

Report from the Faculty Senate Welfare Committee
Marco Ciocca, Chair
Faculty Senate
Tuesday, November 24, 2009 report

The committee met on November 23, 2009.

Several items were discussed, starting with the joint meeting with the University Benefits committee of November 4.

Here are the main points of November 4 meeting of the Benefits committee:

Open Enrollment Update:

65% employees completed online enrollment (788 assisted and 738 self enrolled). Last year only 36% employees enrolled online. Positive feedback was received about the new dental plan. Only 2% employees waived the dental benefit due to being covered by spouses elsewhere. Dental cards will be ordered for all participants.

Flex Spending Accounts

The participation on the Flex Spending Account (FSA) for health expenditures is still low at 30%. We need people in leadership roles to set example by using FSA and encourage people to attend the Benefits Expo. We need more consumer education on the FSA plans. Besides the tax savings by the individual (\$ amounts set aside is before taxes, thus reducing the taxable amount), the University as a whole would save on the FICA amount as well. At ECU, there are 665 participants in the FSA. Based on elections, the estimated employer and employee FICA savings are \$68,965.

Select Home Delivery:

Express Scripts provides our prescription benefits and they will be implementing a prescription home-delivering program, using emails and letters instead of phone calls. The Benefits Office will send out educational communications to employees prior to the Select Home Delivery campaign beginning.

Implementation of Select Home Delivery will begin 1 Jan 2010, provided the Benefits office has educated employees up front about the program.

Pension Protection Act 2006, New Requirements:

All 403b plans (supplemental retirement plans) must meet new compliance standards, similar to ERISA governed plans, meaning they must conduct annual audits, post plan summaries and assure fiduciary responsibilities. All providers are compliant except two, American Funds and Prudential. Twenty-six employees currently participate in these plans and will be affected due to the new requirements. These employees will be notified that ECU can no longer do business with these funds, meaning they can no longer contribute new money into them. They can roll their funds over or choose a new supplemental retirement fund that is compliant.

In the Faculty Welfare meeting of November 23, the issue of faculty morale was also discussed.

Morale of the Faculty at ECU

The Welfare committee is aware of the difficult economical situation, and understands that there are morale issues in the faculty at large. In the interest of eliciting the most faculty input without running *another* survey,

we ask the senators (and will do so likewise with the faculty at large through a posting on EKU Today) for suggestion on how provide recognition and personal satisfaction to faculty with little or no cost. Possibilities the committee discussed were memberships to the Fitness and Wellness center or perhaps special parking accommodations. Please send any ideas and suggestion to the Chair of the committee. We will tabulate suggestions and report at the next Faculty Senate Meeting.

Respectfully submitted

Marco Ciocca, November 14, 2009