**Summary of Total Rewards Task Force Work to Date**

**November 2013**

**Background**

In June 2013, the UM Total Rewards Task Force was formed to assist the Vice President for Human Resources (VPHR) in the development and communication of recommendations regarding the Total Rewards Program offerings for employees and retirees and to facilitate the dissemination of information to and from stakeholders consistent with objectives and assumptions approved by the Board of Curators of the University of Missouri and provided to the Task Force as part of its charge. Members of the Task Force were selected from a pool of recommended and self-nominated candidates and were chosen with care to appropriately represent the diversity of the university population, with particular attention to generational, longevity, employee categories, and location diversity. The members are listed at the end of this summary.

The following programs/plans for employees, retirees and dependents were specifically included in the Task Force’s charge:

* Retirement plan
* Medical insurance
* Ancillary insurance benefits (Long Term Disability, Dental, Vision, Life/AD&D)
* Tuition Reduction/Educational Assistance
* Post-retirement benefits
* Leave benefits

**Task Force Objectives and Assumptions**

The Task Force was guided in performing its work by the following objectives and assumptions predetermined by the Board of Curators:

* Retirement plan benefits for current employees and retirees in the Retirement Disability and Death Plan and the Employee Retirement Investment Plan shall not be reduced and the viability of the retirement trust fund shall remain protected. However, the Task Force may consider additional but equivalent Defined Benefit distribution and opt-out scenarios that may be attractive to employees.
* In combination with competitive salaries, benefit costs should be consistent with appropriate industry or higher education peer group. Consideration will be given to the current and expected employee and retiree costs with the goal to remain at or below appropriate benchmarks.
* The Total Rewards package must remain competitive with our peers for each major employee group, including benchmark institutions to be used for future comparison. Similarly, consideration must be given to the impact of the Total Rewards components on the recruitment and retention of faculty and staff.
* Total rewards should be considered of value by employees and retirees using pre-established measures while achieving the cost and competitiveness objectives as outlined above. Focus should be on overall plan goals, objectives, and types within various cost structures, and not on plan design details such as medical plan premiums, deductibles, etc., or contribution levels.
* Review should include efforts to increase the cost predictability for the UM Total Rewards Program funding for both participants and the university, within the targeted cost of total rewards.

**Task Force Work to Date**

The Task Force has met five times beginning with a two-day educational session in July and four subsequent meetings. They are expected to continue meeting through February and to present recommendations to the Board of Curators at their April 2014 meeting. The topics of the meetings have been as follows:

**July:**

* Information that provided a broad overview of the current university programs that are within the scope of their work as well as related benchmark information was presented in a 2-day educational session.

**August:**

* The Task Force reviewed data about the current university workforce including data on demographics, recruitment and retention.
* Eric Grospitch, EdD, Dean of Students at the University of Missouri Kansas City, presented information on generational differences.
* Vince Cooper, MUHC Officer of Planning, shared information regarding the financial pressures and changing marketplace in health care delivery.

**September:**

* At the request of Task Force members, additional data regarding employee data by employment group (i.e. Tenured/Tenure Track, Non-Tenured, Professional and Hourly) was presented.
* National data was presented about the different perceptions of employees and employers in regard to what is valued by each during recruitment or from a retention perspective. The Task Force discussed what benefit philosophy would best position the university for the future.
* Representatives from Towers Watson and Segal consulting firms who worked with the previous Retirement Advisory Board presented information from the findings of that committee and answered questions regarding the retirement plans.

**October:** Two meetings were held in October; the following reflects the content from both meetings.

* To assist the Task Force in understanding the strategic priorities for each campus, leadership from each campus was invited to present information about the recruitment and retention objectives for their campus. At this meeting, Ken Dean, MU Deputy Provost and Associate Professor of Law, and Rhonda Gibler, MU Director of Budget discussed MU priorities.
* Towers Watson Consulting presented the results of an analysis of the impact of the Affordable Care Act (ACA) on future university medical costs as well as medical plan design and other cost management strategies that could be used to address these costs.
* Glen Cope, UMSL Provost/Vice Chancellor for Academic Affairs and Peter Heithaus, Associate Vice Chancellor, UMSL Human Resources presented information regarding the recruitment and retention strategies for the UMSL campus.
* Gail Hackett, UMKC Provost & Professor, and Carol Hintz, UMKC Vice Chancellor for Human Resources presented information regarding the recruitment and retention strategies for the UMKC campus.
* Marilyn Rantz, MU Curators’ Professor for the Sinclair School of Nursing held an interactive discussion about managing the health of a population over their lifetime based research and initiatives she has been involved with during her career.
* Mike Heckman, Cerner Vice President and General Manager for Population Health Services as well as a Task Force member, shared information about their own internal journey to address the health needs of Cerner’s employee population.

No recommendations have been finalized by the Task Force as it continues to explore current UM programs, examine research and market data and discuss the future workforce needs of the university.

**Task Force Membership**

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| **Name** | **Group Represented** |
| Lisa Wimmenauer | MU Staff & Retirement and Staff Benefits Committee Representative |
| Leona Rubin | MU Faculty & Retirement and Staff Benefits Committee Representative |
| John David | MU Faculty & Retirement and Staff Benefits Committee Representative |
| Kris Hagglund | MU Faculty Representative |
| Rose Porter | Four-Campus Retiree Association Representative |
| Joe Martinich | UMSL Faculty Representative |
| Peggy Ward-Smith | UMKC Intercampus Faculty Representative |
| Kevin Sansberry | UMKC Staff Council Representative |
| Shannon Fogg | Missouri S&T Faculty Representative |
| Sara Lewis | Missouri S&T Staff Representative |
| Ginger Gibson | MU Healthcare RN Representative |
| Mike Heckman | External Representative – Cerner |