

Faculty Staff Benefits Committee Minutes

Meeting Date and Place: Tuesday, 9/9/14, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Hans Barsun, Jason Wilby, Carol Bernhard, Marcia Sletten, Carol Stephens, Codruta Soneru and Dennis Dunn.

Members Excused: Karen Mann, Elaine Phelps, Nicole Stephens.

Guests Present: Joey Evans, UNM Human Resources.

Members Absent: Josie Abeyta, Jewel Washington, Shawn Berman, Lee Brown, Theresa Ramos, Cenissa Martinez.

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

	Subject	Notes	Follow-Up
1	Call to order	Barsun/Wilkinson called meeting to order at 3:30pm	None needed
2	Review and approve agenda	Approved	None needed
3	Review and approve minutes from 8/12/14 meeting	Approved	None needed
4	Committee Membership	Nicole Stephens will be absent for a little while. Faculty member Codruta Soneru has been reappointed.	None needed
5	VEBA (Hans) (Voluntary Employee's Beneficiary Association)	On September 23, 2014, Hans, and Leslie Boni, will be speaking before the full Faculty Senate to answer questions the faculty have about the VEBA. For this meeting Faculty Senate President Pamela Pyle has arranged for a number of speakers with the focus on healthcare. This meeting can be listened to on a computer by going to the link http://meetinginfo.unm.edu/ or contacting IT (277-6972) for instructions on how to set this up on a computer.	As needed
6	Retiree Association (Carol)	<p>There has not been much activity within the Association recently, but they have expressed concern regarding the UNM Health Plan Redesign committees, regarding retiree and faculty participation. This coming weekend the Retiree Association will be having a retreat where they will set the association's priorities for the year and discuss many of the issues of concern to them, including the Redesign committees. The Benefits Committee is still excited about the wellness issue but they have concerns about how Blue Cross/Blue Shield is performing regarding insurance claims being denied and physicians being denied.</p> <p>ACTION: Hans and Fran asked the representatives from UNM's Human Resources department to look into these allegations regarding Blue Cross/Blue Shield and to report back to the committee.</p> <p>Open Enrollment, for the post-65 retirees, will begin in October, but a concern was raised as to how people can sign up if they are traveling. Will they automatically be enrolled? Typically this enrollment coincides with Medicare's mid-October open enrollment.</p> <p>ACTION: The representative from Human Resources will verify for the committee that the post-65 retirees will automatically be signed up for Blue Cross/Blue Shield.</p>	As needed

7	UNM Health Plan FY14 (Joey Evans, HR)	Human Resources reported that they have received the initial reports from Gallagher & Associates, but HR still needs to meet with Gallagher & Associates to clarify certain items. HR will report to the committee during the October meeting the results of their meeting with Gallagher & Associates.	As needed
8	UNM Health Benefits Plan Redesign (Fran)	Fran, and Faculty Senate President Pamela Pyle, met with Dr. Paul Roth and Dr. Mike Richards on August 28, 2014 to discuss items regarding the health care group. Originally, there were three committees. Now the technical committee split into two to investigate consolidation options as well as benefit design options (creating four total committees). The larger Health Plan Committee that Fran serves on has not met since the Retreat.	As needed
9	Premium Analysis (Fran)	<p>Premium Analysis is a comparison of benefit costs between UNM and its peer institutions. Fran met with Kevin Stevenson (President's Office) who told her that he has contacted Elaine Phelps (HR) about getting cost information from peer institutions. Elaine may have Gallagher & Associates prepare the report. The information should consist of not only the premium costs but the entire benefit package from the peer institutions.</p> <p>ACTION: Joey Evans will meet with Elaine Phelps to obtain the criteria she is presenting to Gallagher & Associates in order to understand their research into the peer institutions. Joey will meet with Elaine before the next scheduled committee meeting and report back to the committee via email with the results.</p>	As needed
10	Dependent Education Scholarship (Hans)	Hans is still in the process of collecting information on this topic.	
11	Wellness (Carol)	<p>Carol researched three different sources for return on investment into a wellness program:</p> <ul style="list-style-type: none"> - Sandia Labs Wellness Program (Sandia Labs is self-insured and for every dollar invested in a wellness program it generated three dollars and sixty four cents.) - Harvard Business Review (found that for every dollar invested into a wellness program, it generated two dollars.) - Gallagher & Associates (predicts that for every dollar invested it will produce between one and six dollars.) <p>Besides the dollar values Carol's research showed increased employee performance and less absenteeism through wellness programs. It is estimated that it would take between two to five years to see these results after a wellness program is implemented.</p> <p>Link to Sandia Lab wellness document:</p> <p>http://energy.gov/sites/prod/files/2014/05/f15/Sandia%20Approach%20to%20Employee%20Wellness.pdf</p>	
12	Drive Thru Shot Clinic (Fran)	Fran asked for information regarding when the north campus Drive Thru Shot Clinic will be occurring since many employees are asking for this information. This is a free flu shot service where individuals, and family, can literally drive up to a designated spot in their car and receive free flu shots through their car window. HR will look into this and report back to the committee.	
13	Tuition Remission (Hans)	Hans reported that to get any retirement benefits you have to take your ERB / ARP retirement or you do not receive any benefits. HR will look into this and report back to the committee on why this exists and how it operates.	
	Other	No topics were brought up or discussed.	
	Agenda Items for Meeting	No topics were brought up or discussed.	For October meeting agenda

	Next Meeting	To be announced.	
	Adjourn	Meeting adjourned at 4:45pm.	