

## Faculty Staff Benefits Committee Minutes (DRAFT)

**Meeting Date and Place:** Tuesday, 5/13/14, 3:30 PM Zimmerman Library Latin American Reading Room

**Members Present:** Hans Barsun, Carol Bernhard, Karen Mann, Elaine Phelps, Fran Wilsinson, Jason Wilby, Mike Richards, Lee Brown, Mob McMullen, Carol Stephens, Nicole Stephens

**Members Excused:** Marcia Sletten, Codruta Soneru, Shawn Berman, Josie Abeyta, Jewel Washington

**Guests:** Dr. Mike Richards and Bob McMullin

**Minutes Submitted by:** Nicole Stephens

|   | Subject  | Notes  | Follow-up   |
|---|--|--|-------------|
| 1 | Call to order                                      | H. Barsun called meeting to order at 3:32 pm. New member N. Stephens introduced.   | None needed |
| 2 | Review and approve agenda                          | Agenda approved.   |             |
| 3 | UNM Health Care Management Strategy (Dr. Richards) | Dr. Richards, with input from Mr. McMullin, reviewed aspects of the UNM contribution strategy, including those for which options have been fully explored and maximized (Sharing Financial Responsibility; Benefit Design and Medical Expense Accounts) and those on which future focus will be strong (Providers; Health Improvement; Value-Based Systems). Several existing disease management programs, preventive care, and wellness programs were discussed further. The need for a move from fee-for-service to outcomes-focused care was described. Mr. McMullin outlined the need for emphasis on a team approach to care, including additional mental health care and prescription medication options and improved access to care through a collaborative care model. Currently in the works: patient-centered “medical homes.” | As needed   |
| 4 | Review and approve minutes from 4/8/14 meeting     | Minutes approved. ( <i>Motion:</i> C. Berhard; <i>Second:</i> J. Wilby; <i>Abstention:</i> N. Stephens)  | None needed |
| 5 | Election of Co-Chairs for 2014/15                  | Hans Barsun and Fran Wilkinson agreed to continue as co-Chairs for an additional year. ( <i>Motion:</i> Dr. Brown; <i>Second:</i> C. Barnhard)   | As needed   |
| 6 | Updates  | <u>Employee Health Care</u> – HR representative Elaine Phelps reported that positive enrollment is going well; web issues tied to use of Explorer browser. Many employees enrolled with HR staff assistance via telephone.   |             |

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|   |                | <p><u>Gap Insurance – Next Steps</u> – responses from sales staff were received; minimum of \$1250 as deductible for an HAS identified. A <i>qualified</i> high deductible plan is needed. Agreement not yet reached.</p> <p>Carol offered thanks to UNM HR and President Frank for meeting to discuss pre-65 gap insurance.</p> <p><u>VEBA</u> - Board meeting Thursday. \$2.5 million to date, invested in Certificates of Deposit. Leader set to go on sabbatical; search for replacement faculty underway. Investments: 60% stocks, 40% bonds. Account is with Morgan Stanley and is not a UNM account.</p> <p><u>Retiree Association</u> – Carol B. shared that retirees are pleased they were included in the same plans during open enrollment.</p> | <p>Fran to send out timeline.</p> <p>Hans to inquire regarding signatory for VEBA account.</p> <p>Federal tax law requires use for “post-employment employee benefits.” codes</p> |
| 7 | Other Business | <p>Lee Brown inquired about peer institution comparisons.</p> <p>Lee announced his candidacy on the Faculty Senate Operations Committee.</p>   | Future agenda item.   |

Adjourned at 4:50 PM.