

**UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON BENEFITS AND RETIREMENT (FCBR)**

The Faculty Council on Benefits and Retirement met in the Benefits/WorkLife conference room, located at 3903 Brooklyn Avenue NE, on Friday, May 12, 2006. Boxx, Chair for the Committee, called the meeting to order at 10:30 a.m.

Synopsis:

- I. Approval of agenda; minutes; announcements
- II. Update of Wellness program, health care plans
- III. Preliminary statistics on review of benefits at peer institutions
- IV. Home loan program update
- V. Change in 40% partial reemployment funding

Approval of agenda; minutes; announcements (Boxx)

Hess, per request from Boxx, attended the May 8th Senate Executive Committee (SEC) meeting, scheduled from 2:30-4:30pm; however, he was asked to leave the meeting.

Action Item: Boxx will find out what the substitute protocol is for attending SEC meetings.

Action Item: Since there was not a quorum present at today's FCBR meeting, Boxx will defer approval of last meeting's minutes and will email FCBR members for approval.

Update of Wellness program, health care plans (Dwyer) (three handouts)

The Washington State Health Care Authority (HCA) Board Meeting presented a healthcare packet, including a Public Employees Benefits Board (PEBB) 2007 Procurement proposal, out for bid. Dwyer, who is on the State Committee, explained that HCA's philosophy has been focused on keeping family healthcare coverage affordable. The proposal, a study in progress, will change the focus of healthcare, based on deductibles. "UW's plans are not dramatically different than other plans."

- UW is accepting only a few good choices; i.e., better control on costs/services
 - Five providers will be offered
 - PacifiCare will be dropped
 - There will be a better range of retiree benefits products offerings
 - There will be a change on how benefits are provided; i.e., focus on evidence based medicine practices. Example: based on an individual's medical need, eligibility would also be based on steps that individual is taking towards their own wellness program.
- Dwyer stated that UW is looking for alternate dental plan bids.
- UW's choices for healthcare plans are based on aggregate coverage; dependents included.

Healthcare plans will be linked with Wellness. The Governor has placed a high importance on Wellness (refer to the handout: 01-20-06 letter from the Governor).

- Example: \$30. rebate for Uniform Medical
- Health assessment for Uniform Medical will also be used by Group Health

The magazine, “thrive!” a publication of the Healthiest State in the Nation Campaign, Washington Health Foundation is an example of the State’s focus on Wellness programs.

- REI has a quarterly newsletter, focusing on the Healthiest State in the Nation.
- Wellness programs will help to keep the cost savings back in line with the cost of living.
- King County is currently considering offering Wellness programs, within one year, to its employees.

Q&A comments:

- Does this really work? Do insurance companies respond to this [Wellness programs]? What actually is the cost in savings?
 - Dwyer responded, “the people who are creating the assessment feel this process may encourage people to take more responsibility for their own health” and well-being.
 - A group of UW faculty members, who are developing the questionnaire, together with the Governor, will comprise a group to analyze the survey data; e.g., the smoking cessation program.
 - The projection is an anticipated savings of \$40M over the next seven years.

Preliminary statistics on review of benefits at peer institutions (Dwyer)

Dwyer presented a list of peer institutions (similar to the Higher Education Center (HEC) peers list). Since the amount of peer data is so large, Dwyer proposed that it might be helpful to focus on specific criteria for projected outcomes. Further, Dwyer clarified that “...things that will be helpful, will be what can be replicated”.

Comment: Can we narrow the peer data list to only a few? Dwyer stated that the HEC and Associated General Contractors (AGC) Board includes 10-21 institutions. Boxx suggested comparisons to only 10 institutions. FCBR members suggested, to Dwyer, the basic core data specifics, as the basis of comparison:

- HEC/AGC Board
- Median; i.e., exclude four institutions that have defined benefit plans (exclude UC)
- Core retirement data
- Benefits expected
 - **Action item:** Dwyer will talk w/ Diane Martin, Center for Career Services
- Supplemental retirement (yes/no)
- Total annual cost of benefits for healthcare by institution

- Employee
- Employer
- Social security participation
- Employers making full contribution
- Childcare
- Health Sciences Authority (HAS), along with high deductible plan

Dwyer asked what the Council plans to do with the data?

- Survey faculty?
- Tradeoffs?

Boxx responded that it would be initially important to monitor and keep pace with the trends; later, offer new ideas. Kochin stated that a survey is a good idea and, he agreed, that new ideas could come from an analysis of a menu of peer institutions. Boxx noted that a discussion at the next FCBR meeting, including Cameron, could include an actual salary comparison.

Action item: Dwyer will bring the specified basic core data of peer institutions to the next FCBR meeting. Kochin and Boxx volunteered to assist Dwyer.

Action item: Dwyer requested that all FCBR members come prepared, to the next FCBR meeting, with ideas for presenting the data in a format that could be replicated over time.

Comments:

- Benefits of “core” employees of peer institutions may vary; e.g., an employee may have a private employer within a public employer system.
- Does the peer institution data change every year? Dwyer replied that there has been, in recent years, “...more consistency” [less change].

Action item: It was suggested that the data be presented to the campus community in a way that could be replicated year to year. Making this information available offers a good reference for discussion.

Action item: Boxx will follow up with A. Palacio, regarding scheduling issues.

Home loan program update (Dwyer)

Dwyer mentioned that Home Street Bank includes “community good” as a company core value.

Action item: Dwyer will email further information to the FCBR members.

Change in 40% partial reemployment funding (Boxx)

Boxx mentioned that, according to an email from J. Whittaker, there was concern that past council work, on the issues of a 40% partial re-employment funding, not be lost/forgotten.

- The Board of Deans, in Spring, 2005, approved - to be funded at the unit level. This change in employment policy is not currently reflected on the Benefits website.

Action item: Not having been aware of this concern, prior to Whittaker's email, Boxx will locate the exact and most current statement (the Spring, 2005 statement is not the most current), for clarification.

Comments:

- Dwyer clarified that the statement was originally given out as a brochure; however, several key elements, as noted in the brochure, were departmental distributed – the totality, of which, needs to be gathered.
- “Where can faculty find options”, was the focus of the original brochure.
- Henley asked if changes could be made without going through the Faculty Senate.
- Gallucci gave an example, in her department, for meeting sabbatical leave funding issues.

Closing remarks

Dwyer noted that the Benefits/WorkLife website will be changing this summer. Dwyer's office is in the process of determining the best way to present information, providing easy user-friendly resource access.

Action item: Dwyer requested that all FCBR members view the Benefits/WorkLife website, before the next FCBR meeting, and be prepared to give feedback/suggestions.

Action item: Per Boxx's inquiry, Dwyer will check on the date for the next Fund Review Committee meeting.

Meeting adjourned: 12:00 p.m.

Next meeting: June 16, 2006

Present: **Professors:** Boxx, Gallucci, Kochin, Waaland
 Ex-officio: Henley, Gray, Constantine
 President's Designee: Suffis
 Guest: Dwyer

Absent: **Professors:** Breidenthal, Stowitschek, Demorest, Kartsonis, Hess
 Ex-officio: Wallace, Dougherty

Minutes: G. Muller