

## Faculty Staff Benefits Committee

### Minutes September 14, 2010

1. Members present:      Excused:                      Absent:  
Vera Norwood              Han Frederick Barsun              Marsha Baum  
C. Randall Truman                                      Richard Goshorn  
Christee King                                              Sharon Scaltrito  
Carol Bernhard  
Nissane Capps  
Frances Wilkinson  
Karin Retskin  
Harjit Ahluwalia  
Ex-Officio:  
Raqui Martinez  
Elaine Phelps  
Helen Gonzales  
Josie Ruybal Abeyta
2. Minutes from 8/24/10 were approved.
3. Elaine Phelps presented on the progress of the Dependent Eligibility Audit. A letter from Health Care Analytics will be going out on 9/21/10 with instructions on the audit. Phase 1 will last from 9/27/10 – 10/26/10. The survey will be available online 24/7. HR is contacting specific department with non-English speaking populations (PPD, Housing, Golf Course, branches) to advise that the survey will available by phone in Spanish and English. HR is running reports to identify those on leave (including sabbatical, FMLA, and other types of leave). Directors may be used to assist in contacting to make sure all complete the survey. Amnesty will be the 30 days of phase 1. No final decision on drop date for ineligible dependents, but ASAP to avoid claims. Not sure if ineligible dependents will be COBRA-eligible, Elaine will contact Nissane Capps or Vera Norwood when determined. If not, HR will provide some assistance to find healthcare. The Student Health Center was mentioned for the student population. Phase 2 will last 11/1/10 – 12/17/10. Phase 2 will pull “red flags” from the survey via a computer program and request documentation to prove eligibility. This is new, as we had previously been told a “random sample” was to be used to generate the pool of those needing to provide documentation. The committee urged HR to request only what is needed (not full tax return, for example) to prove eligibility. The estimated 5 year return on investment is \$500,000 on the low end to 4 million (1% ineligible to 7% ineligible). And there is no cost for the audit if savings don’t equal the cost to administer. In the future HR is considering random audits and 100% documentation from new hires.

4. Helen Gonzales reported on the proposed Retiree Health Care Task Force to contain costs. The task force would look at changes to impact future employees. The task force is to start early October and report recommendations by 7/1/11. We discussed the Faculty and Staff Benefit Committee charge "Other units within the University will not create separate benefits committees." HR consulted legal and this refers to other departments or academic units, not administration. We agreed that representatives from Faculty and Staff Benefits should be on the task force, as well as health experts, economists, and other invested parties. Committee members interested will email Vera Norwood or Nissane Capps and the contact information will be sent to Helen.
5. The Faculty Parental Leave policy was presented and tabled for the next meeting.
6. Mary Jo Quintana, Sr. Program Manager of Employee Health Promotion Program, presented on the upcoming UNM Preventative Health Days. She brought informational posters, and will email Nissane Capps with electronic version, which Nissane will post to the listserv. She also provided information on the implementation of Lovelace's and Presbyterian's Personal Health Assessment which grows out the information individuals gather from the testing provided during PHD.
7. Karin Retskin inquired about the senior health plan. Elaine advised that it is going out for bid, and will provide information when that is confirmed. Karin also reiterated that the long-term care insurance is essential and that we want to protect it.
8. Meeting adjourned; next meeting date October 12, 2010.