

Faculty Council on Benefits and Retirement (FCBR)

February 12, 2008 Meeting Minutes

The Faculty Council on Benefits and Retirement met in Gerberding Hall, room 36, on Tuesday, February 12, 2008. Robert Bowen, Chair for the Committee, called the meeting to order at 2:00 p.m.

Synopsis:

- Status of auto-enrollment and tuition waiver legislation
- Update by Vice President for Human Resources
- Update by Director of Benefits and Work/Life
- FCBR supporting the Benefits and Work/Life communication plan
- Agenda items for March and beyond

Melissa Kane sent out email to group to set up meetings for spring quarter.

1. Chair Bowen stated Dan Luctel told him Gary Quarfoth implied at a recent Senate meeting that the University might pick up the over 50 group and auto enroll them at 10%. Gail Stygall said at the faculty senate meeting that it was settled. Bowen to follow up on the particulars.

2. Kornberg was not in attendance at the meeting. She was hosting the Distinguished Staff Nominee awards ceremony.

3. Dwyer did not have any updates our last meeting was so recent.

4. Review of draft survey of UWRP participants who have not opted in at 10% -- see Attachment A

The survey is based on what the others drafted would be a catalyst survey.

Committee commented that the "confidential" clause should be added-can't say it's anonymous – it's confidential.

Committee: Add sentence that explains how catalyst works. Use the statement from Attachment A. Question about whether there was an issue if someone got it who was not 50 or better.

Dwyer stated the only reason it would go to someone not 50 or over would be that we have an incorrect birth date in the payroll system.

Survey wording was discussed by the committee:

Q1 – If the answer is yes or no, it should automatically go to the correct next question. Add "other" to Q1.

Q2- I can't afford the additional contribution - replace this with, "I have other financial priorities".

Add, "I don't care for the investment choices that are offered by the UW"

"I would like a broader range of investment options in the UW retirement plan"

Q3 – Hard copy notice – change to - Written notice

Change, "Annual reminders of benefits" to "Annual reminders of UW Benefits".

Add question – Are there any other barriers that keep you from taking full advantage of this 10% benefit?

Q4 – benefit option

Q5 – any other employment groups?

Bowen will revise and send to Dwyer who will put into catalyst format.

1100 people are in this group. Timing is very important. The Benefits Office has already done a reminder mailing in January.. Recommendation from Dwyer: send out survey late April or beginning of May – will be the 3rd outreach by then (2 from Benefits) and we can find out why people aren't enrolling.

Committee: We could learn from the responses of the first survey before we send out the second.

Bowen would like to get these two out right away so that we can use that data for spring meetings.

If it comes back overwhelmingly that they didn't know, then we need to an education campaign.

5. Possible *University Week* article on the top 5 underutilized UW benefits? – see Exhibit B drafted by Chair Bowen

- Long Term Care – not really a benefit because we have to pay for it.
- Consider purchasing an optional long term disability plan. You can be misled by the idea that we have insurance.
- Dependent care assistance should be included. HCA is responsible for this. If an elder is a dependent then you can use this also.
- ESS is linked with data from HEPPS so it's not a good place to advertise.
- Make a reference to ESS in the article.
- Put it on the home page
- On #5 - remove the federal limit part

- On #3 – explain the use it or lose it and predictable expenses (the value of these benefits may vary according to your expenses).
Reference dental, mental health – things not necessarily covered by your insurance.

Send this out this fall when people are signing up for other things.

6. Further discussion by the committee of other ideas including (a) annual reminder of benefits not used and (b) UW Employee Self Service (ESS) Website reminders of benefits not used

Dwyer controls language on ESS. Re FSA/DCAP - HCA will be sending out beefed up communication summer 2008.

Paper benefits summaries will be coming out again this fall. These will show what employees currently have and highlight what they don't have.

Gives people an opportunity to review.

7. Chair Bowen: WA State Deferred Compensation Plan (WSDCP) – was unaware of the catch up for those over 50. Dwyer confirmed there is a catch up on the WSDCP just as there is on the Voluntary Investment Program under 403(b).

- Deferred comp plan – alternative investment vehicle that has different limits that aren't associated with the VIP
- You can increase you limits before you retire:
\$15,500 if you are under age 50, or
\$20,500 if you are age 50 or over.

Dwyer confirmed Department of Retirement Systems which runs WSDCP for the state has just one presentation around enrollment in the plan. No ongoing investment education. VIP

fund sponsors will be coming and they will provide the investment education as they have in the past..

You can get the money out of this a bit easier than out of the VIP.

Has about 11 funds – 10 are State Investment Board-managed funds and a Fidelity fund.

5. Potential agenda items for March & beyond include: [Everyone please add to this list]

Sick leave – for faculty - Cheryl Cameron to address this.

Long term care

Evaluation of the current product (benefits summary) sent out by Dwyer.

Create an interface on ESS

Attendees:

Voting Faculty: Robert (Bob) Bowen (Business, Chair), Patricia Brandt (Nursing), Robert (Bob) Breidenthal (Aeronautics and Astronautics), Jon Brock (Public Affairs), Steven Demorest (Music), Betty Gallucci (Biobehavioral Nursing and Health Systems), Alan Hess (Finance and Business Economics)

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

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

Representatives: Pat Dougherty (UW Retirement Association), Andrew Overton (Graduate and Professional Student Senate)

Notetaker: Liz Mason – Assistant to Mindy Kornberg