

Committee on Faculty Benefits and Housing
Report to the C-FSC meeting of September 13, 2022

Thom Blaylock, Michael Ferguson, Sam Helfrich, Beth Latimer, Anna McCormick

Vincent Renzi, chair

On May 24th, Ashley Maynor and I attended a meeting of the Family Planning and Gender Affirmation Benefits subcommittee of the Ad Hoc Committee on Full-Time Non-Union Employee Benefits Review and Modeling. The group and its subcommittees are planning to continue to meet over the summer.

On June 14, 2022, I attended the quarterly meeting of the University's Retirement Plan Investment Committee, together with observers from the T-FSC and AMC.

On June 15th, Thom Blaylock, Michael Ferguson, Ashley Maynor, Robin Mitnick, and I attended a joint meeting with our T-FSC Benefits Committee counterpart, with Trish Holland, Assistant Vice President for Global Benefits, for the annual presentation by Jim Archer, of the University's actuarial consultants Willis Towers Watson, on utilization of benefits and projected costs for the coming calendar year. As in the past, the University presented both a straight-line and a progressively priced model for medical premium increases. Based on our council's discussions of this topic in the past, the committee recommended adoption of the progressively priced plan.

Over the summer, we were informed that the University was planning to implement the straight-line plan, against our recommendation and breaking with practice established over the last several years. I asked the University to revisit the matter, and on August 10th, Chris Dickey, Michael Ferguson, Ashley Maynor, Robin Mitnick, and I had a second joint meeting with the T-FSC Benefits Committee, together with Trish Holland and Sabrina Ellis, Vice President for Human Resources. The University presented a new progressive priced plan, which we recommended as a compromise, and with which the T-FSC concurred; and the University has accepted our recommendation.

On August 18th, I attended a meeting of the Ad Hoc Committee on Full-Time Non-Union Employee Benefits Review and Modeling, which accepted the recommendations of the Family Planning and Gender Affirmation Benefits subcommittee regarding enhancements to the gender affirmation benefits. Family planning recommendations should be ready for the committee's September meeting.