

MINUTES [Draft]
Retirees Rights and Benefits Committee Meeting
Wednesday, 9/26/2018, 3:00-4:00 pm, Room 33, Strong Hall

Present: Chris Brown, Dennis Constance, Elspeth Healey (Chair), Doug Houston, Amy Ireland, Sandy Patchen

Absent: Allen Weichert (excused)

I. Introductions

Committee members introduced themselves.

II. Review of FY2018 Year-End Committee Report

Healey noted the following highlights from FY2018 report.

- * The committee conducted a thorough review of the Retirees Handbook (now titled Information for University Retirees and Phased/Prospective Retirees). They contacted all organizations and department units listed in the document and succeeded in receiving current retiree benefit information from all but three as well as additional benefits not previously listed. The revised document, along with updated links to additional information, reside in the Policy Library.
- * One of the concerns raised from the FY2018 committee meeting with the Endacott Society was accessible parking for retirees to resources and activities on campus, ending in a recommendation that the FY2019 committee work with the Parking Commission to explore improved parking options for retirees; however this was not made an official FY2019 charge.
- * Participation in the educational elements of the HealthQuest program was discussed with Human Resources. Current State policy does not allow retirees this privilege. Further investigation on the State level may be possible.
- * The FY2018 committee was unable (due to other committee work) to develop further information regarding the process of retiring, such as post-retirement health plan to be included in the retirees informational document.
- * The retirees' website, established some years ago, was never completed and those with administrative/editing privileges are no longer with KU. The site has been suppressed from all KU search results.

III. Review of FY2019 Committee Charges

The standing charges, as approved by the University Senate, on September 6, 2018 are:

1. Promote all appropriate means of communication with retirees, with special emphasis on seeking information from them about their needs and concerns.
2. Consult with SenEx about views and concerns related to retirees.
3. Seek feedback from retirees and University offices about the Retirees Handbook and work with staff to ensure that it remains current. (ongoing)

The specific charges, as approved by the University Senate on September 6, 2018 are:

1. Review and, if necessary, update the Committee's standing charges.
2. Survey retiree policies at peer institutions to help identify additional and/or new low-cost steps that the University can take to make KU more "retiree friendly."

3. Work with HR to develop additional current information about the process of retiring, about post-retirement health plans, etc.
4. Determine if there should be an official Retirees website.

IV. New Business

- a. Discussion of FY2019 review process for updating the “Information for University Retirees and Phased/Perspective Retirees” document (formerly known as the Retirees Handbook), now housed in the Policy Library at <https://policy.ku.edu/human-resources/information-for-university-retirees>.
 - Work with HR and other departments to insure that the information in the document is accurate.
- b. Discussion of project to survey retiree policies at peer institutions to help identify additional and/or new low-cost steps that the University can take to make KU more “retiree friendly.”
 - Committee will begin this process by canvassing HR department websites at all the peer institutions. Healey will send a follow-up email to committee members requesting they designate which peer institution(s) they will canvass.
 - Review related policies and links on each website.
 - Prepare list of benefits and perks offered to retirees, especially those not offered by KU.
 - Committee will follow-up web search with telephone calls and/or emails to personnel in charge of policies at designated institutions to determine if there are other websites or departments we should canvass.
 - How do we reach out to the retirees who do not have an association with the Endacott Society or the Alumni Association? Does HR have a list? Does Alumni Association have a list?
- c. Discussion of project to work with HR to develop additional current information about the process of retiring, about post-retirement health plans, etc.
 - Request feedback from governance to specify what additional information they would like to see in the retiree information document.
 - Some information suggested includes:
 - Updated information for KP&F employees who wish to return to work after retirement.
 - Process for accessing retirement plans (KPERS, TIAA, etc.)

Houston noted that there is interest in retirees being able to participate in the HealthQuest program. KU does not govern this program. Endacott Society may pursue this at the State level.

Houston also noted that retiree accessible parking (for events on campus) is an ongoing issue. Work with the Parking Commission to pursue some solution.

Houston mentioned that Sprague Apartments may be changing their policy, opening availability so that anyone can apply. Healey noted that the revised language in the current [Information for University Retirees policy](#) does seem to indicate this change.

Retiree benefits for the Lied Center have decreased.

- d. Discussion of legacy Retirees website.
 - In the past, this committee tried to develop a Drupal website. Those who have access to edit are no longer members.
 - Website would require consistent updating.
 - Endacott Society has a website and might be willing to work with committee. Houston will check on this.
 - Use HR as a conduit for information, referencing document in policy library.
 - Information on website could include:
 - Resources for retirees (Endacott Society, Alumni Association, Retiree Information document)
 - Watkins Health Center (vaccinations available to retirees, health and wellness programs)
 - What's happening at KU
- e. Scheduling of annual meeting with the Endacott Society.
 - Houston will talk with Wiechert. Meeting will be scheduled for after the Committee's next meeting (early December?).

The committee discussed a means to share documents. Several options were mentioned including Google, MyKU, and SharePoint. Healey will research for the best method.

Healey will ask University Governance to schedule the committee's next meeting for some time the end of November. [Update: Next meeting scheduled for 10/31/2018 at 3:00pm in Strong Hall 33]