

UW SYSTEM ADVISORY COMMITTEE ON FRINGE BENEFITS MINUTES

April 26, 2013

Members Present: Susan Fontana, Ana Araujo , Sharon Pink, Tracy Hofer, Mary Kay Sankey, Diane Douglas, Fred Kolb, Sharon Klawitter

Members Absent: Steve Guo

Guests: Deanna Glatczak, UW-Madison

Staff Present: Nicole Zimm, Beth Ritchie, Rose Stephenson, LaDonna Steinert, Lindi Farra

The meeting was called to order at 10:05 a.m.

- 1) Minutes of the January 16, 2013 meeting were approved. The agenda and minutes are posted on the <http://www.wisconsin.edu/hr/benefits/fbac.htm> webpage.
- 2) Announcements
 - a) FBAC members are appointed to three year terms. Each year three seats should be up for renewal or replacement. In August, there are four seats open as the terms for Susan Fontana, Diane Douglas, Ana Araujo and Sharon Klawitter will end. Ms. Fontana has agreed to extend her term to August 2014 so that there are only three seats open each year. Ms. Douglas does not wish to continue on the FBAC and Ms. Araujo has retired and will step down.
 - i) UWSA Staff will put out an announcement of the vacancies to various groups, including other committees and boards.
 - ii) UWSA Staff will determine what institutions have not been represented on the FBAC recently and will focus on recruitment at those institutions.
 - b) Ms. Fontana attended the Tax Sheltered Annuity Review Committee on April 12, 2013 and provided a brief summary.
 - i) The number of individuals taking loans from their TSA is increasing. The repayment options have expanded to allow current and past employees to continue to repay the loan after retirement. Previously, the full loan amount had to be repaid before retirement causing significant hardship.
 - ii) Retirement Calculators are available through most of the investment companies.
 - iii) A social choice bond fund is now available along with a social choice equity fund.
 - iv) The TSA program has some of the lowest administrative fees available.
 - c) Ms. Zimm announced that the UW System has a new representative on the Group Insurance Board. Herschel Day of UW-Eau Claire was nominated and approved by President Reilly and Governor Walker. Dr. Day is a mathematics professor with a background in actuarial science and health care reform. Dr. Day replaces Esther Olson who represented the UWS for over a decade and is now retired.
- 3) Ms. Zimm announced that the UWSA is developing a new HR and Benefits website for employees and employers. Due to time concerns, staff did not provide a walk through but the FBAC members

may see the progress on the website at: <http://www.uwsa.edu/ohrwd/>. The website is accessible now but is expected to be formally brought up by the end of May.

- 4) Ms. Ritchie discussed a letter President Reilly received from the UW-Milwaukee Chancellor's Advisory Committee on LGBT issues. There were four main areas of concerns raised by the Task Force.
 - a) ETF requires that domestic partners submit a completed and notarized Affidavit of Domestic Partnership before a domestic partner can be enrolled for health or state group life insurance or be treated on the same basis as a spouse for WRS benefits. The Task Force states that this is inequitable. Domestic partners may have registered with another governmental entity or be legally married in another state, yet they must complete the Affidavit of Domestic Partnership to enroll their partner. Married couples do not need to take steps in addition to the marriage in order to enroll a spouse.

Staff explained to the FBAC that domestic partners may register in the State of Wisconsin under Chapter 770, Wis. Stats. This entitles them to a number of the same rights as married couples. ETF intentionally created a separate and distinct eligibility criteria in the event that Chapter 770 is repealed at any point. Even if Chapter 770 is repealed, state employees will retain the right to enroll a domestic partner for benefits.

- b) "Grossing Up" of Pre-Tax Salary to Offset Imputed Income (UW Regents Issue)
 - c) Coverage of Gender Transition services under Health Insurance (ETF Issue)
 - d) Recognition of Gender Transition (ETF Issue)
 - e) [Recommendations](#) for discussion
- 5) [Budget Bill Summary](#)
- 6) Discussion of Dependent [Back-Up Care](#), Legacy Services, AFLAC Proposal
 - a) [Proposed Resolution](#)
 - b) [Proposed Vendor Guidelines](#)
 - c) AFLAC: [Critical Illness Plan](#); [Accident Plan](#)
- 7) [May Meeting Date](#)
- 8) [FBAC Appointment Guidelines](#) and draft [Application for FBAC Membership](#)
- 9) [UPS OPS Update/Review](#)
- 10) [Wisconsin Retirement System Best-Designed and Best-Governed Pension System in the US - Institutional Investor, March 2013](#)

Added New Materials:

[Resolution for Dependent Back-Up Care and Legacy Services](#)

[Time Spent Arranging Back-Up Care](#)