



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, January 14, 2020

3:30PM to 4:30PM

Room B48, Zimmerman Library

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

Fran Wilkinson	FSBC Co-Chair; University Libraries & Learning Sciences
Mark Maddaleni	FSBC Co-Chair; Arts & Sciences
Shawn Berman	Anderson School
Bev Kloeppe	UNM Retiree Association
Joey Evans	Human Resources
Gene Henley	Public Administration
Scott Sanchez	Emergency Medicine
Trudi Flynn	Payroll
Dimiter Vassilev	Mathematics/Statistics
Jodi Perry	College of Pharmacy

### ***Excused:***

Marcia Sletten	Health Science Center
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### ***Absent:***

Manuel Martinez-Ramon	Electrical Engineering
Dorothy Anderson	Human Resource
Theresa Ramos	Faculty Contracts
Anil Shetty	Plastic Surgery

### ***Guests:***

N/A

### ***Minutes:***

Felisha Martinez	Office of University Secretary
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**Meeting called to order @ 3:35 PM.**

### **Agenda:**

Quorum was met. Motion to approve agenda for January 14, 2020 by Shawn Berman. Motion seconded by Dimiter Vassilev. Agenda approved by unanimous vote.

### **Minutes:**

Meeting minutes for December 10, 2019 to be reviewed for next meeting along with January 14, 2020.

### **UNM Lobo Health Strategy**

Dr. Wilkinson reported the subcommittee meets twice a month. She stated the subcommittee is inviting speakers from different areas of expertise. Dr. Wilkinson reported this would allow the subcommittee to be involved in process. Mr. Evans said the previous FSBC meeting was meant to discuss access and are getting close to dashboard with more data. He reported they are trying to access numbers in order to make progress.



## Faculty and Staff Benefits Committee

Ms. Kloeppe suggested an idea for future meetings. She reported it would be helpful to have the manner by which someone is referred. Ms. Kloeppe asked what communication is occurring between the new referral team and referring practitioner. She reported it is important to have quality care issue related to that person's condition.

### **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Fran Wilkinson*

Dr. Wilkinson reported VEBA has not meet since previous FSBC meeting. She stated Mr. Evans is organizing the group that is going to review previous VEBA documents for revision. Dr. Wilkinson reported Mr. Evans is accepting volunteers to serve on the committee.

### **Budget Leadership Team (BLT) Meeting**

*Gene Henley*

Mr. Henley stated BLT has not meet since previous FSBC meeting, however will meet in the next week or two. Dr. Wilkinson stated they are coming up on 30-day legislative session starting January 21, 2020. She stated the universities priorities are listed online.

### **Retiree Association**

*Bev Kloeppe*

Ms. Kloeppe reported she is reporting on behalf of Mrs. Leslie Easom. She stated she has nothing to report that impacts this committee.

### **Other Business:**

Dr. Wilkinson reported there was a meeting with committee chairs and Faculty Senate President Dr. Finnie Coleman. She stated they have been trying to get an ex-officio member from policy to this committee. Dr. Wilkinson stated in terms of membership, the designee would have been from finance administration. Policy moved under university counsel and has now moved back under EVP for finance. Dr. Wilkinson stated vacancy will be filled soon. She did report to the committee she is unsure of what caused this change for designee at this time.

### **Human Resources-Salary Tier Structure**

Mr. Maddaleni reported he did speak with Staff Council president, Ryan Gregg. He stated Mr. Gregg would like to see an official recommendation or goal from the FSBC regarding salary tier structure. Mr. Maddaleni stated Mr. Gregg would then take this information back to his constituents. It was reported Marsha Sletten could not attend the meeting, however sent information with options for FSBC.

Option 1, add 4<sup>th</sup> tier:

1. \$34,999 and down= 80/20 (590 employee's)
2. \$35,000 to \$69,999= 74/26 (2653 employee's)
3. \$70,000 to \$104,999= 67/33 (1,052 employee's)
4. \$105,000 and up= 60/40 (1,043 employee's)

Option 2, keep 3 tiers, but expand the spread:

1. \$49,999 and down= 80/20 (1893 employee's)
2. \$50,000 to \$99,999= 70/30 (2302 employee's)
3. \$100,000 and up= 60/40 (1143 employee's)

It was reported each would either shift premiums to cover costs or university would pick up more. Mr. Evans stated anything outside of current structure would mean the university would be picking up more in dollar amount with each tier. He reported employee premiums would be reduced and increase university contribution, which affects UNM's budget. One committee member stated the university would need to find where the extra contribution would come from as it would not be covered by the state. Mr. Evans



## **Faculty and Staff Benefits Committee**

stated the contributions would be in the millions rather than the hundreds of thousands. Mr. Scott Sanchez reported a 3<sup>rd</sup> option would be to leave the salary tiers as is. One committee member stated many people wonder why those who make more do not pay more. Mr. Evans said statute does not allow this to happen. It was reported the area to focus on would be to proactively identify issues where people receive an increase in salary that would transition them to a new salary tier and negatively affect take home pay. Mr. Evans reported that when implementing new FLSA requirement, HR did reach out to individuals regarding changes in salary in order to notify them ahead of time. Committee member stated at this point compensation should be the priority. Committee voted to have no changes made which was approved by unanimous decision.

### **Other Human Resources Business**

*Joey Evans*

Mr. Evans stated there were issues with flex spending accounts. He reported a file was not loaded timely by FSA administrator and HR is planning to release an RFP. He said this should be done by July 1 for planning year. Mr. Evans reported IRS sets regulation for debit cards. He said this can provide an opportunity to find ways to improve customer service. Mr. Evans stated the IRS is specific with all details. He reported major concern is has been individuals getting an email or letter that card is suspended. Mr. Evans said it is about helping people know more of what to submit in order to make sure their debit cards are not affected.

### **Next Meeting:**

February 11, 2020

3:30 PM

Zimmerman Library, Room B-48 (basement level)

**Adjourn: 4:38 PM**