

November 16, 2012 Retirement and Staff Benefits Committee

Meeting Summary

A Culture of Health Council has been formed to advocate for creating work environments that support the health of employees and promote their ability to excel at their jobs while honoring the importance of family and community. This group has met three times and is comprised of representatives from faculty, staff and human resources on each campus/hospital. Six priority areas have been identified:

1. Healthy and accessible food options available
2. Flexibility about when and where we do our work (i.e., flexible work schedules)
3. Feeling empowered and appreciated by the institution
4. Ergonomics and technology that let us move, be healthy, and do our jobs better
5. Work-life balance practices support all aspects of our lives (work, family and community)
6. Physical activity and movement is encouraged and supported during the workday

The transition for the Voluntary Retirement Plans (403b, 457b and 401a) is complete. Following are some outcomes of the transition:

- 2,018 employees had one-on-one meetings with a retirement representative
- 1,600 attended group informational sessions
- 512 attended department meetings
- Fidelity called 2,753 participating employees who did not participate in any of the meetings to ask if they needed assistance
- 600 new enrollments were created by employees who were not previously saving through the plans
- 19% (4,670) employees now save for retirement through the plans increased from 16%

Every two years, UM participates in a comparative study to determine how our medical and prescription plans compare to our peers. This information was presented to the Committee.