer health credit, but since our single health plan premiums are so low, we expected it to be slightly higher.</p> <p>Mr. Payne explained the new tax forms that would have to be mailed to employees to prove health coverage. The 1095-Ts must be mailed in year one, but employees may elect to receive the forms electronically after the initial year.</p>	
<p>News from UK's Financial Well-Being Officer – Todd Macaulay</p>	<p>Mr. Macaulay introduced himself and explained his background in finance. Mr. Macaulay then explained the definition of and the influences that impact Financial Well-Being. Mr. Macaulay explained that as a starting point at UK we will be focusing on demographic groups, currently segmented by age, but that other segments would begin in the future.</p> <p>Mr. Macaulay would like to begin Retirement Income Planning by rolling out the framework and reaching out to employees about budgeting, income options, and what the next step is. He will also be setting up workshops focusing on different aspects of Financial Well-Being. Mr. Payne said we would try to set up these workshops through Training and Development, for groups of 30 or less, for employees and their spouses.</p> <p>Ms. Smith asked if Mr. Macaulay works with retirees as well. He explained that currently our focus is on employees, but eventually he would like to expand to focus on a broader group and help create Financial Well-Being for Kentucky as a whole. Ms. Smith then asked if he would come train with departments and recommended setting up manager training in order to set the managers up to inform new hires. Mr. Macaulay agreed this was a good idea and will attempt to set up more departmental trainings as requested.</p>	<p>No action needed.</p>
<p>Meeting convened-Bill Harris</p>	<p>Mr. Harris ended the meeting at 11:30 am.</p>	<p>No action needed.</p>