

University of Washington
Faculty Council on Benefits and Retirement
November 28th, 2016
2:30 pm – 4:00 pm
Gerberding 26

Meeting Synopsis:

1. Call to order
 2. Welcome and Introductions
 3. Review of the minutes from October 24th, 2016
 4. Recording meetings for minutes (Mike Townsend, Secretary, Faculty Senate)
 5. Parental Leave – Update
 6. Benefits Comparison Chart – Health Care Plans
 7. Next meeting/Agenda for January 23, 2017
 8. Good of the order - Dwyer
 9. Adjourn
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1) Call to Order

Chamberlin called the meeting to order at 2:32 p.m.

2) Welcome and Introductions

Council members and guests introduced themselves.

3) Review of the minutes from October 24th, 2016

The minutes from October 24th, 2016 were approved as amended.

4) Recording meetings for minutes (Mike Townsend, Secretary of the Faculty)

Mike Townsend, Secretary of the Faculty, discussed the proposed change to electronic minutes. He outlined why councils are moving to electronic minutes and provided more information about how minutes are taken. Council members expressed concern over electronic minutes and decided to continue with written minutes until the Council Support Analyst is able to report back on how electronic minutes have worked in other councils.

5) Parental Leave – Update

Amy Hawkins, Director of WorkLife and Childcare Development, gave an update on the university's parental leave plans. There are different polices throughout the campus for the different employee groups. Starting January 1st (2017), UW will roll out the ability for staff to use up to 30 days of sick leave for parental leave.

A new childcare center will also open on January 1st that will serve up to 140 children. It is the largest childcare center on campus, but there are still 800 children on the waiting list.

6) Benefits Comparison Chart – Health Care Plans

Chamberlin and Katy Dwyer, Executive Director of Benefits, Benefits Office, walked the council through the benefits comparison chart, which was compiled by Chair Siegel and his graduate assistant. They compared the benefits offered by UW to a peer group, a group of public research universities, and private institutions. Overall, the council found out that UW compares favorably in benefits and cost to other universities in the country.

7) Next meeting/Agenda for January 23, 2017

The next meeting will focus on a comparison of tuition waivers and retirement benefits. Patricia Dougherty, Director of UW Retirement Association, will also give an overview of what her office does at the university. There will also be a legislative and parental leave update.

8) Good of the Order

Dwyer explained that the UW is currently in an open enrollment period. There have been challenges with the life insurance enrollment. Her office has been working with MetLife to extend the deadline and provide more ways to submit paperwork.

A motion was made to appreciate the work that the Benefits Office has done on behalf of the FCBR. The motion was moved, seconded, and passed.

9) Adjourn

The meeting was adjourned at 4:00 p.m.

Minutes by Jordan Smith, jjsmith4@uw.edu, assistant to the secretary of the faculty

Present: **Faculty:** Russell Fernandes, John Mittler, Gowri Shankar, Jason Wright
Ex-officio representatives: Charles Chamberlin
Guests: Amy Hawkins, Katy Dwyer, Patricia Dougherty

Absent: **Faculty:** Stephan Siegel (chair), Iulia Metzner, Mary O’Neil
President’s designee: Mindy Kornberg
Ex-officio representatives: Laura Lillard, Erick Winger

Exhibits

Exhibit 1 – Benefits Comparison v20161118.pdf

Benefits	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
	2015/16		N	Average	N	Average	N	Average
Health Care								
Plans offered:								
PPO		Yes	5	100%	28	94%	6	86%
HMO		Yes	3	60%	15	50%	3	43%
POS		No	0	0%	1	6%	2	29%
HDHC		Yes	4	80%	21	75%	6	86%
% Employees per plan								
PPO		73%	5	57%	28	57%	6	68%
HMO		17%	3	59%	15	53%	3	21%
POS		0%	0	0%	1	100%	2	64%
HDHC		10%	4	9%	21	20%	6	17%
Dental plan								
Dental plan offered		Yes	4	100%	20	84%	7	100%
% Employer in dental plan		100%	4	88%	20	85%	7	77%
Employee only: Employee pays (monthly premium)		0	4	17	20	19	7	23
Employee only: Institution pays (monthly premium)		81	3	16	19	23	5	25
Employee only: Total Premium		81	5	23	26	31	7	41
Family: Employee pays (monthly premium)		0	5	48	22	56	7	73
Family: Institution pays (monthly premium)		81	3	38	19	69	5	68
Family: Total Premium		81	5	71	26	98	7	121
Plan has annual deductible: individual		50	5	25	25	108	7	46
Plan has annual deductible: family		150	5	63	25	123	7	129
Is there an annual max benefit for nonorthodontia?		1,750	5	1,250	26	1,469	7	1,714
Health benefits for retired faculty								
- FACULTY retirees under the age of 65		Yes	4	100%	31	87%	7	86%
- If Yes, does institution pay part of the premium?		No	4	50%	26	42%	6	50%
- FACULTY retirees aged 65 and older (Medicare eligible)		Yes	4	100%	31	87%	7	86%
- If Yes, does institution pay part of the premium?		Yes	4	50%	26	42%	6	67%
Other								
- Use a salary-based system to determine health care premiums?		No	4	25%	31	19%	7	71%
- Offer a Health Care Flexible Spending Account		Yes	4	100%	31	100%	7	100%
- Offer a Dependent Care Flexible Spending Account		Yes	4	100%	31	100%	7	100%
- Provide employees access to on-campus medical services		Yes	4	50%	31	52%	7	14%
- Provide employees access to on-campus fitness center(s)		Yes	4	75%	30	90%	7	100%
- Does institution have a formal employee wellness program?		Yes	4	50%	31	65%	7	71%
- Do participating employees receive discount on health ins or financial incentive?		Yes	2	50%	20	65%	5	60%
- Offer employees incentives of up to 30% of the cost of coverage for participating in a wellness program and meeting certain health related standards (increasing to 50% if appropriate). Is your institution offering incentives at this new level?		No	2	0%	20	10%	5	0%

Exhibit 1

Benefits	Year	UW	Peers (Group of 25)		Public Research Institutions		Private Institutions	
			N	Average	N	Average	N	Average
Plan Details: PPO								
Employee only: Employee pays (monthly premium)	2015/16	84	5	76	29	111	6	89
Employee only: Institution pays (monthly premium)		750	5	445	29	471	6	378
Employee only: Total Premium		834	5	521	29	582	6	466
Family: Employee pays (monthly premium)		241	5	254	29	373	6	343
Family: Institution pays (monthly premium)		593	5	1,088	29	1,220	6	1,093
Family: Total Premium		834	5	1,342	29	1,592	6	1,436
Plan has annual deductible: individual		250	4	361	25	490	6	533
Plan has annual deductible: family		750	4	723	25	1,153	6	1,167
Plan has annual out-of-pocket max: individual		2,000	5	2,628	28	2,689	6	2,858
Plan has annual out-of-pocket max: family		4,000	5	5,256	27	6,045	6	6,042
In-Network % of charges paid by plan		85%	5	86%	28	85%	6	82%
In-Network % of charges paid by member		15%	5	14%	23	18%	6	18%
Have out-of-network benefits		Yes	5	100%		93%		100%
Out-of-Network % of charges paid by plan		60%	5	66%	25	63%	6	57%
Out-of-Network % of charges paid by member		40%	5	34%	25	37%	6	43%
Plan Details: HMO								
Employee only: Employee pays (monthly premium)		81	3	62	14	97	3	88
Employee only: Institution pays (monthly premium)		753	3	457	16	496	3	409
Employee only: Total Premium		834	3	520	16	581	3	496
Family: Employee pays (monthly premium)		233	3	228	14	336	3	359
Family: Institution pays (monthly premium)		601	3	1,074	16	1,126	3	1,093
Family: Total Premium		834	3	1,302	16	1,419	3	1,451
Plan has annual deductible: individual		350			4	256		
Plan has annual deductible: family		1,050			4	744		
Plan has annual out-of-pocket max: individual		2,000	3	3,133	12	2,625	3	1,333
Plan has annual out-of-pocket max: family		4,000	3	6,267	12	5,917	3	2,667
In-Network % of charges paid by plan		80%	2	100%	12	97%	3	100%
In-Network % of charges paid by member		20%	2	0%	2	20%	3	0%
Have out-of-network benefits		No	2	0%		7%	3	0%
Out-of-Network % of charges paid by plan					1	80%		
Out-of-Network % of charges paid by member					1	20%		
Plan Details: HDHC								
Employee only: Employee pays (monthly premium)		21	4	12	21	41	6	40
Employee only: Institution pays (monthly premium)		813	4	457	23	438	6	401
Employee only: Total Premium		834	4	469	23	476	6	442
Employee only: Employee pays (monthly premium)		68	4	73	21	147	6	181
Employee only: Institution pays (monthly premium)		766	4	1,128	23	1,039	6	1,173
Employee only: Total Premium		834	4	1,200	23	1,173	6	1,355
Plan has annual deductible: individual		1,400	4	1,925	23	1,798	6	1,467
Plan has annual deductible: family		2,800	4	3,850	23	3,596	6	2,933
Plan has annual out-of-pocket max: individual		4,200	4	3,775	23	3,504	6	3,417
Plan has annual out-of-pocket max: family		8,400	4	7,550	23	6,872	6	6,783
In-Network % of charges paid by plan		85%	4	80%	23	81%	6	83%
In-Network % of charges paid by member		15%	4	20%	22	20%	6	17%
Have out-of-network benefits		Yes	4	100%		95%		100%
Out-of-Network % of charges paid by plan		60%	4	60%	21	63%	6	55%
Out-of-Network % of charges paid by member		40%	4	40%	20	39%	6	45%