

Faculty Salary and Budget Committee Meeting #2
September 20, 2002, 12:00-1:30, 201 Kirkoff Center

Present: M. Battani, M. Cimitile, M. DeBruine, G. Dimkoff, J. Jinn, L. Mapes, S. Martin, L. Rynbrandt, N. Schoofs, E. Schott, N. Shontz, and R. Winegar (guest)

2.1 Approval of Minutes of 9/16/02 with changes

2.2 Presentation of Faculty Governance Website by Roy Winegar

- 2.2.1 Explanation and illustration of features of website for all of faculty governance site, as well as FSBC in particular
- 2.2.2 Administrator of FSBC will need Internet Explorer version 6.02, downloadable from Microsoft.com
- 2.2.3 Personal tutorials available

2.3 Announcements

- 2.3.1 Distribution of Summary Report forms
- 2.3.2 UAS will continue discussion of Health Benefits on 9/27/02 107 DeVos, 3:00pm
- 2.3.3 Distribution of HR Presentation Handout to UAS meeting on 9/6/02
- 2.3.4 Distribution of Comparative Budget

2.4 Discussion of possible budget initiatives

- 2.4.1 Lynn Mapes had requested consideration of phased-in retirement. Sue Martin reported that this currently exists for a period of up to 5 years. Benefits could be full or half. Granting phased in retirement is up to the Deans. Although this policy exists, it is not in the faculty handbook. The committee requested the chair to send the matter to Cliff Welch, so that he may forward it to FPPC. The idea is that it would be good to have the policy in writing.
- 2.4.2 Discussion of prescription benefits for retirees. Marinus DeBruine and Jann Jinn met with HRO late in April. There it was explained that the current Rx cost for retiring faculty averages \$150 per month. Computations involving typical longevity indicate that it would cost \$32,000 over the average retiree lifetime to provide Rx benefits to someone retiring in July, 2002. The university would have to have \$20,000,000 to provide Rx benefits for all future retirees. The university declined to do this.

At the other end of the spectrum is a self-funded plan where retirees would contribute \$3000 annually to receive Rx insurance. Retirees in this program would still pay co-pays. At this point we ran out of time.

- 2.5 The next meeting is **October 4** in the Zumberge Board Room.