

Senate Meeting Agenda 6 March 2024

Meeting Link: [Senate Zoom Link](#).

Name	Div/Term	Name	Div/Term	Name	Div/Term
Lori Clark (President)	2022-2024	Margaret LeMoyne	HP/MSE 2022-2024	Diane Flahaven	UAF2, HP/MSE 2022-2024
Stacey Shah (1st VP, ARIT/ABEC)	2022-2024	Chris Cunningham (Parliamentarian)	HP/MSE 2022-2024	Tara Latto	UAF2, HP/MSE 2022-2024
Jessica Carpenter (Social Media Coordinator)	CABS 2022-2024	Luis Martinez	HP/MSE 2022-2024	Terri Birch (2 <sup>nd</sup> VP, Membership)	UAF2, LVPA 2022-2024
Ryan Kerr (Chief Negotiator)	CABS 2023-2025	Kimberly Tarver	HP/MSE 2022-2024	Amanda Smothers (3 <sup>rd</sup> VP)	UAF2, CABS 2023-2025
Ruby Sanny	CABS 2023-2025	VACANT	HP/MSE	Janice Petit- Sollenberger	UAF2, LVPA 2022-2024
Patrick Gordon	SBCT 2022-2024	Les McTighe	LVPA 2023-2025	Tammy Ray (Webmaster)	UAF2, SBCT 2023-2025
Clark Hallpike	SBCT 2022-2024	Susan Robinson	LVPA 2023-2025	Jason Walczak	UAF2, SBCT 2022-2024
Dave Reich	SBCT 2023-2025	Steve Wood (Treasurer)	NON-VOTING 2022- 2024	Lisa Del Giudice (Communications Liaison)	UAF1 2023-2025
		Laura Haske (Secretary)	NON-VOTING 2022-2024		

ATTENDANCE

VISITORS

## ANNOUNCEMENTS

- Congratulations to ECC Faculty who were nominated for the Orrin G. Thompson Teaching Excellence Award:
  - Ignacio Alvarez-Garcia, Associate Professor II of Spanish
  - Timothy Anderson, Professor I of Communication Studies
  - Shawn Batka, Business Unit Adjunct I Faculty
  - Rita Braun, Human Services Adjunct Faculty
  - Drew Beck, Instructor of Certified Recovery Support Specialist Program
  - Kellen Bolt, Assistant Professor II of English
  - Jennifer Clark, English Unit Adjunct Faculty
  - Chuck Dakarian, Associate Professor I of Biology
  - Heidi Eaton, Professor II of Computer Information Sciences
  - Maureen Gray, Assistant Professor I of Psychology
  - Chasity Gunn, Assistant Professor I of English
  - Jeffrey Hallgren, Art Unit Adjunct Faculty
  - Clark Hallpike, Professor II of Business
  - Lisa Hodson, Instructor of Nursing
  - Liddy Hope, Assistant Professor II of Human Services
  - Daniel Josh, Associate Professor I of Visual Arts
  - Mike Marin, Instructor of HVAC
  - Luis Martinez, Professor II of Biology
  - John Mravik, Associate Professor II of English
  - Dawn Munson, Professor II of Education
  - Bob Price, Human Services Unit Adjunct I Faculty
  - Chris Purdy, Assistant Professor I of Mathematics
  - Todd Ramljak, Associate Professor I of Criminal Justice
  - Manuel Salgado, Professor II of Psychology
  - John Sander, Emergency Services Unit Adjunct I Faculty
  - Brian Thompson, Emergency Services Unit Adjunct Faculty
  - Umberto Tinajero, Instructor of IMT / CIM
  - Nicholas Uscila, Communication Studies Unit Adjunct Faculty
  - Arturo Vazquez, Professor II of Psychology
  - Lucas Wagner, Instructor of Culinary Arts & Hospitality
  - Chrystie Wojcik, Professor I of Culinary Arts & Hospitality
- AI Resistant Assistants
  - Dr. Amanda Hirsch wrote an interesting and informative article on how to make assignments resistant to AI. Here is a link to the article: <https://citl.news.niu.edu/2024/02/28/generative-ai-resistant-assignments/>
- Achieving the Dream Coaches Visit
  - Friday, April 19, 10:00-11:00 am
  - <https://elgin-edu.zoom.us/j/98050076086>

## REPORTS

- **SECRETARY'S REPORT: LAURA HASKE**
  - Approval minutes from 21 February 2024
- **TREASURER'S REPORT: STEVE "WOODY" WOOD**
- **PRESIDENT'S REPORT: LORI CLARK**
  - Attended Grievance Meeting
  - Met with Peggy Heinrich and Anthony Ray. Topics included: Testing Center Form, Nursing Compensation for Training
  - Met with Dr. Sam. Topics included: President's Taskforce, Aspen Award, 75<sup>th</sup> Anniversary
- **1<sup>ST</sup> VICE-PRESIDENT'S REPORT: STACEY SHAH**
  - Attended VP/CHRO/ECCFA Meeting (Topics Included: Dual Credit)
  - Approved Overloads
  - Fielded Emails
- **2<sup>ND</sup> VICE-PRESIDENT'S REPORT: TERRI BIRCH**
  - Attended Collar Meeting
  - Fielding emails
- **3<sup>RD</sup> VICE-PRESIDENT'S REPORT: AMANDA SMOTHERS**
  - No report

## COMMITTEE REPORTS

- **Elections—Chris Cunningham**
- **Negotiations—Ryan Kerr**
  - No report.
- **Grievance—Co-Chairs: Peter Han and Tim Anderson**
  - No report.
- **Membership—Terri Birch**
  - Good, productive meeting with Diane from IFT
- **COPE— Antonio Ramirez**

## ELECTIONS & COMMITTEE REQUESTS

### Committee Requests

### Elections

## OLD BUSINESS

- 403b Fees (see addendum)
- Nursing Compensation for Training

## NEW BUSINESS

- ECCFA Honorarium
- Emergency Management Strategic Plan
- Authentic Interviewing Ideas
- Matt Bishop

## DIVISION ISSUES

## ADJOURNMENT

## ECCFA SENATE SPRING 2024 MEETING SCHEDULE: 3:15-4:45 P.M.

- March 6
- March 20
- April 3
- April 17
- May 1

## ECC BOARD OF TRUSTEE MEETINGS

Faculty are encouraged to attend ECC Board of Trustee Meetings. Follow this link to sign

up: [https://docs.google.com/forms/d/e/1FAIpQLSduhdAZtXmg6DE\\_LEdB3fAUJ6lFZIKKPZcLRcblQRWLwWYafQ/viewform?usp=sf\\_link](https://docs.google.com/forms/d/e/1FAIpQLSduhdAZtXmg6DE_LEdB3fAUJ6lFZIKKPZcLRcblQRWLwWYafQ/viewform?usp=sf_link)

- **Committee of the Whole:**
  - March 11—3:30 pm
  - April 8—3:00 pm
  - May 13—3:30 pm
- **Board of Trustees:**
  - March 12—6:30 pm
  - April 9—6:30 pm
  - May 14—6:30 pm

### 403(B) MEETING NOTES

#### Review Notes—Investments- Jessica Carpenter, 02.27.2024

- Reviewed super-document on General Market Trends and ECC funds
  - Can feel free to share this even though it's marked confidential
  - This is not very user friendly since it's designed for people choosing funds etc. not plan participants.
  - Questions? Ask Joe/Gretchen from Sikich
  - [https://drive.google.com/file/d/1Sw634f4aPw0wlwOR\\_BjdNYmMZXM58uB/view?usp=sharing](https://drive.google.com/file/d/1Sw634f4aPw0wlwOR_BjdNYmMZXM58uB/view?usp=sharing)
- Do age-related funds make sense for faculty who may retire much earlier than normal age?
  - The default aims for 65--- encourages consultation with a 'professional' person on their plan or their own adviser if that is not the individual's plan.
  - Can move between TIAA funds of different retirement dates (these are the default funds and they all have dates on them like 2025, 2030 etc.)
  - Can decide to use the non-auto funds also (but this really needs consultation to do correctly)
- What happens when funds change? Are there extra fees?
  - No charges ever to move funds unless it looks like you are playing the system (like every 30 days—frequent trading). Between ANY of the funds (allocated or self-choice)
  - There are no additional fees if you hold both a 403b and a 457b, the flat fee is per participant not per plan
- Aren't flat fees insane for persons trying to save small amounts?
  - Yes, bad idea. Advise against.
  - But OMNI was charging 30 bucks per head previously on top of whatever management fees the plans were also charging.
- More about those flat fees that are coming:
  - ECC has paid through 2024 as they were growing the number of participants
  - 12/31/24 is when the fees will kick in (so 2025)
  - "Very good numbers" of people enrolling
  - Hope for 400-500 participants- Lesia does not know current totals she said several hundred. They said "new hires". I said "but retirees". I will try to circle back and get the actual numbers.
  - They can check who has small balances as we move forward with reviewing the system
  - We will do another meeting Oct/Nov ish so we know what's going to happen to the fees in 2025 in advance.
- On a completely different topic:
  - Anyone new to SURS July 1 2023, will be auto-enrolled with 3% contribution into the SURS 457b. You can escape this. ECC is waiting until SURS tells us to enroll them, they could already be in

SURS elsewhere. This is a new law

- Made a suggestion that the meeting today is the kind of thing you'd do yearly with your advisor, and it would be good to do an all-college version.
- We can and should add at least one more faculty person to this group- I nominate Chris Cunningham

#### 403(b) Q AND AS: REPORTED BY CHRIS CUNNINGHAM

These questions are regarding the flat fee of \$7250 per quarter (\$29000 per year) that will be divided evenly among every participant in a 403(b) plan starting at the end of the year. Depending on the number of participants, this will be something between \$20/year and \$160/year. The fee was paid by ECC for the first year.

#### **Q (Chris): Why was the fee kept secret from the beginning?**

A (Lesia Gemelli in HR): Advisor fees, along with the OneAmerica fees, were discussed at the planning committee meetings in the year leading up to the transition.

They were also housed under My Documents, Plan Documents on the OneAmerica website. I have attached the one that was posted before the decision for ECC to pick up the fees for the first year. Please see the bottom of the last page. There is still a "403(b);457(b) Participant Fee Disclosure" on the OneAmerica website, but the current one does not have the advisor fee listed since participants will not be paying it this year and it is a *Participant* Fee Disclosure. However, I will ask OneAmerica if it is possible to include the fee, even if it doesn't apply to participants in the first year. If they cannot, we will see what else we can do to have the information posted and we can also work to add the information to my.elgin.

We will have an annual investment review meeting. The first will be towards the end of this month. Jessica Carpenter will be there to represent ECCFA.

**Q: When we get the notice that a new fee will be added, is there any way to get the money out of the plan at that time? For example, if an employee put only \$200 in the account, they would be interested in removing the money before getting charged the flat fees since a flat fee of \$20/quarter will very quickly erase that money. My understanding is that money placed into a 403(b) plan cannot be removed, but maybe notice of a fee change gives an opportunity to do something.**

A (Gretchen Radach at Sikich): you may receive a distribution from certain accounts prior to termination of employment provided you satisfy any of the following conditions:

- you have attained age 59 1/2. Satisfying this condition allows you to receive distributions from all contribution accounts.
- you incur a disability
- Qualified reservist distributions

Although you may receive an in-service distribution from accounts which are not 100% vested, the amount of the distribution cannot exceed the vested amount in the distributing account.

- You may withdraw your rollover contributions at any time

**Q: What mechanism stops the fees on the account from changing again later on? Or will we only get 30 days notice when the fees change again in the future?**

A (Gretchen Radach at Sikich): Fee disclosure notices are furnished 30 days prior to changes. As a reminder, ECC generously picked up the advisor costs for the first year to allow accounts to get established and settled. This flat fee is similar to the fee participants were paying to OMNI with the previous providers, but has the opportunity to decrease as participants establish accounts. The OMNI fee is no longer charged, so this isn't an additional fee, it is in lieu of, the OMNI fee.

Around the fourth quarter of 2024, a new fee disclosure notice with the advisor fee that we discussed will be generated and distributed so participants are informed. With a three-year pricing guarantee, it is unlikely that additional updated fee disclosures will be furnished, though they may be provided annually as a courtesy, but without changes to the fee structure. After three years, we benchmark the plan against others of its size in the industry and look to negotiate lower fees on behalf of participants, if possible.

**Q: What should we recommend for employees who put a small amount of money in the 403(b) plan without knowing about the impending flat fee? The flat fee will appear soon and wipe out not just gains but also the principal of that money quickly. What should we tell those people?**

A (Gretchen Radach at Sikich): You may wish to encourage those colleagues to use the time that ECC is paying the fee to increase their deferrals.

Also, many employees have balances with other providers. They can rollover those funds and consolidate their accounts into the lower cost option with OneAmerica.

We are here to help employees walk through that process. Please feel free to share my contact information with anyone who needs help:

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