

Employee Benefits Committee

December 14, 2016 Meeting

2:00 PM - NEC Room 3600

Attendees: Dwight Viehland, Kirk Wehner, Godmar Back, Danette Poole, Tami Watson, and Brad Klein

The meeting was called to order at 2:05 PM.

Dwight Viehland welcomed the members and reviewed the minutes from the last meeting. No corrections.

Old business:

Kirk Wehner discussed an upcoming January 6th meeting in which the phased retirement proposal by Jack Finney will be presented. The hope is to present to the Board of Visitors this summer. This proposal will address medical insurance costs if under 65 and would apply to faculty at this point to allow full medical coverage even if part-time (50-75% FTE) to allow the phased retirement. Kirk does not have details as to what is included in the proposal and any proposal would have to go through the governance procedure.

New business:

Dwight Viehland discussed the tax change proposal that would allow the opportunity to change to ROTH account and go with new tax rate. The details of any changes that may occur are not known at this time, however, will continue to monitor. Any changes would require a change to the IRS tax code.

Dwight additionally provided a handout of the long-term care information included on the VT News this morning and requested more information on the article. Kirk verified the information was just recently provided to Virginia Tech and the long-term care policy changes go through the state benefits office. Genworth will no longer be providing the long-term care policy enrollment and employees have until December 31st to opt in or out of the policy and must work directly with Genworth. The state of Virginia is reviewing the long-term care options and no decision has been made in regards to continuing the benefit or selecting a new vendor. Discussion continued regarding the number of participants from Virginia Tech, what the rates are for employees for the coverage and why the information was not shared earlier. Kirk did not have the statistics on participants or rates since the employees work directly with Genworth. Employees are encouraged to get advice from a financial advisor regarding selecting long-term care coverage and there is no open enrollment period. Virginia Tech obtained the information from the state in December and the information was forwarded to the employees through the VT News quickly since the deadline to enroll in Genworth is December 31st. We do not have any other details of how the state will handle this benefit in the future.

Dwight provided a handout of retirement planning website and requested that human resources initiate more interactive website for employees. Kirk stated the human resources website is currently being evaluated, updated/changed regarding format and content. The request was made to outline the benefits in more detail, how the benefits complement each other, have real-time information available and improved communication and awareness on a continuous basis.

The suggestion of having more investment options available in the optional retirement plans was requested by Dwight Viehland. He mentioned there were previously hundreds of investment funds/options and now there are only twelve. Kirk stated the 403b and 457 plans do have options. Dwight requested Kirk provide a breakdown of the average employee contribution. He also made the recommendation of providing an end of the year statement for the various retirement plans and participation.

Dwight Viehland with the assistance of Godmar Back drafted a memo (handout) from the benefits committee to be forwarded to the administration regarding the need for more childcare facilities for employees and students. Correction needs to be made on the memo in regards to meeting with Rainbow Riders – the committee did not meet with representatives from Rainbow Riders. Discussion included the fact that in the College of Engineering, the deans decide which employees are selected to receive the childcare from Rainbow Riders.

The meeting was adjourned at 3:10 PM.

Next meeting scheduled for 4:00 PM on Wednesday, January 25, 2017 in NEC Room 3600