

2019 RETIREE HEALTH BENEFITS DESIGN WORKING GROUP CHARTER

March 1, 2018 (revised)

Project Name:	2019 UC Retiree Health Benefits Design
Project Co-Directors:	Dwaine Duckett and Peggy Arrivas
Project Lead:	Robert Judd, Strategic Program Management Office

Background:

The Working Group will consist of representatives from key stakeholder groups and is expected to deliver its options by June 1, 2018. As part of their role, Working Group members will also provide strategic guidance and act as liaisons with their colleagues and various constituencies. Changes that may result from this Working Group regarding UC's retiree health benefits will take place effective January 1, 2019 at the earliest. UC's current funding policy on retiree health benefits remains in effect for the 2018 benefits year, and the University will continue to contribute at least 70% of the cost, in aggregate, of retiree health benefits in 2018.

Project Goal:

The 2019 Retiree Health Benefits Working Group ("Working Group") will explore potential strategies and develop options for UC leaders to consider to ensure the long-term financial viability of the retiree health benefits program. The Working Group will design strategies to effectively manage costs to be able to sustain the benefits and will evaluate the implications of the different options to both UC and retirees.

Project Governance and Roles Summary:

Project Co-Directors: Overall responsibility for achieving the goals and meeting the project's objectives, negotiate viable solutions for areas of conflict, oversees team organization and performance and provide quality assurance.

Working Group: 17-member systemwide body charged with exploring potential strategies and developing options for UC leaders to consider to ensure the long-term financial viability of the retiree health benefits program. The Working Group will design strategies to effectively manage costs to be able to sustain the benefits and will evaluate the implications of the different options to both UC and retirees. The Working Group will deliver options for consideration by the President (with a copy to the Executive Steering Committee on Health Benefits). The members are responsible for consultation with their colleagues and various constituencies. The Working Group meets approximately every 3 weeks. With the exception of the retiree representatives, each Working Group member is to be an active University faculty member or staff employee.

Project Team: Project is managed by an inter-departmental team, supplemented by consultants. Project team meets biweekly and is supported by UCOP's Program Management Office (PMO). Project team produces and coordinates work toward ensuring the achievement of the project goal.

Project Milestones:

<u>Milestone Date</u>	<u>Milestone Description</u>
December 2017	Working Group members are appointed by the Project Co-Chairs
January 2018	Working Group kick-off meeting
June 1, 2018	Working Group delivers recommendations to the President (with a copy to Executive Steering Committee on Health Benefits)
October 2018	Open enrollment when new benefit design is offered to retirees
January 1, 2019	New retiree health benefit changes are effective

Other Considerations:

- Project includes meeting all shared governance, collective bargaining, and legal and regulatory obligations.

2019 Retiree Health Benefits Working Group Appointees:

17 Appointed Members, as follows:

Co-Chairs			
1	Dwaine Duckett	UC Office of the President	Chief Human Resource Officer
2	Peggy Arrivas	UC Office of the President	Systemwide Controller
Faculty			
3	Academic Senate representative		Shane White
4	Academic Senate representative		Robert May
5	Campus faculty representative		Rick Kronick
6	Campus faculty representative		Bob Anderson
7	Campus faculty representative		Andrew Bindman
Staff			
8	CUCSA representative		Lina Layiktezh
9	Staff Representative		Edward Abeyta
10	Staff Advisor to the Regents		Jason Valdry
Represented UC Employees			
11	Union representative		Paul Brooks
Retirees			
12	CUCRA representative		John Meyer
13	CUCEA representative		Roger Anderson
Campus Leadership			
14	VCPB		Teresa Costantinidis
15	HRLC		Ramona Agrela
16	VCA		Sarah Latham
UC Health			
17	Medical Center CFO		Tim Maurice

Staff to Working Group:

- COO Division: Mike Baptista, Susan Pon-Gee, Cathy O’Sullivan, Robert Judd and Gary Schlimgen (Vickie Tran, and others as needed)
- CFO Division: Oren Gabriel
- Public Affairs/Communications: Paul Schwartz
- OGC: Allison Woodall
- Consultants: Deloitte

2019 Retiree Health Benefits Design Project Working Group Meeting Schedule

Updated: February, 2018

Meeting	Date and Time
Work Group Meeting - Kickoff <i>Face to Face Meeting</i>	Tuesday, 1/16/18, 10:00 am – 3:30 pm
Work Group Meeting - #1 <i>Hybrid Meeting</i>	Tuesday, 2/6/18, 1 pm - 4 pm
Work Group Meeting - #2 <i>Hybrid Meeting</i>	Tuesday, 2/27/18, 12:30 pm – 3:30 pm
Work Group Meeting - #3 <i>Hybrid Meeting</i>	Friday, 3/23/18, 9:00 am - 12 pm
Work Group Meeting - #4 <i>Hybrid Meeting</i>	Tuesday, 4/3/18, 12:30 pm – 3:30 pm
Work Group Meeting - #5 <i>Hybrid Meeting</i>	Tuesday, 5/1/18, 12:30 pm – 3:30 pm
Work Group Meeting –In Person #2 <i>Face to Face Meeting</i>	Monday, 5/14/18 10:00 am – 3:30pm
Work Group Meeting - #6 <i>Hybrid Meeting</i> <i>(If Needed)</i>	Monday, 6/4/18, 12:30 pm – 3:30 pm