

Council of University of California Emeriti Associations
Council of University of California Retirees Associations
April 27, 2016 Joint Meeting UC Irvine

Attending

UC Berkeley: Lynn Bailiff, Caroline Kane, Cary Sweeney, Antonia Sweet, Louise Taylor, Kris Thornton

UC Davis: Mike Chandler, Becky Heard, John Meyer, G. Tom Sallee, John Vohs

UC Irvine: Jim Danziger, Marianne Schnaubelt, Bernadette Strobel-Lopez

UC Los Angeles: John Dahl, Adrian Harris, Maria Lubrana, Rod Rose

UC Riverside: Bob Daly, Francis Fernandez, Victor Lippitt

UC San Diego: Richard Attiyeh, Marjorie Caserio, Marguerite Jackson, Rosemary Norland, Hugh Pates, Henry E. Powell

UC San Francisco: Gail Harden, Ernest Newbrun, Rod Seeger

UC Santa Barbara: William Ashby, Robert Mann

UC Santa Cruz: Maurene Catto, Lee Duffus, Ilse Lopes, Dominic Massaro

LBNL: Don Grether

UCOP: Jim Dolgonas, Joe Lewis, Susan Pon-Gee, Gary Schlimgen, Michael Waldman

Call to Order and Campus Welcome

The meeting was called to order at 9:00 p.m. by chair Dick Attiyeh.

Hosts' Welcome and Introductions

Dick Attiyeh introduced Marianne Schnaubelt, who, on behalf of the UCI Emeriti and Retirees Associations, welcomed visitors, thanked the volunteers, provided some practical and logistical information, and gave a short "Chancellor's Speech".

Approval of Minutes

Bill Ashby presented the minutes of the October 26, 2016 Joint Meeting at UC Santa Cruz. The minutes were approved, with one correction noted.

Joint Benefits Committee Report

The JBC Report was approved by CUCEA and CUCRA yesterday. Questions concerned with the report will be worked into today's presentations.

Office of the President Presentations and Discussion

Richard Attiyeh introduced Gary Schlimgen (Executive Director, HR Retirement Programs and Services), Michael Waldman (Manager, Customer Care, RASC) and Susan Pon-Gee (Manager, H&W Policy Planning & Program Design).

Gary gave us a "Retirement Programs & Services Update".

UCRP is well funded through 2022, assuming member contribution remains at ~18%, employer funding remains at 14%, and the Total Funding Policy Contribution made each year starting July 1, 2018, with any funding shortfall paid for by transfers, borrowing, and/or State funding. There are 129,000 active UCRP members and 35,000 inactive vested members.

There are 2 new retirement options for new hires: 1) Pension with \$117,020 cap plus a defined contribution supplemental plan and 2) a new stand-alone defined contribution plan where UC contributes 8% of pay and the employee contributes 7% of pay.

The UC Retirement Savings Program (RSP) has three plans, is Fidelity managed and has \$21 billion in assets. Effective June 1, 2017 there will be a \$8.75/quarter fee per each participant in the program.

Michael Waldman presented a RASC update:

There are 5,500 retirements/year. 50% of employees retire on July 1. The number of retirees is up by 200 in 2017 from 2016.

Key Metrics of retirement calls: 80% of calls are answered in 90 seconds and 88% of customers report being satisfied or better with their overall experience.

RASC has developed three types of presentations for Preparing for Retirement: 1) On-Site (23 presentations were delivered), 2), a hosted Webinar (twice a month), and 3), on-demand information available on Cnet.

A new program, UCPATH (Payroll, Academic Personnel, Timekeeping, Human Resources) is for employees as RASC is for Retirees. Currently, the only location where it is active is UCOP, but there are plans to expand to UCLA, Merced and Riverside by the end of the year. There are no plans to move RASC functions to PATH.

Family Member Eligibility Health & Welfare Tri-annual Recertification will be held in 2017 to verify current relationship status for those family members whose relationships can change over time. The estimated savings to UC after corrections is \$1,000,000.

UCRAYS (UC Retirement At Your Service)

Gary introduced the Redwood Pension Administration System, a Pension and Administration Record Keeping System, a multi-year project to improve operations and the employee experience with RASC. This system will replace At Your Service Online (AYSO) the current legacy software system from 1983 which is currently used by RASC. It has a modern interface, modern technology, better workflow and an enhanced member portal. CUCRA/CUCEA will be asked for input. Immediate input is that we need an opt-out option so associations will be able to get e-mail addresses. The design is 2/3 complete and the estimated implementation date is 2019. The suggestion was made that UCOP send out an e-mail to new employees on behalf of the Associations. The e-mail could include a link to the appropriate campus.

Susan Pon-Gee spoke about Retiree Health Plans.

Susan began with the transition to Anthem/OptumRx. Most of the issues including enrollment, ID cards, "split Medicare" (spouses), and change management were resolved with a new data feed in March, putting temporary manual fixes in place, and

giving additional training to Health Care Facilitators. There was a discussion of the issues with OptumRX customer service.

There are no major changes in the 2018 Plan. Costco is being investigated as a possible provider. Health plans are being assessed for 2019 in order to maintain quality care and cost efficiency. There are approximately 44,000 retirees enrolled in medical plans plus 26,000 dependents.

Costs are being driven up by longevity of participants, patients who are sicker than in the past, advances that prolong lives, among other things. In order to manage costs for health care, there will be a cap on UC contributions of 70%.

Two surveys were sent out in 2017, one for non Medicare medical members and one for Medicare Plan members. In addition, a second annual behavioral health benefits survey will be sent out. All surveys used random samples.

There are no plans to eliminate Health Care Facilitators.

Center Director Reports

Since the Center Director reports are posted online, there was no oral presentation.

Fall 2017 Meeting Preview: UC San Francisco and UC Office of the President Gary Schlimgen and Gail Harden gave an overview of the Fall 2017 meeting in Oakland which will take place on October 25th and 26th at the Atrium Hotel, near the Oakland airport. There will be a visit to the Robotic Pharmacy and dinner at Mission Bay in SF.

Adjournment

Richard Attiyeh thanked Lee Duffus for his leadership over the past four years, then adjourned the meeting at 3:45.

Respectfully submitted,
Gail Harden
CUCRA Secretary