

Senate Fringe Benefits Committee Meeting January 27, 2025

**Dental Insurance:** Committee members have looked at dental plans at several other institutions and find that typically there are university contributions to the dental plan – sometimes as much as 75% is contributed by the university. The committee believes that the university should consider restoring its contribution to our dental plan.

**Daycare:** We encourage families with complaints or suggestions about our KinderCare Daycare Center to bring them to Yshekia Harris (the Director) or to Mary Lucal, HR CEO. Members of our Senate Fringe Benefits Committee are interested in learning how the Center is working for families.

**High deductible insurance and health care savings account (HSA):** There are faculty and staff who remain interested in this option, which the university continues to study.

**Pay-branded health insurance premiums:** There has been some interest in health insurance rates that are dependent upon compensation. The university is studying this issue.

**Specialists within the Atrium-Wake Forest Baptist network:** Are there currently an adequate number of specialists with this network? Has the number of specialists increased?

**Understanding the health care insurance deficit last year:** WFU health care costs were significantly above budget in the last fiscal year. Having completed the fiscal year, is there any further understanding of the cause of the deficit?

**Carolina Behavioral Health transition:** Were faculty/staff with CBH providers able to find providers in the Aetna network?

**Stop loss insurance:** An RFP for stop loss insurance providers was conducted this past fall. Is there an update on stop loss insurance?

**Retirement contributions as Roth contributions:** We received a request that the Faculty Senate Fringe Benefits Committee consider lobbying HR to allow employees to have the university designate retirement contributions as Roth (post-tax) contributions. Section 604 of the SECURE 2.0 act, which came into effect at the end of 2022, allows employees to request to have nonelective (employer) contributions designated as Roth contributions. We asked HR for information on this option.

**HR responded to this request:** “We know that there has been some interest in the option to treat employer retirement plan contributions on a post-tax (Roth option) basis. WFU has been monitoring both the required and optional provisions of SECURE 2.0 in consultation with CAPTRUST, TIAA, ERISA counsel, and our retirement plan fiduciaries.

The bottom line is that TIAA has not implemented Section 604, which is an optional provision. Additionally, CAPTRUST (our Retirement Plan Consultant) confirmed that none of their clients have implemented this provision and they are not aware of a major recordkeeper offering it. Record

keepers have been focused on the mandatory provisions, followed by the optional provisions that are in the highest demand and/or have not required additional guidance. Based on TIAA's survey results, there has been little or no interest broadly from their clients in implementing Section 604. We will continue to monitor this ongoing.

There are a few things in the works that may be worth noting. We are considering a pre-tax in-plan conversion to Roth option for retirement contributions. Also, SECURE 2.0 Section 603 (voluntary catch-up contributions designated as Roth) is slated to take effect January 1, 2026. That being said, there is potential for it to be deferred, but we will continue planning for that implementation."

**The full University Fringe Benefits Committee meets Wed. February 19, 2025.**

**Senate Fringe Benefits Committee:**

Emily Austin, Simone Carone, Sarah Morath, Ellen Kirkman (chair)

February 7, 2025