

Faculty Staff Benefits Committee Minutes

DRAFT 1

Meeting Date and Place: Tuesday, 1/12/16, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Shawn Berman, Carol Bernhard, Doleswar Bhandari, Glen Effertz, Mark Maddaleni, Karen Mann, Elaine Phelps, Jason Wilby, Fran Wilkinson, Marcia Sletten and Condata Soneru.

Members Excused: Lee Brown.

Guests Present: Kathy Guimond, Retirement Association.

Members Absent: Theresa Ramos, Cenissa Martinez, Dorothy Anderson,

Minutes submitted by: Dennis Dunn, University Secretary's Office.

	Subject	Notes	Follow-Up
1	Call to order (Fran)	Fran Wilkinson called meeting to order at 3:30 pm.	None needed
2	Review and approve agenda (Fran)	A motion was made to approve the agenda and then seconded. All approved, no abstentions. Approval of the 12/8/15 minutes was postponed till later in the meeting after the guest speaker addressed the committee.	None needed
3	Guest Speaker (Kathy Guimond)	<p>Kathy Guimond, retired UNM Police Chief, is now the president elect of the UNM Retiree Association. Points she made in her presentation:</p> <ul style="list-style-type: none"> • The Retiree Association now has one thousand dues paying members; • The Association is working on an initiative that will affect all UNM retirees until the year 2042 and deals with the Cost of Living Adjustment (COLA) for the Educational Retirement Board (ERB). There are one hundred thousand ERB members, sixty thousand of which are active members, still working. The remaining forty thousand are retired. Currently, due to cuts by the Legislature, the COLA is 1.28% annually; • In February the Association will petition the Legislature to ensure that no further cuts to the COLA occur; • They will then petition the Legislature to restore the COLA to the full 2% that it was originally set at; • Kathy, and members of the Association, are meeting with President Frank and Chancellor Roth, among others at UNM, to explain what is happening to the COLA and the efforts they are making to restore it to 2% through the Legislature. Afterwards they will be in touch with Chrystal Davis, President of the UNM Staff Council, in order to communicate the results of their efforts to the UNM staff; • The collation the Retiree Association is putting together is made up of not only UNM retirees, but also all active staff at UNM, NM community colleges and Albuquerque Public Schools (APS) since projections on the COLA reach as far as 2051; • It was suggested that the names, and email addresses, of all the legislature members who voted down the COLA be located and that they be contacted; • Kathy ended her presentation by stating that she will keep in touch with the Benefits Committee and supply them with copies of all documents the Retiree Association and the collation produce. To join the Retiree Association, their website is located on the UNM website and the cost is \$15 per year, or \$100 for a life time membership. 	
4	Review & approve minutes from 12/8/15 meeting (Fran)	Changes to the minutes were that the FSA enrollment for 2016 should be 111, instead of 711. A motion was made to approve the agenda and then seconded. All approved, no abstentions.	None needed

5	Updates- Human Resources (Elaine)	<p>Points Elaine Phelps covered:</p> <ul style="list-style-type: none"> • Aon Health Benefits Study – Next Steps: Aon will do a gap analysis of the Guiding Principles regarding the hiring of new employees and if the benefit package is attractive. The five Guiding Principles driving the gap analysis are: 1) To attract, and retain, a diverse faculty and staff through the benefit package; 2) Leverage and maximize Health Science Center (HSC) capabilities to their benefit plan; 3) Offer effective program resources and tools to increase member engagement, accountability and wellness; 4) Programs, and services, will be well communicated, simple and understandable, and easy to use; 5) Maintain fiscally responsible programs which will offer long term benefits programs. This will take place between January and March 2016, with a meeting with Aon scheduled for February 2016; • Other Items: 1) Affordable Care Act (ACA) Reporting – Human Resources has been given until March 31, 2016 to do their reporting and they will utilize the Benefits and Payroll departments; 2) Look at student insurance for the graduate assistants and the teaching assistants due to ACA issues; 3) Examine the supplemental retirement programs 403B and 457B. During the first week of March 2016 there will be a vendor conference on both the main campus and the north campus in which UNM employees can talk with UNM's insurance vendors. 	As needed
5	Update- VEBA (Fran)	The VEBA committee will be meeting Thursday January 14, 2016. There is no agenda yet for this meeting.	As needed
6	Update-FS Budget Taskforce (Fran)	The Task Force met at Noon today and is continuing to discuss the survey they are planning to send out to the faculty. The Task Force is working on reducing the number of questions on the survey to lower than sixty. At this time the Faculty Senate has reviewed the survey. This spring the Task Force will evolve back into the Faculty Senate Budget Committee.	As needed
7	Update-Retiree Association (Glen)	No report.	As needed
12	Next Meeting	Next meeting is scheduled for Tuesday, February 8, 2016 at 3:30 pm.	As needed
13	Adjourn	Meeting adjourned at 4:13pm.	