

Faculty & Staff Benefits Committee Minutes

Meeting Date and Place: Tuesday, 11/10/15, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Carol Bernhard, Doleswar Bhandari, Elaine Phelps, Shawn Berman, Glen Effertz, Karen Mann, , Lee Brown, Codruta Soneru, Dorothy Anderson, Marcia Sletten and Mark Maddaleni.

Members Excused: Jason Wilby.

Members Absent: Theresa Ramos and Cenissa Martinez.

	Subject	Notes	Follow-Up
1	Call to order (Fran)	The meeting was called to order at 3:35pm by Co-Chair Fran Wilkinson. Fran began the meeting by reviewing the agenda. Glenn Effertz then made a motion to approve the agenda and it was seconded by Karen Mann. Glenn then suggested one change to the October 13, 2015 meeting minutes and it was decided to eliminate one line from item #2. A motion was then made by Shawn Berman to approve the minutes and it was seconded by Mark Maddaleni.	Dennis will update the approved 10-13-15 minutes, post on the Faculty Governance website and mail out to the committee members.
2	Johnson Center Remodel Volunteer (Fran)	Fran called for a staff member of the committee to volunteer to serve as a member of the Johnson Center Remodel Committee. Marcia Sletten volunteered.	None Needed
3	Human Resources Updates (Carol)	<p>Health Flexible Spending Account (FSA):</p> <ul style="list-style-type: none"> • November 11, 2015, is the deadline to enroll in FSA; • Elaine Phelps reported that she doesn't have the stats yet but when she does she will email them to the committee members which will be before the next meeting; • Elaine attended an FSA presentation by John Rivera, at the recent Staff Council meeting; • Discussion ensued comparing the differences between a Flexible Spending Account and a High Deductible Health Plan (HDHP); • Elaine explained that with the FSA plan it can still be used for dental and vision needs; <p>3 – 5 Year Benefits Strategy:</p> <ul style="list-style-type: none"> • Fran and Carol met with representatives of Aon, UNM's benefits consulting firm, regarding the future of UNM benefits for the next 3 – 5 years; • Aon has sent a summary of their report to Fran and Carol and Fran will see that the Aon report is sent out to all committee members; • Fran summarized the report for the committee, and was quite pleased that much of the Benefits Committee's wording was used in the report; <p>Gym Fee:</p> <ul style="list-style-type: none"> • Elaine explained that gym fees are currently paid for through the payroll tax, I&G and student fees but she is not sure how this will apply to the Johnson Gym remodel. • Mark Maddaleni added that it was touched upon at the Regent's Finance & Facilities meeting, but the student's Graduate and Professional Student Association (GPSA) support the fee as long as faculty and staff are also charged. But how this will be done has not yet been decided. Mark is planning on attending the November 18th F&F meeting and if the gym fees are brought up he will report this back to the committee; <p>Tuition Waiver for CNM classes:</p> <ul style="list-style-type: none"> • Dorothy Anderson reported that she passed along the latest update to Crystal Davis, Staff Council President. She suggested to Crystal that she work with Andrew Cullan and that this issue should go to the Budget Committee. At this time UNM is waiting for more information to arrive from CNM; 	Fran will send out Aon report to committee members.

4	VEBA (Fran)	Fran reported that the VEBA committee will be meeting in the next couple of weeks. There is also a VEBA subcommittee that deals with appeals and it has only met once since the Benefits Committee last met;	None needed
5	Faculty Senate Budget Task Force (Fran)	Fran reported that the Budget Task Force is moving forward and has collected a large amount of information regarding UNM's budget. At this time Andrew Cullen, Budget Office, Nicole Dobson, the Provost's Office, Kevin Stevenson, and the President's Office, have all presented to the Task Force. A letter was drafted for Stefan Posse, Faculty Senate President, to present to the faculty senate. A survey is also being considered for the faculty but is still in the process of being created. A final report for the Regents is still being assembled.	None needed
6	Staff Council (Carol)	Carol informed the committee that the Unified University Wellness Committee could use two volunteers from the Benefits Committee, consisting of a faculty member and a staff member. This committee, which encompasses all UNM campuses, is trying to unify all wellness initiatives. Part of what this committee is doing is looking at other universities to see how they manage their wellness programs. Carol said a decision did not have to be made today but she can be notified at a later date. She will email the committee the information she received on this issue. This item should be added to the next meeting agenda.	Add to next month's agenda a call for both a faculty and a staff volunteer.
6	Retiree Association (Glen)	Glen reported that there has been no activity with the Retiree Association.	None needed
7	Other Business	<ul style="list-style-type: none"> • Dorothy informed the committee that at the next F&F meeting, on November 18th, Human Recourses has been asked to present on Preliminary Projected FY17 Health Premiums. The information from this presentation will then be passed on to the full Board of Regents; • Lee Brown brought up the issue of what is happening with UNM unifying all of the different health benefit packages. Elaine explained that this item had been brought up in the Health Plan Committee where it was learned that these plans cannot be combined. But they can come together when purchasing with Requests for Purchase (RFP) in order to get better rates from UNM's vendors. Elaine will keep this committee informed of any RFP's and suggested a member of the Benefits Committee be appointed to the Health Plan Committee; • Elaine informed the committee that Aon is looking at how to use UNM's College of Pharmacy to provide some of the services that Express Scripts is now providing; • Doleswar Bhandari stated that he is interested in Work Place Happiness for UNM employees. Primarily focusing on why employees stay at one job, or decide to move to another position within UNM, or, leave UNM completely. Dorothy informed the committee that an electronic exit interview form does exist but it is out dated and needs to be updated. HR is currently looking into developing a new electronic exit interview and assembling a subcommittee to analyze the data produced by these interviews; • It was requested that for the next meeting an item be placed on the agenda asking for the best times for the Benefits Committee to meet during the spring semester. If necessary Fran will have Dennis send out a Doodle Poll; 	<p>Appoint a Benefits member to the Health Plan Committee.</p> <p>An item be placed on the agenda asking for the best times for the Benefits Committee to meet next semester.</p>
	Next Meeting	December 8, 2015. 3:30pm – 4:30pm	
	Adjourn	Meeting adjourned at 4:30pm.	

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