

# **Employee Benefits Committee Minutes**

## **March 12, 2014**

**Present:** Amanda Grose Cannoy, Yohna Chambers, Anne Zajac, Pat Rodgers, Kim Dulaney, Donna Raines, Godmar Back, Brad Klein, Angela King, Monica Mathena

### **Call to Order**

Amanda Grose Cannoy called the meeting to order at 1:05pm

### **Aflac and Legal Resources**

Human Resources are moving forward with Aflac and Legal Resources. Both are optional benefits and employees make their own decisions as to whether they want to enroll.

Roll out of both benefits is scheduled for October 1, 2014.

Human Resources will prepare a "communication plan" (decision aid for employees) for the next meeting. Communication plan ideas: email, micro-site, on-site representatives, comparison of benefits. Implementation date is October 1, 2014. Rebecca Morris will be a resource for additional technical information. Draft of communication plan will be sent to Benefits Committee members no later than one week before April meeting, for review.

Formal communication sent to employees during August and September, since effective date is October 1, 2014.

If enrolled employees have questions:

Basic questions - contact Human Resources

In-depth questions – contact vendor

\*Human Resources cannot advise on AFLAC and Legal Resources

Aflac top three claims: Accident, Cancer, Critical Care

### **Additional Items**

#### **Hybrid Plan**

Few employees have made inquiries about the Hybrid Plan. Employees respond it's not worth their time.

VRS awaiting legislative action for vesting schedules of Defined Contribution Plan for transfers.

#### **Retirement Vendors**

Fidelity and TIAA-CREF offer free counseling via phone or with a representative on campus.

### **Adjournment**

Amanda Grose Cannoy called for the meeting to adjourn at 1:33 p.m.