

DRAFT MINUTES OF THE HUMAN RESOURCES COMMITTEE
University of Kentucky Board of Trustees
Tuesday, June 8, 2010, 10:30 A.M.
Room C – 18th Floor Patterson Office Tower

Mr. McCorvey chaired the Human Resources Committee Meeting in Mr. Roberts' absence due to military duty. Mr. McCorvey called the meeting to order at 10:30a.m.

Committee Members Present:

Everett McCorvey, Frank Shoop, Robynn Pease, Ernest Yanarella

Approval of Minutes

The minutes of the October 27, 2009, Human Resources Committee meeting were approved as presented.

HRCR 1 – Proposed Revision to Administrative Regulation: University of Kentucky Retirement Plan

Mr. McCorvey read the recommendation that the Board of Trustees approve changes to the University of Kentucky Administrative Regulation (AR) 3:1, University of Kentucky Retirement Plan. Changes to this AR include elimination of the old "Group I, II, and III" personnel language, which is no longer relevant to any current employees, and further clarification of procedures for contributions for employees on leave. These changes will also reduce the AR to the "basic" tenets for the retirement plan by removing items that are now included in the official "plan documents" for each retirement plan and that are governed by the plan carriers and federal law.

Background: The University retirement plan has been defined in AR 3:1 and has been updated at least annually to reflect changes in Internal Revenue Code (IRC) regulations and other minor plan modifications (e.g. retirement plan loans) that are normally documented in "plan documents." Now that the law has changed, each retirement plan has a separate plan document; thus, the AR can be edited to reflect the higher-level tenets of the plans, which will not require continuous AR approval. The only substantive change in this revision is the inclusion of language which permits employees on scholarly leave to make-up retirement contributions and receive the university match when they return from leave. All other changes are in structure or form to reflect the current practice and administration of the retirement benefits.

Mr. Butler stated normally changes to administrative regulations are not brought to the Board for review and approval; however, changes to retirement benefits/plans historically have been brought to the June Board meeting for updates. This timing coincides with the changes all our carriers and third parties encounter regarding regulations. We are asking the committee for their review and approval of these changes to bring the language up to date with outside requirements the university has in order to have our plan documents current.

Mr. McCorvey reported the revision to the retirement plan has been reviewed and endorsed by the Senate Council and the Provost and the university supports this recommendation.

Mr. Shoop moved to approve the recommendation; the motion was seconded by Ms. Pease and passed with no opposition.

Mr. McCorvey thanked Mr. Yanarella for his work on the HR committee and all that he has been doing for the university and for the Board of Trustees. He stated that we look forward to Mr. Yanarella's continued participation in the life of the faculty and as he continues to do his research.

Mr. Yanarella said it was a pleasure to work with Mr. McCorvey and also with Robynn Pease among the elected members of the Board. He stated he had really developed some strong friendships and great affections for people on the Board and, believe it or not, even more respect for the work of administrators. Mr. Butler asked this statement be included in the minutes.

Mr. McCorvey—also thanked Robynn Pease as this is her last meeting. He remarked that it had been a wonderful year having her on the Board. He stated that Ms. Pease has been a tremendous representative for the staff and has brought many important issues to the table and has discussed them and vetted them thoroughly and has made sure the staff was informed. On behalf of the Board of Trustees he thanked her for her work.

There being no other business to come before the committee, Mr. McCorvey asked for a motion to adjourn. Mr. Shoop moved the meeting be adjourned, seconded by Mr. Yanarella, motion carried. The meeting adjourned at 10:36a.m.

Respectfully submitted,
Mary Carol Plambeck