

Questions & Answers for HR (Jen and Ryan)

Simon Fitzpatrick, Oct. 8

Q: One question that has come up in some preliminary discussions with colleagues is the question of retirement benefits for “legacy” faculty. My understanding is that post-2014 faculty and staff have somewhat more generous retirement contributions than pre-2014 faculty — please correct me if I am mistaken about that. If there is a move towards equalizing benefits across campus, then will that mean that “legacy” faculty will receive the same retirement contributions as these other groups? If so, that would make the pill somewhat easier to swallow and would be an important piece of information to convey when rolling out the new plan.

Earl Spurgin, Oct. 8

I know that Jen said that retirement contributions for legacy faculty will be brought into line with those on the staff plan, but I don't see that in the PDF she sent us today. If I'm missing it, I apologize. If I'm right that it's not in the PDF, it would help if HR added it because we could head off questions about it if people can see it in writing.

Mark Waner, Oct. 8

What is the “total rewards strategy”?

How many faculty are on the legacy plan?

With the shift in PBM, what changes for the consumer?

What co-pays for legacy vs. new?

Specialty drugs?

Monthly contributions for scenarios:

Is faculty increase % for current faculty in PPO or faculty in Legacy? (looks to be added a premium cost that is ~2% of salary before taxes, however, there are likely additional Rx costs that could be significant as well.)

Early slide:

Examining benefits in the context of:

- Wellness
- Employee needs/value
- Competitiveness
- Employer/employee costs
- Coverage
- University's strategic goals

The presentation addresses some of the last 3 bullets. Some details of coverage and costs are not clear (e.g. Rx costs). However, the first three bullets are not addressed.

I would particularly like to know about the competitiveness of our benefits.

Benefits Committee, Oct. 2021

How is our overall compensation?

How does the cost and benefit levels compare to peers?

This would need to be broken out for faculty and staff separately I would imagine.

There is no mention of retirement benefits. This was something the administration was trying to cut last year. There is also some difference currently among faculty. What is the plan for this?

Given the timeline in the presentation, much of the 'work' predates the formation of the committee and the effectiveness of the amendment to the Handbook.

Anne Kugler, Oct. 10

Were staff and faculty hired after 2014 paying an 85/15 cost split before? That is, would this proposal be moving everyone from a 90/10 cost split to an 85/15 cost split, or does it simply put legacy faculty at the same cost split everyone else has had all along (85/15)?

How much is the spousal surcharge per month? How many faculty and staff pay this currently?