

Faculty Staff Benefits Committee Minutes

DRAFT 1

Meeting Date and Place: Tuesday, 11/11/14, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Hans Barsun, Dorothy Anderson, Elaine Phelps, Carol Stephens, Carol Bernhard, Jason Wilby, Karen Mann, Shawn Berman, Marcia Sletten, Kathy Meadows, Codruta Soneru and Dennis Dunn.

Members Excused:

Guests Present:

Members Absent: Josie Abeyta, Jewel Washington, Lee Brown, Theresa Ramos, Cenissa Martinez, Nicole Stephens, Codruta Soneru

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

	Subject	Notes	Follow-Up
1	Call to order	Hans Barsun called meeting to order at 3:30 pm. Hans announced that he will be stepping down as co-chair in July and that a new co-chair will need to be elected.	None needed
2	Review and approve agenda	Approved	None needed
3	Review and approve minutes from 10/14/14 meeting	Approved	None needed
4	UNM Health Plan Redesign Update (Hans)	<p>Hans reported that the redesign is still in draft form and is moving rapidly through the Regents for their approval. There is a plan in the works to combine all of the various areas of UNM under one health plan, along with fewer third party administrators and offering a high deductible health plan in the future. The biggest news was that the pre 65 retirees will be brought back into the pool with the actives. And, if you are hired by UNM after July 1, 2015, you will no longer be eligible for UNM retiree health benefits when you retire. This means, if you are a retiree under age 65, you will have to find other health insurance until you are 65 and can sign onto Medicare. This is being driven by the unfunded liability.</p> <p>Hans distributed copies of a handout that detailed UNM's health plan and how it would affect active employees premiums and pre 65 retirees. Plans covered included Blue Cross/Blue Shield and Presbyterian. This was only a draft document.</p> <p>Karen Mann questioned where retiree information was buried in the report Hans distributed.</p>	None needed
5	VEBA (Hans)	A Request for Purchase has been issued and by now it is closed though not awarded. There is \$4 million in the account as of today and will start being managed in February 2015.	As needed

6	Human Resources Update (Brenda DelaPena, reporting for Elaine Phelps)	<p>Flexible Spending Accounts (FSA) Open Enrollment ends Wednesday, November 12, 2014, at midnight. The Internal Revenue Service (IRS) has announced a new annual contribution limit increase from \$2,500 to \$2,550 for the 2015 calendar year Health Care FSA. UNM will be offering this increased annual contribution limit to eligible employees. There are approximately 1,000 UNM employees enrolled in the FSA.</p> <p>ACTION: Hans asked that HR be prepared to present on FSA during the 2015 July meeting, the second week of July. At the June meeting the committee will come up with the criteria for making a decision.</p> <p>Brenda reported that she has been communicating with Blue Cross/Blue Shield regarding deductibles that occurred during June 2014. This involves 300 UNM employees and BC/BS have almost finished clearing up the mistakes. BC/BS is in the process of learning how to process claims correctly the same way Lovelace and Presbyterian have had to in the past. They have adjusted claims from July 1, 2014 to September 2014. This process was completed as of November 5, 2014. Letters will be sent out from BC/BS regarding this issue and if an employee, who falls within this correction by BC/BS, does not receive a letter they should contact UNM HR.</p> <p>ACTION: For the December meeting Shawn and Carol should check to make sure they received the BC/BS letter and that their situations have been received. Hans will also check to make sure he has received his BC/BS letter, and that the issue with his deductible has been corrected, and he will report back to the committee.</p>	As needed
7	Dependent Education Scholarship (Hans)	The GPA requirements, for the Lottery Scholarship, will stay the same. It used to be 2.0 but it is now 2.5. If a student's GPA falls below 2.5 they will lose their Dependent Scholarship. The student will then have to sit out a semester and then reapply for the scholarship. They may not reapply if they are older than 25 years of age. This scholarship also applies to Graduate school. A student received one year of graduate school for every two years of undergraduate school. Grant funding eliminates this scholarship for the student. This may be dependent on which UNM school the student is attending.	As needed
8	Tuition Remission (Hans)	Renee Delgado is trying to get CNM back included with tuition remission.	As needed
	Other	No topics were brought up or discussed.	
	Agenda Items for Meeting	No topics were brought up or discussed.	For December meeting agenda
	Next Meeting	December 9, 2014.	
	Adjourn	Meeting adjourned at 4:40pm.	