Minutes
Human Resource Council
Conference Call
Tuesday, December 11, 2007, 9:30am to 10:30am

Voting Members Present:
Gail Ebeltolf  DSU (chair)
Joann Kitchens  LRSC
Barb Slagle  WSC
Broc Lietz  NDSU
Wes Matthews  MiSU
Jim Borkowski  MISU-Bottineau
Diane Nelson  UND
Rita Lindgren  BSC
Angie Friez  BSC

Non-voting Members Present:
Laura Glatt  NDUS
Kate Greicar  NDUS
Colette Erickson NDSU

Guests:
Elaine Wieser  NDSCS
Anne Bergeron  MISU-Bottineau
Carla Vail  NDUS
Karim Stinar  NDUS
Britnee Steckler  NDSU
Trisha Johnson  NDSU
Cheryl Amtz  UND
Judy Grinde  UND
Carla Sivesind  BSC

Meeting- start 9:05am

Agenda Items
   1. Tax handling for grace period on dependent care
   2. Employee automatic enrollment in deferred compensation plan

FSA Grace period for Dependent Care – Laura Glatt

The HRC discussed how to inform employees about possible tax implications of the dependent care extended grace period.

NDSCS received information from flex comp provider, which was included in handouts, Notice 2005-61 Section 129 Reporting Requirement for Dependent Care Assistance Programs
Broc raised concern about the NDUS providing tax advice. It was agreed that we cannot provide tax advice but should at least inform the employees of the potential tax implications and encourage them to seek their own tax advice. It was pointed out that this information will also help employees to better plan their contributions in future years.

**Action Item:** It was agreed that UND would send a copy of the notice they recently sent to their employees to the HRC and the other campuses would use this as a template for informing their employees.

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**Employee automatic enrollment in deferred compensation plan – Laura Glatt**

PERS is considering introducing an opt out mandatory deferred comp program for employees, similar to the legislation which was vetoed by the Governor last session. She said PERS is interested in knowing whether the NDUS is likely to change their position and what are the concerns with the legislation.

It was agreed that the HRC still opposes such a program for the same reasons it opposed the legislation last session. One of the main reasons is that all other non-mandatory benefits (e.g. vision, dental, etc.) are opt-in, not opt-out. Deferred compensation practices should be consistent with the other benefits programs. It was suggested that perhaps PERS should consider investing their staff time and resource in improving employee education and promoting programs instead of pursuing mandatory legislation.

Laura said she would communicate the HRC position to PERS.

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**Adjourn**

The meeting adjourned at 10:00 am.