

Selection of Vice Chair

Boxx indicated there was no need, currently, for a Vice Chair; however, she asked for feedback from Council members, asap, on selecting a new Chair for next year.

Discussion of Benefits Survey Project

Boxx began the discussion with an historical perspective. For the last two years, the council developed a tuition benefit for eligible family members. It reached the point of review at the UW Budget Committee. However they asked a very good question which remains unanswered “ how do you know if this benefit is actually what the faculty wants?”.

Boxx proposed the idea to create a subcommittee to survey customer benefit needs, via, perhaps, an online survey and focus groups, and draft a proposal for cost needs, if applicable. Constantine, Chair, Stowitschek, and Gallucci volunteered as subcommittee members to work on the survey proposal. Several subcommittee work ideas were discussed:

1. Should there be a sub-group for education; i.e., use survey as an educational tool to raise visibility of available benefit options?
2. Utilize past personal retiree interview data and create new retiree human interest stories in order to promote interest via publishing anonymous personal reflections on ‘what worked, what didn’t, and what I’d do differently had I known what I know now’.
3. Should there be retiree planning sessions?
4. What is the best way to disseminate/ deliver benefit information?

Discussion comments were made:

- If funds are needed to implement a Benefits survey project, D. Martin has experience which could be helpful. Dwyer would also be an active advisor.
- Boxx mentioned that the Provost is amenable to asking more LCVI in-depth questions of faculty.
- Boxx said that a Benefits survey would be independent to the LCVI survey and, before implementation, a proposal, including a monies allocation request, will be submitted for review and consent.
- Included in the Benefits survey project would be questions related to opinions on how a fixed amount of monies should be allocated; for example, in recruitment of new hires.

Other topics of interest for this year’s agenda

- Tuition proposal – Demorest
- Rising healthcare costs

- Costs are set by State Legislature - Dwyer informs. Current emphasis, from Washington State Health Care Authority (S. Hill, Chair) is on a Wellness Plan. A Wellness group, on UW campus which is now being coordinated by UW Benefits in conjunction with some work previously done by the “Healthy Health Sciences” group.
- **Action item** for next FCBR meeting: Dwyer to talk about benefits standard differences, across the board, regarding caps for out of pocket expenses.
- **Action item:** Discuss/evaluate our legislative influence regarding benefits issues with respect to current budget restraints.

Supplementation review, clarification and discussion

Boxx gave a handout to attending Council members regarding supplementation materials from 2003, noting issue may be a topic in the upcoming Legislative session. Included in the handout is a description of the process of the calculations.. Boxx explained the (we) don’t agree with Orr’s (WHO IS ORR?) viewpoint; therefore it’s important that (we) clarify our position on supplementation before the issue comes up again.

- RCW 28B.10.400 defines the authority of the Regents to offer the UWRP and sets some of the parameters regarding matters such as contribution rates, under which it must operate.
 - The supplemental benefit has different impact for participants depending on the investment climate and the person’s ability to make appropriate allocations of investments over time.
 - Boxx explained the Council’s position to support elimination of Supplemental Benefit. Because the legislature does not like this feature of the higher ed plans, and because there are other areas of the statutes where higher ed would prefer the legislature step back the UW and other institutions have supported Representative Sommers’ bills in the past. The bills clearly removed Supplementation prospectively only. And removed problematic language around the “goal” of a 60% benefit and direction that the legislature adjust rates to achieve that goal.

Boxx further detailed that Rep. Sommers may be helpful with respect to any legislation proposed. See the handout for further details about supplementation.

Boxx submitted to the Council that this supplementation issue, for new hires, needs to be further researched and surveyed; gathering data, raising questions, sorting out / providing good information to faculty.

Action item for next FCBR meeting should include a discussion on Supplementation by Dwyer to include the current market trends and interest rates as it affects supplementation issues.

Meeting adjourned: 12:50 p.m.