

## Faculty Benefits Committee Meeting Minutes

April 26, 2017

**Present:** David Brown, Jason Freeman, Darrell Gray, Raquel Lieberman (Chair), David Millard, Stella Richardson, Leslie Sharp, Mandy Warfel (HR)

**Administrative:** The minutes from the previous meeting were approved.

**Discussion: OSP vs TRS.** The committee discussed the need to get 5-10 years of data of faculty with OSP vs TRS retirement benefits. We have been trying to get this data from HR for some time. It is difficult to have meaningful discussions without an HR benefits representative in meetings. The goal is to gather and compile retirement information for faculty.

There was a recap of the discussion with Jim Wallace that took place at the previous meeting.

David stated that he had reviewed different programs at institutions within the USG. He noted that he had found information from 2010 where GSU faculty had proposed a retirement benefit which would include a buyout for early retirement. There was no evidence that the proposal ever got approval. Other institutions outside the USG do have these type incentives as cost savings. There was a question as to whether or not the One USG program would offer this type incentive.

Jason asked if the retirement issue that we're wrangling with is whether the best option is a phased retirement or a pay-off. One challenge is that retirement options, such as retired but working, cannot be discussed until post retirement. We would also like to know what benefits are available automatically and what might be paid for or require a special arrangement or negotiated. What is the percentage of current retired but working faculty?

There was a question as to whether OSP retirees who return to work can still collect funds, which needs to be clarified. There were differences in what committee members recalled what Jim Wallace said about this.

The following is a list of what the committee thinks might be needed to compile a document of faculty retirement benefits.

- A review of phased-in retirement policies at other institutions
  - Have to consider Board of Regents constraints
- Retired but working (RBW) – what is done at GT and peer institutions
- Need data of faculty with OSP vs TRS
- Review peer institution policies and make recommendation for GT (Raquel will send list of peer institutions to committee—David will review list and conduct research)

The committee agreed that we could build a strong case for improvements in retiree benefits if research reveals that GT is at the bottom of the list.

Jason agreed to help write the information document once all the relevant information has been gathered. Categories to be included on the document are: parking, insurance specifics, CRC, Buzzcards, access to buildings, office /lab space, IT resources, email, library database access, security clearances, etc. Questions to be answered include whether or not OneUSG perks apply to retirees (example: phone carrier discounts), whether or not retirees are covered by liability insurance during travel, etc.

**Action Items:**

- Stella will verify library privileges for retirees and email information to Raquel.
- Leslie will ask for an anonymized list of faculty/staff ages

**Other:**

- How to move forward with Day Care review
- Staff Council is waiting on day care information—trying to understand their needs. Will take some time
- Steve Swant agreed to awarding 2-5 scholarships for GT sponsored summer camps—criteria for them is yet to be determined

**Meeting adjourned.**