

## Faculty Staff Benefits Committee

### Minutes November 9, 2010

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|------------------------|----------------|------------------|
| 1. Members present:    | Excused:       | Absent:          |
| Vera Norwood           | Carol Bernhard | Marsha Baum      |
| C. Randall Truman      |                | Harjit Ahluwalia |
| Christee King          |                |                  |
| Hans Fredrick Barsun   |                |                  |
| Richard Goshorn        |                |                  |
| Nissane Capps          |                |                  |
| Frances Wilkinson      |                |                  |
| Karin Retskin          |                |                  |
| Sharon Scaltrito       |                |                  |
| Ex-Officio:            |                |                  |
| Raqui Martinez         |                |                  |
| Elaine Phelps          |                |                  |
| Helen Gonzales         |                |                  |
| Guest Speaker:         |                |                  |
| Manuel Garcia y Griego |                |                  |
2. Minutes from 10/12/10 were approved.
3. Guest speaker, Manuel Garcia y Griego filled us in on the President's Strategic Advisory Team (PSAT). The short term recommendations have been implemented (dependent eligibility audit is one example, local printers is another). Changes to retirement/ benefits remain on the table. Helen Gonzales, who is also on the PSAT, added that they are beginning to look at mid-level recommendations. They are looking at aspects of UNM that are losing money (golf course, museums, UNM Press, Continuing Ed, Alumni Relations, Popejoy). The point was made by Hans Fredrick Barsun that UNM provides academics, athletics, culture and intangibles to the community- things of value even if they lose money. The point was appreciated by Helen, however the fact remains that some things must go and the PSAT is making recommendations as to what would be least painful, preserve jobs, etc. Vera noted that Long Term Care is on the list of mid-level recommendations. Faculty and Staff Benefits has addressed the importance of LTC numerous times and we stand by that now. Keeping in a pool is essential to keeping costs down and is crucial to planning for retirement. Both Gonzales and Griego stated that the PSAT might look for some middle ground that would keep LTC but might increase the cost to employees. At the moment LTC has not been raised again by the PSAT- Gonzales will alert our committee if this benefit becomes an issue and will keep us informed of any other targeting of benefits that arises as the budget process continues.

4. Helen Gonzales reported on the Retiree Health Care Task Force. There has been one meeting so far. Elaine Phelps and her staff looked at what other universities do with early retirees. Most have retirees join a state pool, pay total or portion of cost. UNM covers more costs than other institutions. It was noted that this will impact the budget in the long term, not our current budget issues. Any changes will go into effect July 1, 2011.
5. Karin Retskin reported on Legislative Retirement Systems Solvency Task Force meeting on October 12<sup>th</sup>. Karin reported that Jan Goodwin, ERB Executive Director, did not have proposals; she wanted to survey all ERB members first. ERB did collect data by phone survey. They met 11/8/10 to make recommendations to plan design changes. At the time of our meeting results were not posted on their website. ERB solvency proposals will be offered to the Retirement Systems Solvency Task Force on November 12, 2010.
6. Elaine Phelps reported that the bids for life insurance, short term disability, accidental death and dismemberment, and long term disability will go out on one RFP. She also reported on how self-funding is going in its first 16 months. The first report is through June 30, 2010, and they are right on target. Currently our premiums are below the trend. Trends project that next year healthcare will go up 9-11%, we might expect an increase at UNM of 5-9%. As for the dependent eligibility audit, letters are going out this week to those selected to provide documentation. The letters will instruct employees to black out sensitive information (such as social security number) not needed to verify eligibility. Elaine will provide an update in January.
7. Randall Truman brought up the communication by HR regarding ageing out of dependents from eligibility. While an email alerts the employee of the change in status the language is not clear (different language is used than used on the web site) and there is no mention of the option of COBRA. Elaine will work with her team to clarify language and verify information. She will follow up Randall, Vera and Nissane.
8. Meeting adjourned; next meeting date is tentatively set for December 14, 2010. The meeting depends on the progression of information/changes as per PSAT, Retiree Healthcare Task Force, Retirements Systems Solvency Task Force, and ERB. We will meet January 11, 2011.