Hello everyone -

Thank you for your continued participation in the discussion regarding options for benefits reductions. As you know the System Personnel Policies Committee (SPPC) will be voting on Thursday about how to achieve the $1.8 million in cost reduction for the retirement plan. We asked the community to take a quick survey last week and we received 999 responses. A quick summary of the results:

Employee status: OS - 36.4%, PAT - 53.1%, Research faculty - 2.7%, Extension Educators - 1.5%, Clinical Faculty/Lecturers - 6.3%

Number of years at UNH: Less than 6 - 24.5%, 6-10 years - 18.6%, 10+ years - 56.9%

Age: 18-22 - .3%, 23-29 - 5.2%, 30-39 - 17.4%, 40-49 - 25.4%, 50-59 - 36.5%, 60-65 - 13.2%, over 65 - 2.0%

Yearly Gross salary - Less than $40k - 29.4%, $40k-$80k - 57.7%, More than $80k - 12.9%

Retirement reduction preference - 1% reduction on USNH match - 34%, Years of service based contribution (less for fewer years of service, more for more years of service) - 50.9%, Salary level based contribution (more for lower salary level and less for higher salary) - 15.1%

The UNH representatives to the SPPC as well as the council chairs met on Friday to discuss these results as well as other input we have been receiving via email and in council meetings. At the meeting, the majority of the members voiced support for the 1% model citing that all employees share equally (as a percentage) in the problem and the concern that people who have been here for only a couple of years would see a 6% or greater reduction in their retirement match which would be impossible to make up later in their careers and it would hurt recruitment of new employees. The members that supported the service based plan cited that those who have chosen to stay here for the benefits should not be penalized and any reduction would have a huge impact on lower paid employees.

In looking at the survey results further: of those who voted for the 1% reduction - 54% have been here 6 years or more meaning that they voted to take a 1% reduction for the good of the whole rather than maintaining their own contribution level. Of those who voted for the service based contribution - 92% have been at UNH for 6 years or more and 58% were over the age of 50.

It was clear in our meeting that we would not reach consensus on a single option as a group and the group agreed that we would bring our individual votes with all of this information from the community in our minds. It is important to know that the UNH votes are only about 1/4 of the total votes at SPPC and the decision that SPPC makes is for all USNH employees.

We will send an update to you after the vote on the 17th.

Thanks

Dave

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