



**Faculty & Staff Benefits Committee**

**DRAFT 3**

**Minutes**

Tuesday October 9, 2018  
3:30pm to 5:00pm  
Room B48, Zimmerman Library

*Attendees: (taken from sign-in sheet – for those who signed in)*

Fran Wilkinson	University Libraries & Learning Sciences
Joey Evans	Human Resources
Carol Bernhard	College of Education
Leslie Jones Easom	UNM Retiree Association
Mark Maddaleni	Arts & Sciences
Dimitov Vassilev	Mathematics/Statistics
Gene Henley	Public Administration
Brooke Cholka	Research & Compliance
Marcia Sletten	Health Science Center
Shawn Berman	Anderson School
Codruta Soneru	Anesthesiology
Trudi Flynn	Payroll
Manuel Martinez-Ramon	Electrical Engineering
Bonnie Leigh Reifsteck	Policy

<b><i>Excused:</i></b>	Keeta Harnett	Law Library
	Dorothy Anderson	Human Resources

<b><i>Absent:</i></b>	Donna Smith	Retiree Association
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<b><i>Guests:</i></b>	Eric Weinstein	Aon
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<b><i>Minutes:</i></b>	Dennis Dunn	Office of University Secretary
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**Meeting called to order @ 3:30pm.**

**Quorum was met.**

**Introductions:**

- Fran began the meeting by introducing two new members to the committee. Bonnie Leigh Reifsteck, Interim Director Policy Office, who has replaced Pamina Deutsch, who recently retired. And, Manuel Martinez-Ramon, from Electrical Engineering. Introductions were then made around the table.

**Agenda:**

- Approved with one change. Update approval of minutes to specify the September 11, 2018 meeting.



## Faculty & Staff Benefits Committee

### Minutes:

- The September 11, 2018 minutes were approved.

### Meeting Time Update:

*Fran Wilkinson*

- Fran confirmed with the committee that the Benefits Committee meetings will remain the second Tuesday of each month, 3:30pm to 4:30pm. Currently the committee has been meeting in Room B48, in the lower level of Zimmerman Library, and will continue meeting there for the November 13, 2018 meeting. Hopefully the meetings will return to the Herzstein Latin American Reading Room, 2<sup>nd</sup> Floor of Zimmerman Library, for the December 11, 2018 meeting.

### Policy Update:

*Bonnie Leigh Reifsteck, Policy Office*

- Bonnie announced that there were two policies currently at the president's office that relate to benefits:
  - **Policy 2635 Payroll Deductions – Parking fees** are no longer pre-tax. They are now post-tax. And, **moving expenses**, which are now taxable.
- Nine to ten policies will be sent out tomorrow for a two-week review before going out for public comment for thirty days. They can be found on the UNM Policy website.
- Fran announced that for the November meeting the issue of parking, as a benefit, will be on the agenda.

### VEBA Committee Update:

*Fran Wilkinson,*

The VEBA Committee has not met due to a postponement.

### Budget Leadership Team (BLT) Update:

*Gene Henley, Public Administration*

Gene reported that the BLT did not meet last week, and the next meeting will be October 18, 2018.

### Retiree Association Update:

*Leslie Easom, Retiree Association*

Leslie reported that the Retiree Association has been focusing on the Education Retirement Board's (ERB) Cost of Living Adjustment (COLA) issue. She stated that she would have more to say on the COLA issue during Joey Evans' presentation on the proposed ERB changes.



## Faculty & Staff Benefits Committee

### Human Resources Updates:

*Joey Evans, HR Benefits*

- **ERB Proposed Changes:**
  - Leslie Easom, Retiree Association, questioned Joey on how UNM will vote on the proposed ERB changes to the COLA. Joey responded that UNM is not supporting the proposed changes to the COLA.
  - Discussion followed regarding the proposed changes to the ERB and the survey Human Resources sent out about the ERB changes.
  - The next stakeholder meeting, to discuss the ERB changes, will be October 17, 2018.
  - On October 19, 2018, Jan Goodwin, Executive Director of the ERB, will provide information about the support, or lack of support, to the ERB Board. It then goes to the Pension Oversight Committee, in November, and will then go on to the legislature for possible consideration during the next session. Issues concerning the Return to Work policy will also be discussed.
  
- **UNM Team Health Collaboration and Proposed Medical Plan Changes:**
  - Joey recapped the three medical plan options: UNM Team Health, Blue Cross/Blue Shield, and Presbyterian.
  - With each of these options an employee can access three tiers: **Tier I** (UNM physicians, Davita); **Tier II** (a choice of UNM Team Health network, BC/BS network, and the Presbyterian network.); **Tier III** (going outside of the networks entirely.) The proposal is to combine the UNM Team Health and BC/BS populations and rely on UNM Team Health resources to coordinate employee health care. This would be called Population Health Management.
  - The question was raised as to how only six people at UNM Team Health could coordinate the entire UNM employee health care population. Discussion followed as Joey and Eric Weinstein (Aon) explained the process and answered committee questions.
  - Due to the complexity of the issues being covered both Joey and Eric agreed to return for the November 13<sup>th</sup> meeting and continue the discussion.
  
- **Other Business:**

None.
  
- **Next Meeting:**

November 13, 2018  
3:30pm – 4:30pm  
B48, Zimmerman Library

**Adjourn: 5:15 pm**