

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON BENEFITS AND RETIREMENT
Wednesday, March 11, 2009
1:00 p.m. – 2:30 p.m.
36 Gerberding

Chair Steven Demorest called the meeting to order at 1:05 p.m.

Meeting Synopsis:

1. Approval of minutes of the February 4, 2009 meeting
2. Report from Mindy Kornberg
 - Update on progress of “Opt out over fifty”
3. Report from Katy Dwyer
 - Benefits Newsletter Timetable and Format
 - Review Mock-up Newsletter
 - Communication Plan for Supplemental Benefit
 - Legislative update
4. Old Business
 - Report from the Fund Review Committee meeting
5. New Business
 - Emeritus Faculty Compensation – see attached letter
 - Pursue an easy way for faculty to receive their pay over twelve months

1. Approval of minutes of the February, 4 2009 meeting

The minutes of February 4, 2009 meeting were approved as amended.

2. Report from Mindy Kornberg – Vice President of Human Resources

Mindy Kornberg, Vice President of Human Resources gave a brief update regarding the status of the “Opt Out Over Fifty” issue. She stated that the Provost had asked for a work-up of the costs to the UW to implement the plan. Kornberg advised the Council that Katy Dwyer had provided that information to the Provost and it was under consideration. The Provost would be responding in a letter to David Lovell, Chair of the Faculty Senate Chair. Kornberg informed the Council that the cost of initial contribution would be approximately \$1.1 million.

3. Report from Katy Dwyer – Director, Benefits and WorkLife

Benefits Newsletter Timetable and Format

Katy Dwyer, Director of Benefits and WorkLife, began her report by informing the FCBR members that she would send out the latest version of the newsletter to them by email. She asked council members to respond to her indicating their preferences. The letter would be ready for release once the review is completed. This new electronic version will replace the regular twice monthly benefit letter. Mindy Kornberg added that the staffing cuts will impact the ready date of the newsletter. Chair Demorest asked Dwyer if there was any reason the newsletter would need to come out more than once per month.

Dwyer informed him that staff employees read the letter and it contains time sensitive information. With the electronic version of the newsletter Dwyer's office will work collaboratively with the UW Marketing Department. She noted that until any changes take place the newsletter would continue to be published twice per month. Chair Demorest asked Council members to comment on the newsletter within a week's time.

With regard to the communication plan and the supplemental benefit website, Dwyer stated that her office received some comments which were reviewed and incorporated into the site. The new website is up and running and is connected to UWRP as well as to its own site. Dwyer noted that the summary plan descriptions will be finished shortly. Dwyer stated that the goal will be to mandate annual mailing of the information which will be approachable by the average participant. She indicated this retirement tool to be critical in nature with regard to participant outreach and communication. Chair Demorest inquired why there was only one scenario available. Dwyer responded that there are more scenarios to come but it was her intention to get at least one scenario delivered to participants now. Demorest added that he thought identifying two scenarios, defined benefit versus a defined contribution, would be a good way to approach the issue. Chamberlain inquired if there was a way to pay a fee to get a calculation performed on request. Dwyer acknowledged that there was not one currently available.

Legislative Update

Dwyer gave a brief legislative update with regard to the UW and impact of the state budget. She stated that the fiscal projection should come in on March 19th and on March 26th the Senate will put out its budget. She noted that much time has been spent on HB2245 and SB5869 regarding eligibility rules for healthcare benefits. Dwyer added that there has also been some discussion on SB5930 regarding a sliding scale for Health Care Authority premiums and the differentiation in costs. Additionally a student insurance bill has been introduced and Dwyer feels it's moving forward in a positive way.

4. Old Business

Report on Fund Review Committee Meeting

Dwyer informed the Council that the anticipated meeting for the Fund Review Committee did not take place, however work was being done behind the scenes. Demorest asked what the priority was for the Fund Review Committee. Kornberg informed the Council that the high priority currently is providing feedback to legislative representatives regarding bills that would negatively impact the UW budget. She stated Dwyer was working very hard to accomplish that task. Dwyer informed the Council that this issue will still be addressed and that she has analysts working on the fund review and when the information is ready her office will present it. Both Dwyer and Kornberg acknowledged the importance of the fund review, especially given the current economic climate. Dwyer agreed to have some information to FCBR by May 1st.

Brock suggested having an informal discussion on the Fund Review Committee's charge and scope. He noted there could be some value in interaction between the Committee and the analysts. He would like to have that meeting sometime in April. Council members agreed that an April meeting would be beneficial. Dwyer offered to organize the meeting as there is currently no Chair for that Committee. Chair Demorest stated that he wanted to be clear that he was not suggesting people are not following through. FCBR understands that everyone is busy with regard to the future of the University and

believes that in Dwyer's office that workload is heavier. Kornberg thanked the Council for being patient during these economically challenging times.

5. New Business

Emeritus Faculty Compensation

Chair Demorest stated he was not quite sure how to handle the issue of Emeritus Faculty Compensation. Russell felt that an explanation was in order. Demorest would like to get Cheryl Cameron at FCBR meetings as he felt her knowledge would be helpful on the subject. Brock stated that he has heard from many people whose only option is to go to 40% FTE. He believes it is worth further examination. Dwyer advised the Council that there is a policy posted on the Academic HR website. Demorest agreed to respond to the letter from the faculty member regarding the emeritus faculty compensation policy.

Pay Over Twelve Months

For faculty not teaching during the summer, Chair Demorest feels there should be an easy way for faculty to have their pay spread out over twelve months. He noted it is possible at other institutions and does not understand why it could not be made possible at the UW. In his research on the topic he has discovered some tax issues related to these types of payments. Additionally, he was informed that the UW payroll software cannot support this type of transaction. Council members agreed that this would be a useful asset to faculty and other employees who do not work the entire twelve months. Demorest believes Cindy Gregovich will be able to shed some light on the topic and hopes that she will attend the next FCBR meeting.

The meeting was adjourned at 2:33 p.m.

Minutes by Kelly Baker, Council Support Specialist kcbaker@u.washington.edu

Present:	Faculty:	R. Bowen, Brandt, Breidenthal, Brock, Demorest
	Ex-Officio Reps:	J. R. Bowen, Chamberlin, Pew, Russell
	President's Designee:	Kornberg
	Regularly Invited Guests:	Dougherty, Dwyer
Absent:	Faculty:	R. Bowen
	Ex-Officio Reps:	Doherty-Renz