

Faculty Staff Benefits Committee Minutes

DRAFT 2

Meeting Date and Place: Tuesday, 6/14/16, 3:30 pm, **Waters Room, Zimmerman Library**

Members Present: Fran Wilkinson, Pamina Deutsch, UNM Policy Office, Elaine Phelps, Mark Maddaleni, Emily Arzate, Jason Wilby, and Marcia Sletten.

Members Excused: Carol Bernhard , Glen Effertz and Dorothy Anderson.

Guests Present: Mark Underwood and Magdalena Vigil-Tullar, UNM Human Resources.

Members Absent: Theresa Ramos, Cenissa Martinez, Doleswar Bhandari, and Condata Soneru.

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 3:35 pm.	None needed
2	Review and approve agenda & minutes (Fran)	A change was made to the Agenda. The topic of Catastrophic Leave was moved to the top of the agenda in order to accommodate the guest speakers' time. This was approved by Mark Maddaleni and seconded by Shawn Berman. Approval of the 5/10/16 Minutes was postponed until after the presentation on Catastrophic Leave.	None needed
3	Human Resources Updates (Mark Underwood & Magdalena Vigil-Tullar)	<p>Catastrophic Leave: Points Covered – Parents have been added back to UNM's Catastrophic Leave policy after being removed on July 1, 2008. They were originally cut due to concerns regarding a rapid depletion of funding for Catastrophic Leave. This would give UNM employees time to care for parents who are ill. The reason for this is that the average UNM employee is 50 years old, which puts their parents in their 70's and 80's; Between 2004 – 2009 the Catastrophic Leave fund ran at a deficit. At one point the deficit was up to \$389k, due to higher usage by employees. Usage is lower today; A committee has been created to review requests for catastrophic leave, along with an appeal process; Since 2010 the Catastrophic Leave fund has been operating with a surplus; Currently the Catastrophic Leave fund has around \$900,000, a reserve of at least \$200,000 is suggested; Usages and costs will now be monitored and recommendations will be made on any adjustments deemed necessary. The entire program will be reevaluated in four months to spot any trends that have occurred.</p> <p>Pamina Deutsch's Points - As Director of UNM's Policy Office, Pamina offered comments to the above presentation on information she found on Lobo Web: In 2010, 8 hours were deducted; In 2011 and 2012, no hours were deducted; In 2013, 4 hours were deducted; In 2015, 1 hour was deducted; In 2016, no hours have yet been deducted.</p>	None Needed
		<p>Following the presentations by Human Resources, and Pamina, the committee unanimously endorsed the recommendations.</p> <p>Pamina has a standing meeting with Staff Council next week and she will present these recommendations to Staff Council at that time.</p>	
4	Approval of Minutes (Fran)	Before approving the May 10, 2016 minutes Pamina requested that section #5 of the minutes, Policy Changes , have the Follow Up column changed from None Needed , to On Hold, per Pamina . This would reflect that these policy changes are on hold for the time being. The minutes were then approved by Jason Wilby and seconded by Emily Arzate. All committee members approved.	

5	Human Resources Update (Elaine)	<p>Elaine had recently emailed HR information to committee members based upon a May 2nd request for information from HR. Points she covered from this email were:</p> <p>Dependent Verification Audit – Projected first year savings: \$635,000. The audit cost \$78,000;</p> <p>Aon has been asked to continue to do an audit of all of the proof documents for new hires and employees who make Life Event changes. \$245,962 is the yearly projected savings. There is also a cap on the Aon general benefits consulting contract, and that is \$149,950;</p> <p>Elaine went into detail explaining how UNM stays in compliance with the Affordable Care Act (ACA) of which Aon is a primary resource for staying in compliance;</p> <p>Benefits will soon be offered to adjunct faculty and temporary employees which will keep UNM in compliance with ACA;</p> <p>Benefits Index – This is a study HR asked Aon to do which looks at the value of UNM's benefits when compared to other universities. This is for both staff and faculty. The Leave Program and Retirement program have very high values at UNM;</p> <p>An audit of Blue Cross/Blue Shield is taking place and UNM will not incur a cost for this audit. Fran asked Elaine to inform the committee as to the results of this audit;</p> <p>College of Pharmacy – HR is looking into what the College of Pharmacy could do for UNM employees rather than Express Scripts. This possibility has been written into the contract UNM has with Express Scripts. UNM's contract with Express Scripts is through the Aon Hewitt Rx Coalition which saves UNM \$2.1 million;</p> <p>Elaine also reported on Catapult's response to UNM's Wellness Incentive ROI. These findings can be found in Elaine's email to the committee;</p> <p>ASO Fees – Please refer to Elaine's email for a breakdown of these fees;</p> <p>Any questions the committee may have on Elaine's presentation can be sent to her via email: ephelps@unm.edu</p> <p>Finally, Marcia pointed out, and Elaine concurred, that there is now confusion over UNM Health – BC/BS, and UNM – BC/BS and who takes the insurance cards. Marcia's provider turned down her UNM – BC/BS card saying they don't pay when the true problem had been with UNM Health – BC/BS, this provider was not differentiating between the 2.</p>	Elaine to report on the results of the Blue Cross/Blue Shield Audit.
6	Policy Changes (Pamina)	<p>Pamina reported that changes were made to policies 3600 "Eligibility for Employee, Retiree, and Dependent Benefit Plans" and 3700 "Education Benefits". The revisions expand coverage to be in compliance with the Affordable Care Act. Catastrophic Leave, which has already been discussed, will be revised further this fall.</p> <p>Smoking Policy – On August 21, 2017, UNM will eliminate most of the designated smoking areas, as discussed in recent revisions to policy 2250 "Transition to a Smoke- and Tobacco-Free Campus." Repeat violators who smoke outside of designated areas around campus are now subject to \$100 citations by Campus Police. There is now a Countdown Clock on the Policy webpage. A Taskforce has been created to review the policy and implement a Department of Health grant.</p>	None needed.
7	VEBA Committee	No update.	
8	Retiree Association	No update.	None needed
9	Other Business (Fran)	<p>All faculty memberships in the Benefits Committee are due to expire at the end of June. Fran is in the process of contacting the new Faculty Senate President, Pamela Pyle, about filling these vacancies. Fran stated that she is willing to continue as committee co-chair. Dennis will speak with Selena Salazar, University Secretary's Office, about coordinating with Pamela to fill these vacancies.</p> <p>For the next meeting, a discussion should be held on Exempt Employees moving to Non-Exempt status. This will be added to the July Agenda.</p>	Coordinate with Faculty Senate President Pamela Pyle to fill committee vacancies.
10	Next Meeting	Next meeting is scheduled for Tuesday, July 12, 2016 at 3:30 pm. Herzstein Reading Room, Zimmerman Library.	None needed
11	Adjourn	Meeting adjourned at 4:35 pm.	