

UNIVERSITY OF WASHINGTON
FACULTY COUNCIL ON RETIREMENT, INSURANCE AND BENEFITS

The Faculty Council on Retirement, Insurance and Benefits met on February 14, 2002, at 1 p.m. Chair Diane Martin presided.

PRESENT: *Professors:* Bliquez, Dugdale, Frey, Kochin, Martin, Waaland, Whittaker
 Other members: Baylor, Chamberlin, Dougherty, Dwyer, Henley, Olswang

ABSENT: *Professors:* Boxx, Brandt (sabbatical)
 Other members: Hamilton, Henley

The meeting was called to order at 1:05 p.m.

Approval of Agenda

With the addition of a report on the Data Warehouse project, the agenda was approved.

Approval of Minutes

The minutes were approved as amended.

Email advisory vote on HB2632

In an advisory vote on January 25, Council members were polled via password-protected email as to their support for HB2632 (formerly HB2244). The bill covers three key issues related to higher education retirement plans, contribution rates, retirement benefit "goal," and the supplementation benefit. Council members voted unanimously to support HB2632; this vote of support was communicated to the legislative sponsors of the bill.

Legislative Update

HB 2632, which amends the higher education retirement plan, is moving through the State Legislature and is expected to go into effect July 1, 2002. The bill removes language that calls for a review of contribution rates, as well as language that calls for a maximum 60% retirement benefit. In addition, the bill clarifies that the legislature intends this to be a true "defined contribution" plan, and removes the supplemental benefit for those hired on or after July 1, 2002.

As of February 14, two bills that would allow collective bargaining are making their way through the State Legislature. The faculty bill, a collegial effort sponsored by 37 House members and 11 Senate members, has passed the House and is on the Senate floor. The bill that would allow collective bargaining for Teaching Assistants has passed the Senate Ways and Means Committee and is on its way to the Rules Committee, where it is expected to move out of committee and into consideration by the full legislature. This bill has the support of both the UW Administration and the TAs.

Steve Olswang mentioned that legislation amending Civil Service law has passed the House and continues through the legislative process. Known as the "big bill," Substitute House Bill 1268 (SHB 1268) is entitled "Enacting the civil service reform act of 2001."

Data Warehouse

Katy Dwyer reported that she and Diane Martin attended a presentation of the Cognos software that supports the Data Warehouse project. They came away with a better view of what the Data Warehouse will be able to do, which is a lot. Dwyer is presently working with Computing and Communications to better define the ways Benefits will be able to use the software. Martin commented that the project is moving in the right direction - "We will finally be able to fully use data we've had for a long time." The new software will allow FCRIB to track the way individuals' benefit use and changes over time, and perhaps discover important information about how individuals and groups make benefits decisions.

Dwyer said that the Data Warehouse could also be used for more effective communication with UW employees, by identifying groups of people who could benefit by timely, targeted information. Child care issues are a good example - the Data Warehouse could track when children are added to health plans, for example, so that targeted information on child care benefits and children's health benefits could be made available at the time it is needed. Martin said there should be some statistics from the Data Warehouse available by the end of this year.

40% Re-employment (Frey)

The subcommittee on 40% reemployment, chaired by Charles Frey, is rapidly reaching consensus on a draft of the revised partial reemployment policy and the proposed change in titles for retired faculty. The subcommittee will bring the draft to the next Council meeting on March 7. In response to a question by Levis Kochin, Olswang said the policy will include the option of gradually reducing employment, as well as the option of retiring and being reemployed at 40%.

As background for discussing the draft policy at the next meeting, Martin asked Council members to read and digest the handouts on partial reemployment and the Instructional Responsibility Policy, as well as background material from Faculty Affairs minutes. If Council members have suggestions for this policy, please send them on to subcommittee Chair Frey.

Note: This background information is also available on the following Web pages:

<http://ascc.artsci.washington.edu/services/Personnel/TeachingDuties.htm>

<http://www.washington.edu/admin/acadpers/re-employ.html>

<http://www.washington.edu/faculty/facsenate/councils/fcfa/FCFA-minutes/00-01/3-8-01.htm>

<http://www.washington.edu/faculty/facsenate/councils/fcfa/FCFA-minutes/00-01/01-11-01.htm>

Long Term Care Update (Whittaker)

The Long Term Care subcommittee continues to look at the issues that surround the long term care benefit, and may be able to bring their proposed solution to the Council as early as its next meeting.

Previewing that solution, Whittaker said the dissemination of information about the internal and external resources for long term care is an important part of the equation - the subcommittee has come to the conclusion that a Web page would be an ideal way to address this. Dwyer agreed, citing an enormous amount of long term care resources on the Web. There are sites that enable people to do research on LTC, find out the cost of different facilities, etc. This information, as well as paper resources from SHIBA and

the Office of the Insurance Commissioner, could be of substantial benefit to the campus community if it were on one Web site under the auspices of long term care.

As an example of resources that could be used, Pat Dougherty cited the popular Eldercare Seminars that hold lots of practical information for employees. In addition, the Benefits Office, the Work Life Office, and the Retirement Center staff have gone through a training session to help people work through a needs assessment that will help them determine their needs and wants for long term care. A Web site could contain forms and information to further this process. The Retirement Center wants to bring other seminars and lectures to campus - everything from caregiver support groups to financial and estate planning; the Web site could contain listings and information about these offerings, a quarterly calendar, and links to the Benefits office and other resources on campus. Part of the goal, said Dwyer, is initial intake - a way to help people get connected to services in the community. How the service grows and expands depends on what the campus community wants and needs over the next few years.

Dougherty observed that it's also important to discover the needs of the Bothell and Tacoma campuses - they have different populations who may have a much different demand for services. Whittaker said this is a place where the Data Warehouse can be of great help - for example, identifying staff members when they are 60 years old and providing them with comprehensive long term care information can be like a "30,000 mile checkup."

Kochin inquired about the status of the TIAA-CREF long term care product. Dwyer said the UW would get a favorable price break if TIAA-CREF is added University-wide; TIAA-CREF would extend the discount to all state employees as well.

The Subcommittee on Long Term Care continues to work on the Web site concept, and will have more to report on March 7.

Special Committee on Council Organization (Martin)

The Special Committee on Council Reorganization has brought together the chairs of all Faculty Councils to determine ways to streamline the Council and Committee structure. Are there too many Councils? Is there too much overlap in issues and responsibilities? Would faculty governance benefit by reorganizing the Councils?

Steve Olswang, who sits on the committee with Martin, reported that one possibility discussed at the last meeting is reorganizing into four "super-councils." The breakdown might be Students, Faculty, Research, and Technology, each one of which would have several subcommittees. However, this approach could actually require more people and multiple meetings. It is not clear how the change might affect the Faculty Senate and the Graduate School - there was some concern over this issue..

Martin observed that the change may not affect the Retirement, Insurance and Benefits Council very much, since there is very little overlap between FCRIB and any other Council except Faculty Affairs. Both Martin and Olswang agreed that FCRIB's function needs to be continued in some form.

Martin asked Council members to be thinking about the proposed reorganization and to advise her of any ideas or concerns.

Benefits Office Reporting

Katy Dwyer shared a report the Benefits Office has compiled to track their activity and programs over time. Activity stats tracked include telephone calls in and out, front office drop-ins, and many other measurements that give a comprehensive picture of services the Benefits Office has provided in the past

year. Especially in a time of budget cuts, the report is a tool for effectively deploying available staff resources.

The report also enables the Benefits office to identify seasonal trends - for example, disability claims are marginally heavier in June and July, while death claims tend to increase in January. Activity is also broken down by the Bothell, Seattle, and Tacoma campuses as well as the hospitals.

The report can be a good reference for the Council, since it contains aggregate dollar amounts spent for benefits as well as numbers of staff enrolled in the many plans administered by the Benefits Office. A copy of the report, which is published in hard copy, will be filed with the February minutes of the Council.

Next Meeting

For the March 7 meeting, Olswang will report on UWRP, Frey will bring proposed code changes re 40% reemployment, and Dwyer may report on deferred compensation (tent.). Martin asked the group to be thinking about new Council members for 2002-2003, since recruitment letters for new Council members are due to be sent out from the Faculty Senate Office..

The meeting was adjourned at 2:40 p.m.

Minutes by Linda Fullerton, Recorder.