

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON BENEFITS AND RETIREMENT (FCBR)
Minutes of the meeting of Thursday, October 4, 2007

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Thursday, October 4, 2007. Robert Bowen, Chair for the Committee, called the meeting to order at 2:00 p.m.

Synopsis:

- Reconstruction and approval of minutes of the May 10, 2007 meeting
- Introduction of committee members. Vote on whether Professional Staff, Librarians and Retired Faculty can vote on the Committee.
- Discussion of meeting scheduling.
- Introductory remarks including the status of auto-enrollment and tuition waiver legislation passed by the Faculty Senate and presented to the Administration.
- UW Retirement Association seminar on 'Retirement Transitions.'
- Update by Vice President for Human Resources status of last Spring's childcare task force report.
- Update by Director of Benefits and Work/Life on Open enrollment and State deferred compensation (457) plan
- Introduction to "understanding the UW Retirement Plan," with special attention to the Supplemental Retirement Benefit
- Potential Agenda items for 2007-08 include:
 - Revisit benchmarking UW benefits to Global Challenge States (vs. the HECB 24)
- New business

1. Motion to allow representatives of Professional Staff Organization, Association of UW Librarians and Retired Faculty to vote was unanimously passed.

2. Motion to approve minutes from the May 10, 2007 meeting unanimously passed.

3. Introductions were made.

4. Review of what was accomplished last year.

- A mission statement for FCBR was approved. See the website under "issues" at: <http://www.washington.edu/faculty/committees/fcbr/index.html>.
- Resolutions on automatic enrollment for retirement contributions of new faculty, librarians and professional staff (and those turning 50). This was passed in the faculty senate as a class C resolution in May 2007 and is under consideration by University Administration.
- Resolution was passed by the faculty senate endorsing a proposal for a 50% waiver of the full-time, standard, resident, undergraduate UW tuition for dependent children of faculty, librarians and professional staff. This is on the table for the Provost's consideration.

5. Discussion of the difficulty in finding meeting times that fit everyone's' schedules. Group was asked about having meetings either earlier in the morning (before 8:00 am) or later in the afternoon (after 5:00pm). No decisions were made.
6. Pat Dougherty, Executive Director of the UW Retirement Association (UWRA), discussed the seminar series on Retirement Transitions that UWRA is developing for retired faculty and staff members. This is a dues paying/non-profit organization with 2000 members. UWRA is interested in communication with other departments. The goal is to help people find information on retirement. She has been working with Benefits, Worklife, unions, PSO, and this council. They are looking for ideas. Topics they are considering include:
 - Creative options
 - Prioritizing your time
 - Maintain social connections
 - Experience of recent retirees – real individuals with real storiesThe series will be on a quarterly basis. Please email Pat with any ideas or suggestions.
7. Update by Mindy Kornberg, Vice President for HR, on Childcare issues. The Childcare committee put together some recommendations last spring. Developed a partnership with Child Care Resources, a local nonprofit resource and referral agency. They do pre-screening based on the needs of each family to find available child care spaces, which saves families a tremendous amount of time. UW has purchased a limited number of priority wait list spaces with Bright Horizons Centers to be used for high profile recruitments.

Recommendation to provide grants to community based childcare programs to either expand capacity or quality of care in exchange for priority enrollment for UW families. This recommendation has not been funded.

UW has submitted a one million dollar supplemental budget request for capital expenses for childcare. The governor is very interested in this issue.

The UW Children's Center at West campus facility is having compliance issues with the licensing Department of Early Learning. Additional space was needed to continue serving currently enrolled children. Housing and Food Services generously provided the use of a room in Stevens Court that will be used as a preschool classroom for the next 3 years.

Local childcare program - Able Child preschool at University Heights Community Center is closing down at the end of October. The 82 families, half of whom are UW families were given only 30 days notice of the closure. Given the limited availability of infant and toddler care - they are scrambling. Able Child preschool was one of the only infant programs in the U-District. We are hoping that legislative funds come through to help with childcare.

Another long-term strategy that is being considered is for faculty and staff housing to be built on the Safeco surface lots with childcare included in the facilities. This approach would use developer dollars rather than UW.

8. Update from Katy Dwyer, Director of Benefits and WorkLife, on Open enrollment form the Health Care Authority (HCA).
 - New medical plan will be available—Aetna Public Employees plan. It will feature cost sharing similar to the managed care plans as well as a larger provider network similar to Uniform Medical Plan.
 - Mental Health benefits will be improved.
 - Lifetime maximum plan payment limits, currently at \$2 million, have been removed.

- Uniform Dental Plan's orthodontia annual and annual maximums will increase.
- Both Community Health Plan (CHP) and Regence Blue Shield will be discontinued.
- Regence BlueShield Columbia Dental Plan coverage will be discontinued. Enrollees may choose Willamette Dental plan, which is the same provider network, just contracted directly by the HCA to save money.
- 5 visits to Carelink for each issue for each family member.
- Dependent Care Assistance – now will be run by the same vendor as the current FSA. HCA is now running DCAP and has bundled it with the vendor, ASI. FSA Limit may go up in the future but is currently \$2,400. DCAP is defined in law as no more than \$5,000 per household (\$2,500 max for single parent).

Benefits fair will be the last week of October.

Combined fund drive has kicked off. Mindy Kornberg is the executive sponsor.

System challenges just now being resolved – and UW can now support the State of Washington's deferred comp 457 plan. Note that VIP is under Section 403b and is impacted by the UW Retirement Plan which is also 403(b). Can contribute to both. Have to sign up by contacting Dept of Retirement Systems in Olympia. WorkLife will contact faculty who have hit their limit in tax-deferred savings to make them aware of this incremental opportunity.

UWRP Vendor Update: TIAA-CREF – went through rough systems replacement transition. They have now provided an audit of the accounts before and after. Generally went well: there were 95 accounts that had problems, but which have corrections in process. They have now met the requirements of the transfer to our satisfaction. We will convene fund review committee this fall to review all the UWRP funds, and among other things, the TIAA-CREF Life cycle fund.

Long term care (LTC). HCA has just completed their evaluation of the John Hancock LTC product. They used the Faculty Council's evaluation documents to track the quality of the existing product. They were very pleased that committee did a solid evaluation of LTC best-practices. They took the work UW faculty did, and have done a gap analysis. They are going to take a look at another RFP. WorkLife plans to do more education around this product. Katy will forward a copy to the committee.

9. Introduction to "understanding the UW Retirement Plan," with special attention to the Supplemental Retirement Benefit. This will be our major agenda item at the November meeting. UWRP is a defined contribution plan with UW matches of up to 5%, 7.5%, or 10%, depending on the employee's age.

The Supplemental Benefit is a little-understood aspect of the UWRP that puts a defined benefit floor under our defined contribution plan (but only if certain criteria are met). To be eligible for a Supplemental Benefit calculation – one must be at least 62 and have 10 years of UWRP service. Only a maximum of 25 years count toward the calculation. The calculation establishes a minimum income goal for the eligible retiree. The real goal however is to do much better than this minimum so that no Supplemental Benefit is required. Few faculty are currently eligible for a supplemental benefit, but the Supplemental benefit provides some protection in a down stock market.

Katy will send materials out to the group including some actual calculations and an updated website.

10. Agenda items for this year.

Let Bob know what you are interested in discussing.

Fund review committee has been dormant for a year. Is the membership representative enough?

Meeting adjourned at 3:30 pm.

Next meeting is scheduled for Monday November 5, 2007 9:00 – 10:30 am in 36 Gerberding Hall.

Attendees:

Voting Faculty: Robert (Bob) Bowen (Business, Chair), Patricia Brandt (Nursing), Robert (Bob) Breidenthal (Aeronautics and Astronautics),

Voting Representatives: Marjorie Reeves for Marilyn Gray (Professional Staff Organization)
J. Ray Bowen (Retired Faculty), Charles Chamberlin (Association of UW Librarians)

President's Designee: Mindy Kornberg (Vice President for Human Resources)

Regular Distinguished Guest: Katy Dwyer (Director of Benefits and WorkLife)

Representatives: Pat Dougherty (UW Retirement Association)

Notetaker: Liz Mason – Assistant to Mindy Kornberg