

MINUTES

BENEFITS COMMITTEE

July 31, 2020

ATTENDEES: Phil Phillips, Connie Horton, Lauren Cosentino, Lee Kats, Hung Le, Rick Marrs, Matthew Midura, Nicolle Taylor, Maretno Agus Harjoto, Larry Bumgardner, Marc Goodman, Donna Nofziger, Gary Hanson, Pete Peterson, and Joseph Fritsch

ABSENT: Danny Dewalt and Michael Feltner

GUEST: Jim Gash

Together, the University Management and Retirement Plan Committees form the Benefits Committee.

I. BENEFITS COMMITTEE CALL TO ORDER:

Chief Operating Officer Phil Phillips called the Benefits Committee meeting to order. The meeting was held via Zoom on Friday, July 31, 2020. Committee member Lauren Cosentino opened in prayer.

II. JULY 16, 2020 MEETING MINUTES

Upon the motion duly made and seconded, the Benefits Committee Minutes of the July 16, 2020 meeting were approved.

III. RETIREMENT MATCH SUSPENSION - Action Requested

Vice President Lauren Cosentino and Chief Financial Officer Greg Ramirez sought approval to suspend the University's 6% retirement contribution match as a cost optimization measure to mitigate the anticipated COVID-19-related revenue losses. Chief Financial Officer Ramirez explained the savings from the proposed retirement match suspension would have roughly a 10%-12% impact on the anticipated \$60 million exposure due to revenue losses and other exposures related to COVID-19. This exposure includes housing revenue losses for the Fall 2020 term. The proposal will not affect the University's initial 4% contribution to employees. The Committee discussed the University's current and past budget status to frame the recommendation to suspend the retirement match. If approved, the suspension of the retirement match would affect 1,347 employees and will take effect on the second pay cycle in August 2020. Chief Financial Officer Ramirez explained the goal of this cost optimization measure is to minimize the impact on employees while addressing the anticipated deficit.

A motion was seconded and approved to suspend the University's 6% matching contribution for fiscal year 2021. However, the Committee agreed to gather again in six months to review conditions related to this measure and respond accordingly.

IV. ADJOURNMENT

There being no further business, the meeting was adjourned.