

**BOARD OF DIRECTORS MEETING MINUTES**

**April 16, 2019**

**Members present:** Linda Cook, Dick Otto, Don Sievert, Brian Foster, Betsy Garrett, Kee Groshong, Gary Smith, Ken Hutchinson, Judy Maseles, Leslie Palmer, Mary Anne McCollum, Marty Townsend, Art Jago, Bill Fisch, Jo Turner, Maggie Walter, Susan Hazelwood, Rob Weagley, Libby Miederhoff, Larry Windmoeller. Incoming Board Members: Mary Jo Herde and Ruth Tofle

The meeting was called to order by President Jo Turner at 2:30 p.m.

**MINUTES:** Leslie Palmer

The minutes of the MURA meeting held on Wednesday, January 16, were distributed via email. The minutes were approved as distributed.

**President’s Report:** Jo Turner

President Jo Turner welcomed Board members and guests. She made the following remarks:

1. MURA’s Annual Business meeting was Saturday, March 16, in Columbia. Eighty-five persons attended. Speakers included Provost and Executive Vice Chancellor Latha Ramchand; Director of Benefits Carol Wilson; and UM Treasurer Tom Richards.
2. Informed the Board the Alumni Spaces is no longer able to process online registrations for MURA. After researching online services, it was determined that PayPal would be the best option for this service. They offer a special rate to non-profits that is comparable to the Alumni Spaces rate. Turner thanked Webmaster Judy Maseles for her work with Alumni Spaces, PayPal, and the officer team to set up the new registration process.
3. MURA leaders will meet with Chancellor Alexander Cartwright on May 7. MURA officers will be asked to attend, as well as reps of selected committees. Turner will be soliciting agenda items for this discussion. One topic will be a report on the MURA member survey.
4. MURA leaders and representatives of retiree associations from the three other campuses will meet with President Choi and UM System leaders on May 9. This will also be an opportunity to share the results of the MURA member survey with leaders of the other campus groups. Turner thanked Linda Cook for her work in coordinating these meetings.
5. Standing Committee Chairs will be contacted by President-Elect Betsy Garrett to ascertain whether or not current chairs are planning to continue in that role in 2019-2020. Committee Chairs will then contact members to determine if they are interested in continuing to serve. Tom Henderson has stepped down from his position as MURA United Way Representative. Linda Lorenz has agreed to serve in 2019-2020. Jo Turner thanked all chairs for their help and willingness to volunteer to support MURA as Standing Committee Chairs.
6. Turner recognized and thanked out-going Board members Leslie Palmer, Larry Windmoeller, and Margie Sable for their leadership and service to MURA.
7. Board members were reminded to check their status for voting on Board matters. In general, elected Board members and Standing Committee Chairs are the voting members. Special or ad hoc committee chairs, liaisons and guests are not voting members.

**Treasurer's Report**: Rob Weagley (see reports)

Attached is the cash flow statement for the 9+ months ended April 4, 2019.

As you can see, MURA’s cash receipts were less than cash disbursements for the fiscal year by $8,567. This deficiency is likely the result of the decision by the Board of Directors to match another $10,000 of donation to the Kitty Dickerson Scholarship Fund.

Observations regarding the financial statements:

* Compared to the full year for FY’18, annual memberships for FY’19 are 54% and lifetime memberships are 79% of the total for FY’18
* As the monthly breakfast events are collected online through the Alumni Spaces portal, it is now included as a separate disbursement line on the cash flow statement. The cost to MURA is a 5% transaction fee. This 5% fee covers both the cost to use the Alumni Spaces portal and the credit card transaction fee and the total cost for the first 9+ months is $338.65.
* We have moved our collections account to PayPal

Overall, the Association is in satisfactory financial condition, as our checking account has a positive balance. To date, we have not transferred any funds to our investment account, during my tenure as Treasurer, nor have we taken funds from that account other than the dividends that are deposited to the checking account.

Gary Smith motioned to accept the Treasurer’s report as presented; Bill Fisch, seconded. Motion passed.

Concerning the $10,000 matching funds for the Dickerson scholarship, it was noted by Audit Committee Chair, Libby Miederhoff, that the intent of the Board was for funds to be taken from the Investment Account rather than the Checking Account. This would explain the low balance in the Checking Account and a transfer of funds to that account could be made if needed. No action was proposed that this time.

**STANDING COMMITTEE REPORTS**

**AWARDS:** Larry Windmoeller

MURA is proud to partner with Chancellor Alexander Cartwright to recruit and nominate candidates for the Retiree of the Year Award. Larry announced that Sandra Taylor will be honored as retired staff member and Jill Raitt as retired faculty member at the Chancellor’s Annual Luncheon on May 21, 2019. Each award includes a plaque and a stipend of $1,000. The MURA awards plaques are in the process of being updated. Larry will work with Mary Maxwell to update the plaques hanging in the foyer of Jesse Auditorium. Larry will also be touching base with the person who updates the website application form.

**COMMUNICATIONS:** Barb Harris

* There are approximately 200 members currently receiving printed copies of the MURA newsletter. Jo Turner requested that in the future each MURA Board member receive a printed copy of the newsletter in addition to an electronic copy. Jason Meyer also receives extra printed copies that are made available at the Alumni Center information desk.
* Barb announced that 36 members were removed from our email distribution list by CenturyTel. These members will not receive email communications from MURA until an alternate email address has been provided. Bart is working to find a solution to this, including asking members to provide an alternate email address.
* The Communications Team will be meeting later this month to debrief and celebrate accomplishments in 2018-2019 as well as to begin planning for 2019-2020.
* Barb offered to help find a photographer for the Chancellor’s Luncheon; subsequently, Betsy Garrett volunteered to take pictures.

**FINANCE:** Rob Weagley

Jo Turner requested that Rob Weagley convene the finance committee to prepare a MURA operating budget for 2019-2020 to be presented at the July MURA Board Meeting. MURA Board members are asked to forward recommendations to Rob about regularly occurring budget items such as incoming funds and/or expense amounts.

**GOVERNMENTAL AFFAIRS:** Mary Anne McCollum

The biggest news at the Capitol is the FY 2020 budget.  In the recently approved House version of House Bill 3 - Higher Education appropriations, there is a line item for $3 million for the MU Translational Precision Medicine Complex and $4.7 million for equity funding for Missouri State University.  The core funding for UM remains the same as the current fiscal year.

The Senate Appropriations Committee is recommending $10 million for the TPMC and $10 million equity funding for MSU.  The core funding remains the same as the House version, keeping it at the current fiscal year's level.

Legislators continue to monitor the state's revenues as they proceed with the process.  The finally agreed to budget by law must be on the Governor's desk by 6 p.m. May 10.  Session ends May 17.

**KITTY DICKERSON SCHOLARSHIP COMMITTEE:** Gary Smith and Kee Groshong

* Deke Dickerson is confirmed for Roots N Blues (September 27-29, 2019); it looks hopeful that a benefit concert can be arranged. Deke Dickerson is both Kitty Dickerson’s son and a professional musician. More details to come following an upcoming meeting with Richard King.
* Marty Townsend is working with the three scholarship recipients regarding the Chancellor’s luncheon in May. Each MU Staff member dependent will be awarded a $500 scholarship.
* The scholarship fund is approaching $72,000; the goal is to increase the fund to $100,000.

**MEMBERSHIP:** Dick Otto (see reports)

* Dick reported that there are 929 members in good standing. Annual members paid through 2018 number 109.  Annual members paid through 2019 number 53 and there are 7 paid through 2020.  There are 867 LIFE MEMBERS.
* A listing of MURA members that last paid dues in 2018 and also numbers for members that are current with their dues was distributed. A few people will not renew due to health, moving out of the area or are deceased.
* A list of members will be provided to the University events person who is coordinating the Chancellor’s Luncheon which will state life member or annual member. Gary Smith volunteered to reserve the information fair table. Gary has the long banner and Jo Turner has the table cloth.

**ombudsman:** Marty Townsend and Bill Fisch (see reports)

Bill and Marty have attached a draft list of retiree “perks” for MURA Board consideration.

A strategic decision was made NOT to replicate the long list of benefits available to MU retirees through the System office. Rather on the MURA information, we will note that the HR information is available on line.  No need to reinvent a wheel when it’s already rolling.  The previous list was out of date. Only resources related to the University are included; no external resources or groups have been included. Every attempt has been made to keep the list simple and straight forward.

Additions that Board members may wish to add are welcome; be sure to let Bill and/or Marty know if any difficulty arises in accessing perks. The Ombudspeople (Marty and Bill) will update the list annually. Marty particularly noted as “nice surprises” the two complimentary tickets available for retirees with MU I.D. for performances at the Rhynsburger Theater Box Office for performances. In addition, retired faculty and staff traveling abroad on university-related business are eligible to obtain international travel insurance. It was suggested that a notation might be added to the Osher Lifelong Learning Institute listing stating that there is a fee associated with the learning opportunities.

Judy Maseles will assist in the posting of the list to the MURA website. It was also suggested that the list might be shared with Campus HR for new retirees as wellas the Retiree Health and Other Be4nefits Committee. Jo Turner offered to present the list of retiree “perks” to HR in a cluster of other items.

**past-presidents:** Ken Hutchinson (see reports)

Following the January Board meeting and the report of the Ad Hoc Member Survey Committee, President Jo Turner asked the MURA Past-President's committee to carry out the following tasks relative to the discussion of COLAs:  review the MURA survey data, analyze appropriate historical and organizational information, gather additional information, and recommend a course of action for the MURA Board to consider.   Ken Hutchinson presented the committee report (Attached) and supporting documents (Historical Summary of COLA Pension Increases; McGill Letter to Curators—November 28, 1989).  The supporting materials were provided to Board members prior to the meeting.

Ken Hutchinson moved and Gary Smith seconded the motion to accept the report and recommendations as presented. Following discussion, a voice vote was taken and the motion carried. Art Jago made a motion that read: *The University of Missouri Retirees Association (MURA) Board of Directors instructs its Past Presidents Committee to initiate negotiations with the President and Board of Curators of the University of Missouri (or their delegated representatives) to create a catch-up Cost of Living Adjustment (COLA) for university of Missouri defined benefit pensioners who exist on September 1, 2019, similar in structure to the catch-up COLA enacted by the curators and effective May 1, 1994.* Susan Hazelwood seconded the motion. Jo Turner called for discussion on the motion. Barb Harris moved that the motion be amended to include in consultation and consensus with the other three campus retiree associations before MURA took any action. Brian Foster seconded the motion to amend. Following discussion, the amendment was accepted by a voice vote.

The amended motion was re-stated: *With consultation and consensus with the other three campus retiree associations, the University of Missouri Retirees Association (MURA) Board of Directors instructs its Past Presidents Committee to initiate negotiations with the President and Board of Curators of the University of Missouri (or their delegated representatives) to create a catch-up Cost of Living Adjustment (COLA for university of Missouri defined benefit pensioners who exist on September 1, 2019, similar in structure to the catch-up COLA enacted by the curators and effective May 1, 1994.* After discussion, a vote by show of hands was taken. The vote was eight (8) in favor of the amended motion and eight (8) opposed. With a tie vote, President Turner was required to vote. She voted to oppose the motion as presented. Motion defeated.

President Turner commended Ken Hutchinson and other past presidents for a great job and a thoughtful report. She also thanked Art Jago and the survey committee for their excellent work. The Board of Directors will act on the recommendations in the report.

**Program COMMITTEE:** Betsy Garrett

* Margie Sable will introduce the speakers for the May breakfast meeting program on Big Pharma.
* The June breakfast speaker is from the Missouri State Historical Society.
* The Fall Information Meeting is scheduled on a Friday (September 20, 2019); further, the Holiday Luncheon is also scheduled on a Friday (December 6, 2019). The committee reserved the Country Club of Missouri (CCMO) for both events as the Reynolds Alumni Center is no longer available after May, 2019. These events are scheduled on Friday due to availability at CCMO.
* The Spring Social/Ray Schroeder picnic scheduled for Wednesday, April 17, at Twin Lakes has been moved to the “back-up” location at the Community United Methodist Church on West Broadway due to increasing wind report.

Betsy expressed appreciation for Board member attendance at the breakfast meetings which are again scheduled at the Country Club of Missouri next year.

**retirement, Health & Other Benefits Advisory COMMITTEE:** Kay Barbee (see reports)

Kay Barbee was not able to attend. The Committee report was shared with the Board. President Turner asked the Board’s permission to delay a full discussion of the report and recommendations to the July Board meeting. In the interim, the officer team will look at the report and determine if any immediate action is needed.

**University Liaison-Admin:** Linda Cook

MURA Board Officers meet with Chancellor Cartwright and President Choi two times annually. The Spring meeting date with Chancellor Cartwright has been scheduled for Tuesday, May 7, 2019 at 2 p.m. Further, the Spring Meeting of Four-Campus Retiree Association Leadership Teams will meet at 10:00 a.m. on Thursday, May 9, 2019.

**EX-OFFICIO, AD HOC, AND OTHER SPECIAL COMMITTEE and LIAISON REPORTS**

**FACEbook ADMINISTRATOR; STAFF COUNCIL:** Nancy Johnson

Nancy was unable to attend the meeting; however, she has submitted the following Facebook Analytics.

* 72 Page Likes (as of March 8th)
* 1200 people reached in past year (365 days as of March 8th)
* 44 Event Responses
* 4 Ticket Clicks (clicked on link to register for events-not all events had link)
* 13 Event Posted in past year (365 days as of March 8th)

**FACULTY council:** Don Sievert—Reported that the Council continues to be concerned about challenging financial situations.

**NEWSLETTER REPORT:** Maggie Walter

The newsletter editors anticipate that the next newsletter will be published sometime in August. Please be reminded to submit names with all pictures provided.

**United Way:** The new MURA United Way Representative for 2019-2020 is Linda Lorenz.

**OTHER BUSINESS**

**New Business—NONE PRESENTED**

**Old Business—Non Presented**

Meeting adjourned at 4:20 PM.

The next meeting of the Board is Wednesday, July 17, 2019, 2:00-4:00 p.m., Room 198 General Services Building.

Respectfully submitted,

Leslie J. Palmer, MURA Secretary

**MURA Board Meeting**

**Tuesday, April 16, 2019**

 **PRELIMINARY AGENDA**

Call to order

Secretary’s report – review and approve minutes as distributed

President’s report

Treasurer’s report

Reports and action items from standing committees:

|  |  |
| --- | --- |
| Awards | Larry Windmoeller |
| Communications  | Barb Harris |
| Education/Breakfasts | Dick and Anne Hessler |
| Finance | Rob Weagley |
| Governmental Affairs | Mary Anne McCollum |
| Kitty Dickerson Scholarship  | Gary Smith and Kee Groshong |
| Membership | Dick Otto |
| Nominating | Margie Sable |
| Ombudsmen | Bill Fisch and Marty Townsend |
| Past Presidents | Ken Hutchinson |
| Program | Betsy Garrett |
| Retirement, Health & Other Benefits | Kay Barbee |
| University Liaison-Admin | Linda Cook |

Reports and action items from special committees and liaisons:

|  |  |
| --- | --- |
|  |  |
| Facebook Administrator; Staff Council Liaison | Nancy Johnson |
| Faculty Council Liaison | Don Sievert |
| Historian | G. B. Thompson |
| MU Engagement Council Rep | Ina Linville |
| Newsletter Editors-in-Chief | Maggie Walter and Pat Smith |
| Osher Lifelong Learning Liaison | Barbara Schneider |
| Total Rewards Advisory Committee Rep | Rose Porter |
| United Way Campaign Rep | Tom Henderson |
| Web Master | Judy Maseles |
|  |  |



MURA Membership List--April 15, 2019

Paid to: 2018 (Count-73)

Alexander, Hannah Idle, Linda

Anand, Satish Ispa, Jean

Banks, Alice Johnson, Harold

Banks, Mark Johnson, Lonetta

Beckett, James Johnston, Joe

Boyer, Harold Koenig, Sheryl

Brown, Marilyn Leonhard, Barbara

Buckler, Mildred Maddy, Allen

Butler, Grace Marston, Christine

Buzzard, Sharon Martin, Dorothy

Casati-Zajicek, Jennifer Mefford, Connie

Cassels, Bonnie Mefford, Phillip

Coleman, Nancy Meyer, Donald

Dailey, Duane Meyer, John

Davis, Diane Meyer, Margie

Dothage, Kathy Meyer, Rosalia

Dowdy, Carol Mills, Rilla

Dowdy, Richard Mills, Sue

Duffield, Marlene Miss-Gray, Susan

Edwards, Francine Moore, Gerri

Eggers, Robert Niemeyer, Margaret

Franz, Janice OConnell, Elizabeth

Gayou, Douglas Pinkerton, Marjorie

Gelatt, Andree Pirch, Ruth

Glenn, John Price, Donald

Graham, Olive Ridgeway, Linda

Hardesty, Mary Ritchie, Paul

Hardesty, Murray Rogers, Betty

Hessler, Anne Rogers, Marlin

Hild, Sandra Slusher, Carol

Hitzhusen, Gerald Stegall, Dennis

Holdmeier, Shirley Stewart, Cynthia

 Stewart, Shirley

Paid To: 2019 (Count=53) Wechsler, Barton

Paid To: 2020 (Count=7) Wechsler, Louise

Paid To: 2021 (Count=2) Whiston, Debby

Paid To: 2099 (Count=867) Wiegenstein, Steve

 2019 53 Wilson, Judy

 2020 7 Wilson, Ronald

 2021 2 Yronwoode, Peter

 LIFE 867 Zajick, James

Total 929

**University of Missouri Retiree Perks – DRAFT IN PROGRESS**

No single list can reliably capture all benefits available to MU retirees. Please consider this reference guide as a starting point to your most basic questions while also exploring the links below, which can lead to more information and resources. Pay close attention to the final entry, the **UM System Retiree Benefits** page, where you will find a treasure trove of additional benefits too numerous to mention here in their entirety.

**Business Cards**

573-882-7801

p.s.missouri.edu

Retired MU faculty and staff may order MU logo business cards online using their new title, i.e., “Former Position, Retired” or “Professor Emeritus.” Go to p.s.missouri.edu using either a Firefox or Chrome search engine. Click on “online products,” click on “business cards,” and follow the directions from there. When the form asks for a MO Code, enter “cash.” The address on the card must be MU, but the phone number may be the retiree’s home or cell number.

**Gustin Golf Course**

Jim Knoesel, Director, 573-882-6016

knoeseljr@missouri.edu

Gustin offers discounts on season tickets if purchased by a given deadline

**ID cards**

573-882-7611

Mizzou Store, lower level behind Tiger Tech

Retirees may continue using the ID card they had as active employee. If a replacement is needed, a new one may be obtained with “Retiree” on it.

**International Travel Insurance**

Risk & Insurance Management, UM System, 882-8577

<https://www.umsystem.edu/ums/fa/management/risk/insurancecoverages-misc#international>

Retired faculty and staff traveling abroad on university-related business should [refer to the UM System Risk and Insurance Management website](https://www.umsystem.edu/ums/fa/management/risk/insurancecoverages-misc#international) for information about university-contracted international insurance and other resources.

**IT Program**

573-882-5000

Call 882-5000 M-Th 8:00 am to 7:00 pm and Friday 9:00 am to 6:00 pm for computer, tech support, and IT-related questions. After hours, go to <doitservices.missouri.edu>. Retirees may also maintain MU email accounts, with their department’s approval.

**EyeMed Insight Plan D**

https://www.umsystem.edu/totalrewards/benefits/vision

For retirees whose families are not enrolled in the University’s full-service vision plan, the [EyeMed Insight Plan D discount program](https://uminfopoint.umsystem.edu/sites/hr/Benefits/BENEFITS/CURRENT/Vision-EyeMedInsightPlanD.pdf) offers a 45-60% discount depending on service, if paid at time of service. Visit an EyeMed provider and reference plan number 1015037.

**University Optical & Mizzou Optical East**

573-884-7710

University Optical, inside the main lobby of University Hospital & Clinics

 &

573-884-4568

Mizzou Optical East, 3215 Wingate Court, Columbia

20% discount on eyewear including contact lenses

**Mizzou Recreation Complex (MizzouRec)**

573-882-2066

Mizzourec.com

Retired faculty and staff are eligible for non-membership rates: $49/month for a two-month minimum contract or $39/month for an annual contract. Tiger Express memberships (Monday-Friday 5:30 am-12:30 pm, all day Saturday, & no Sunday access) are $38/month for two-month minimum or $28/month for an annual contract.

**MU Alumni Association (MUAA)**

Todd McCubbin, Director

573-882-6611

Retiree membership rate are $40 per individual annually or $55 dual annually. The lifetime membership rate is $1000 per individual or $1500 dual. Membership includes discounts at external merchants.

**MU Retirees Association (MURA)**

Jo Turner, President 2019-2020

Betsy Garrett, Incoming President 2020-2021

<http://mura.missouri.edu>

MURA membership offers a variety of educational and social activities, plus opportunities to connect with other retirees. Membership is open to retirees or those over 55. Membership rates are $12.50/year or $100/lifetime.

**MU Libraries**

573-882-7315

<https://libraryguides.missouri.edu/retirees>

All retirees are entitled to circulation privileges with an MU I.D. Emeritus faculty have access to interlibrary loan services, while others do not.

**OSHER Lifelong Learning Institute**

573-882-8189

Osher@Mizzou.edu

Classes and other learning opportunities for Columbia area residents over 50

**Parking & Transportation**

573-882-4568

muparking@missouri.edu

Turner Ave Garage, Level 2

$24/year parking pass for retirees, available online or in person

**Rhynsburger Theater**

Jabarbara Jennings, Box Office Manager

573-882-2021 or 882-PLAY (box office)

theater.missouri.edu

Two complimentary tickets are available for retirees with MU I.D. for performances at the Rhynsburger Theater Box Office, 129 Rhynsburger

**The Mizzou Store (University Bookstore)**

573-882-7611

10% discount with MU ID card

**TSF Tiger Scholarship Fund**

573-882-0704

https://tsfmizzou.com

TSF matches retiree donations, with the total determining seating and parking privileges**.**

**TigerTech Store & Service Desk**

573-882-2131

[www.themizzoustore.com](http://www.themizzoustore.com)

 Lower Level, The Mizzou Store in the Student Center

Store: computers and accessories. Service Desk: computer repair; walk-up support for in-warranty Dell and Apple computers; software installation; general troubleshooting; ethernet cables, cable television cables, and Network Interface Cards (NICs).

**UM System Retiree Benefits**

573-882-2146

*[umsystem.edu](https://wellness.umsystem.edu/)*

Google “Retiree Benefits Overview” at umsystem.edu for insurance plans (medical, dental, life, vision, and hearing), wellness resources (Employee Assistance Program, Tuition Assistance, Area Agencies on Aging Services, MyHR, and Extension Services), and much more. The array of resources here is extremely wide. Check out the entire site. A sample of offerings includes:

Tuition remission

Provided class space is available, 100% of tuition, supplemental fees and student activity fees can be waived for retirees who were benefit eligible employees before retirement. The waiver is available for any college-level credit course. Books and other expenses and costs are paid by the retiree.

[Silver Sneakers](https://www.silversneakers.com/)Retirees enrolled in University medical plans have access to Silver Sneakers, a free fitness program for seniors. Gym memberships at more than 14,000 locations with unrestricted access are available. Weights, treadmills, pools and other amenities are included. They also offer fitness classes for all abilities led by certified instructors at gyms and other locations.

[Real Appeal](http://umissouri.realappeal.com/)This online weight loss course is based on decades of clinical weight loss research focused on simple steps combined with personalized tools and support. Real Appeal members who attended 4 or more online sessions during the program lost 10 pounds on average.

MISSOURI UNIVERSITY RETIREE’S ASSOCIATION

PAST PRESIDENTS

March 10, 2019

To: Dr. Jo Turner

 President

 Missouri University Retiree’s Association

Subject: Cost-of-Living Adjustments for University of Missouri Retirees

Dear Jo:

**Introduction.** On January 22nd, 2019, you constituted a committee comprised of Past Presidents of MURA to investigate the matter of cost-of-living-adjustments for University of Missouri retirees and to provide you with our findings/recommendations. The impetus for the committee’s work was a subset of MURA members’ responses to the recent MURA Member Survey, which was undertaken to “gather opinions regarding the ability to meet its objectives and to serve [our] needs.” Some responses indicated concern with the lack of cost-of-living adjustments. Because MURA does not have an advocacy or policy committee, the Past President’s Committee was charged “to review the MURA survey data, analyze appropriate historical and organizational information, gather additional information, and recommend a course of action for the MURA Board to consider” (email from Jo Turner to MURA Past Presidents).

To begin, there is a long history of COLA’s by the University. I am attaching an historical summary of COLA pension increases provided by the University for retirements starting as early as 1960. For purpose of the committee findings and this brief report, we are dividing our response and recommendations for those (1) who retired on or after September 1, 1990 and (2) who retired prior to September 1, 1990. We are not addressing those retiring under the so called hybrid plan.

**Those retiring after September 1, 1990**. In 1989, the University advanced major changes to the University’s benefit programs as described in a letter from James McGill dated November 28, 1989, to the Board of Curators. As part of this committee’s report, we are attaching a copy of this letter. The letter explicitly states that *ad hoc* retirement increases occasionally provided to retirees would change by linking such future adjustments to retirement fund performance exceeding actuarial assumptions, thus creating a fund excess (trust fund assets exceeding trust fund liabilities) which could be used for COLAs. Please also observe that benefits are reviewed in total, with enhancements and reductions. The relevant provision of the letter is:

*“Cost of living adjustments for retirees would also change. Currently, such an adjustment is provided on an ad hoc basis. The adjustment is the lesser of the consumer price index and two-thirds of what active employees receive on average for the annual salary adjustment. It is recommended that the cost of living adjustments for future retirees be provided only if the retirement trust fund performance exceeds certain actuarial assumptions and provides excess assets that can be used for such adjustments. This type of cost of living program would be consistent with our comparator institutions. This change would apply to future retirees; the obligation to current retirees would remain the same.”*

In addition to this letter, the Board Recommendation (Action), which is also made part of this report, dated November 28, 1989, states, *“8. To provide cost of living adjustments for employees, based on the performance of the retirement fund.”*

Committee Findings and Recommendations for Post-1990 Retirees: The COLA provisions for those retiring on or after September 1, 1990 have been satisfied. COLAs were provided in 1994, 1995, 1997, 1998, 1999, 2000, 2005 and 2007. While actuarial assets did exceed liabilities in 2009-10, this was due to the University’s actuarial valuation methodology only recognizing the partial impact of decline in trust assets resulting from the Great Recession. Since this time, based on the annual actuarial reports, actuarial assets have never exceeded liabilities through the most recent actuarial year, October 1 through September 30, 2018.

For the future, the Committee recommends that the MURA Board:

* Continue to monitor and report to MURA members on the status of the retirement trust fund performance.
* Advocate for full compliance with University policy approved by the Board of Curators in 1989 “to provide cost of living adjustments for employees [retirees] based on the performance of the retirement fund” which is further described in the McGill letter referenced, attached, and highlighted earlier in this letter.
* Encourage the University to change its language used in presenting retirement payout options, by replacing the term “cost of living adjustment” with a more descriptive term, when referencing guaranteed 2% or 4% annual pension adjustments. As with joint survivor benefits and guaranteed provisions, such options are “purchased” by reducing one’s pension. For example, for someone electing the automatic 4% pension adjustment, it has in recent years exceeded the Consumer Price Index, and other years when inflation was high, it would have been less than the Consumer Price Index. Thus, the term COLA can be misleading.
* Meet with UM HR staff to share the results of the aforementioned survey.
* Encourage the University to evaluate annually the impact of inflation on retirees by conducting a study similar to the historical study by the actuaries, which calculates, by retirement year, the lesser of (1) the accumulated Consumer Price Index and (2) the accumulated two-thirds of what active employees receive as an average percentage in salary/wage adjustments.

**Those retiring before September 1, 1990.** This group received somewhat regular increases until 2008. Substantial catch-up adjustment occurred in FY94 and FY95, with increases as high as 19.8%. The actuaries each year determined the amounts based on the formula as described earlier. For this group, there are no policy provisions for pension adjustments. Historically, such adjustments are *ad hoc* in nature and based on the overall assessment of the financial condition of the University, trust fund, and inflation. This group is now likely a fairly small group. For a regular age 65 retiree, he/she would now be at least 94 years old.

Committee Findings and Recommendations for Pre-1990 Retirees: For the future, the Committee recommends that the MURA Board:

* Encourage the University to evaluate annually the impact of inflation on this group of retirees by conducting a study similar to the historical study by the actuaries, which calculates, by retirement year, the lesser of (1) the accumulated Consumer Price index and (2) the accumulated two-thirds of what active employees receive as an average percentage in salary/wage adjustments.
* Advocate for regular consideration of pensions adjustments. Up until 2008, the University regularly considered such adjustments on an annual basis. Many years they were not provided because of overall financial condition of the University; however, they were considered.

**Comparison of the Post-’90 University of Missouri Plan Payouts to TIAA Defined Contribution Plans**. Related to your request for the committee to review cost-of-living issues for University retirees, the committee also reviewed the degree of annuity growth in the predominant industry defined contribution plan, TIAA.

The following compares payouts for an age 65 single life annuity with a 10-year guarantee, with an annuitized $100,000 accumulated value (DC) compared to $100,000 University present value (DB). The payout examples represented below are accumulated amounts based on year of retirement, through 12-31-2019:

Retired 2001-------------University = $190,152; TIAA = $177,777

Retired 2005-------------University = $150,120; TIAA = $106,668

Retired 2009-------------University = $110,008; TIAA = $ 78,458

Retired 2014------------ University = $ 60,005; TIAA = $ 38,728

Why such a difference? Under TIAA and many other DC plans, the beginning monthly amount is based on interest assumptions tied to the year of retirement. In other words, annuitizing $100,000 in accumulated value in 2001 was based on a much higher interest rate than if one annuitized $100,000 in 2014. Beginning monthly annuities for the two dates are $751.37 and $527 respectively.

In contrast, the University payout for every $100,000 in present value at age 65 is the same each year, producing a constant $834.00 monthly annuity. The TIAA annuities increase when the actual interest experience exceeds the assumption at the time of retirement. For example, if one retired in 2001 through TIAA, as stated earlier, the beginning monthly annuity was $751.37. The current monthly annuity in 2019 would be $823.88. While this is a good concept, and has produced growth in the monthly payouts, after 19 years it still has not caught up to the University annuity ($834.00).

This concludes our report. Should you or any member of the MURA Board have questions, we will make every effort to provide a timely response. Thank you for the opportunity to review this important topic.

Sincerely,

*Ken*

Ken Hutchinson

Chair, MURA Past Presidents

CC: President-Elect Dr. Elizabeth Garrett

 Past Presidents

Attachments:

Appendix A – Historical Summary of COLA Pension Increases

Appendix B – McGill Letter to Curators – November 28, 1989

**Retirement, Health and Other Benefits Committee**

**Review of MURA Member Survey**

**April 9, 2019**

Kay Barbee, Chair; Committee members: Marjorie Leavene, Ellen Guthrie, Joseph Schaefer, Holly Bush

The committee reviewed open-ended comments from the 2018 MURA Member Survey:

* (Q10) 63 responses regarding how MURA can help current/active University employees’ transition to retirement
* (Q11) 47 responses regarding what MURA can do better (only a few of these fell in the charge we were given)
* (Q14) 63 responses regarding the options and value of health benefits
* (Q18) 50 additional responses regarding UM Benefits

Summary:

The survey shows that 62.54% of those surveyed are ‘Very Satisfied’ with the health benefit options (Q12), 63.23% are ‘Very Satisfied’ with the value received for the health premium (Q13), and 52.67% are ‘Satisfied’ with their pension (Q15). Only 44.95% are ‘Satisfied’ with their interactions with the UM Benefits Office (Q17). While active employees are eligible to be MURA members, the committee believes most of the respondents are retirees since we currently have very few MURA members who are active employees.

Conclusions and Recommendations:

The overall theme is there is a lack of communication. For example, the same words can have different meanings. Who is the definitive source for information? Employees need to know whether they can trust the answers given by a department specialist, or the UM Benefits Office representative. If an individual receives conflicting information from the two different sources, who has the final say?

* MURA should be cautious about mentoring employees through the retirement process. If MURA assumes this responsibility, then “mentors” must have a very close relationship with HR and regularly meet with HR to know the current options available. The committee beliefs the mentor should be of like socio-economical stature. Additionally, a MURA member would have to be aware of the confidentiality needed. Would there be liability issues if the MURA member provided inaccurate information?
* MURA should be proactive in promoting MURA but not so active that we force ourselves on retiring employees. The committee recommends better advertising, or perhaps a check box on the intent to retire form where retirees can “opt-in” to receive MURA info. We don’t believe MURA should ask HR for names of prospective retirees in order to approach them one-on-one.
	+ Do active employees 55 and older know they can join MURA before they retire? Advertising this information could be a resource to assist the retiree process in itself. Two of the three active employees that assisted with this review were not aware.
	+ There is a diverse population of active and retired faculty/staff. MURA’s challenge is to match the current MURA member with the prospective retiree. We have active staff that will be retiring and can’t read and/or write. These prospective retirees need one-on-one assistance from a fully qualified UM Benefits Office representative. They should not be pointed to the online options to learn the necessary steps to retire.
* MURA should advocate for more dental and hearing benefits.
* What does UHC receive per member for monthly premium? For example, how much does Medicare give them, how much does MU give them, and how much is the employees contribution to them? How does this compare with benefits offered by other organizations within the area?
* The survey supports that responses from the call center and/or benefits staff have improved, however there is still a lack of one-on-one assistance. There is still disparity between the information presented in one-on-one consultations, call center responses and the comprehension and/or interpretation of online information.
* While the morning breakfasts events are well attended, not everyone is a morning person. Could consideration be given to an afternoon (dessert) event with a speaker?
* Could breakfast speakers be recorded and a link posted so those not in attendance could hear the speaker?
* It would have been nice to have the breakfast speakers recorded and available online. A favorite breakfast was the individuals running for office. Active, soon to be retired, faculty/staff have trouble attending the events.
* Another theme that ran through the survey results was ‘trust’. You don’t know who to trust. Do you trust the department person assisting with the retirement, do you trust someone that has already retired, do you trust who is assisting you in the benefit office?