



Faculty and Staff Benefits Committee

FINAL

Minutes

Tuesday, August 10, 2020

3:30PM to 5:00 PM

Via zoom

Members Present: Shawn Berman (FSBC Co-Chair; Anderson School), Fran Wilkinson (UNM Retiree Association), Joey Evans (Human Resources), Grace Faustino (FSBC Co-Chair; Office of the Vice President for Research), Gene Henley (Public Administration), Marcia Sletten (Health Science Center), Elizabeth Elia (School of Law), Jodi Perry (College of Pharmacy), Dimiter Vassilev (Mathematics/Statistics)

Members Absent-Excused: N/A

Members Absent-Unexcused: Anil Shetty (Plastic Surgery)

Ex-officio Present: Sidney Mason-Coon (Business and Finance), Trudi Flynn (Payroll)

Ex-officio Absent: Dorothy Anderson (Human Resources), Scott Sanchez (Staff Council President)

Guests: Stevee McIntyre, John Trotter, Timothy Backes

Minutes: Felisha Martinez (Office of the University Secretary)

Meeting called to order @ 3:30 PM.

Quorum was met.

Welcome of New Members/Guests

Dr. Shawn Berman

Dr. Fran Wilkinson has been named as the new Retiree Association representative. John Trotter is listed as the alternate. Marcia introduced her guest from the HSC Staff Mentorship Program by the name of Stevee McIntyre.

Agenda

Addendum was made to agenda to include a welcome and introduction of new Retiree Association representative as well as HSC mentee. Motion to approve the agenda, as amended, was made and seconded. Motion approved unanimously.

Minutes

Motion to approve the meeting minutes for June and July 2021 was made and seconded. Motion approved unanimously.

BLT Representative

Dr. Shawn Berman



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Gene Henley was the only individual who has been nominated as the BLT representative. He logged off the Zoom meeting in order for the committee to hold a vote. The committee agreed that Mr. Henley has done a wonderful job as representative and shall continue. Vote and approval was made by unanimous decision.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Dr. Shawn Berman

There was not an updated report as the group has not met since previous FSBC meeting.

Lobo Health Strategy Group

Jodi Perry and Shawn Berman

Jodi reported that the Lobo Health Strategy group discussed access and priority scheduling. Tier 1 has priority access for the UNM health system. So far, 75% of appointment requests have been seen in 30 days of scheduling. The group also discussed patient centered medical home, telehealth, prescriptions from home, and referrals to see a specialist. The Lobo Health line has not been used much with 77 calls in 6 months (January to June). Clinics are not transferring calls to the Lobo Health Clinic. There was training done to address this issue. The group had a meeting with the Center for Life to target integrated medicine. A trial will be done with a group of 10 to see how this will work. Mr. Evans discussed the specialist referrals. The specialist may require the referral rather than the insurance plan. The challenge with the Center for Life is that certain services are considered complementary to wellbeing rather than medical necessity. Diabetes could be a group to focus on to find how wellbeing as well as necessary health concerns are addressed. Lobo Health has 10,000 participants, half of which are paneled at UNM through primary care and 85% of paneled patients have had a primary care visit in last year. How can we improve the non-paneled patients?

Grace asked about the vaccine mandate exemption and COVID testing. Mr. Evans said the Lobo Care Clinic provides episodic care and may be addressed another way by UNM. The FAQs on testing requirements for those with vaccine exceptions was provided via Zoom chat to the committee (<https://bringbackthepack.unm.edu/vaccine/faq/index.html>).

Budget Leadership Team (BLT) Meeting

Gene Henley

There was not an updated report as the group has not met since previous FSBC meeting.

Policy Office

Sidney Mason-Coon

Sidney report on the Cannabis Legislative Taskforce. They will start their work on August 11th and what the legalization of cannabis in New Mexico means for the University. Because cannabis is still not legal at federal level, this means it is not allowed on campus. However, the University will need a revised policy or statement about the impairment policy.

The Policy Review Committee started meeting and are finalizing their charter.

A committee member wanted to discuss UAP 3435-Inclement Weather. They stated that Albuquerque Public Schools and Rio Rancho Public Schools will pivot to online learning in lieu



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of a snow day or delay. There are no snow days built into the calendar as the school want to make up for days missed last year. If a snow day is not call, what happens to people who need to be on campus? Sidney reported the items to consider include taking out verbiage that follows local school districts, changes regarding those who are required to work and having comp time versus having to be on campus, equipment access, and people on remote work agreements not having access to comp time. A committee member asked why not the University having revert to working online. Mr. Evans asked how this affects those who cannot do their job remotely and need to report to work. Are the changes worth making because of how often it occurs (which is about 2-3 times a year)? Is it worth the cost potential of comp time for those that cannot work remote such as custodial staff and housing services? Changing the policy to use leave takes away from employee benefits. A committee member suggested keeping snow days so employees can get paid day to stay at home with children. They may have children who need to do remote learning and childcare is not available. The current policy was reviewed for further discussion. The main focus of the policy is listed below.

The President will determine if the Albuquerque campus will close. In order to assist employees with childcare arrangements, whenever practical the University will attempt to align delays and closures of the Albuquerque campus with delays and closures of the Albuquerque Public Schools.

It was suggested to have learn at home days for APS and RRPS to count as snow day for UNM. It was stated that they are not sure how quickly teaching can switch to online. The quick switch could cause a lot of stress for faculty when sometimes the decision to have a snow day or 2-hour delay occurs as late as 6 AM the day of. How can faculty and students make this work when they are parents of children at home.

Retiree Association

Dr. Fran Wilkinson

Fran stated that the Retiree Association has a benefits committee of their own, which John Trotter also co-chairs. Their next meeting is set for the third Tuesday of each month at 1:30 PM. They will be beginning their strategic planning meeting at the end of the month. The committee will be looking at goals and actions for the future. Fran did have a question about Microsoft 365 and Zoom Pro. These two applications were made available in the past to retirees. Will these applications no longer be available to retirees? Mr. Evans said he does not know who to contact regarding this, however, will start with Kevin Stevenson. Grace reported the University is in the process of renewing its cyber insurance. Part of that is to upgrade Microsoft office from its current tier to a higher tier, which is more secure. The price will go up with this upgrade. It will be available to active faculty and staff. A lighter model may be available for students and retirees. It is unknown about the status of Zoom application. A committee member suggested that graduate students have the same access as faculty being that they teach as well.

Human Resources

Joey Evans

Dorothy Anderson is retiring at end of the month. HR will make transitions and notify the appropriate individuals.



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HR is working on going through the senior plan renewals. So far, Blue Cross Blue Shield enhanced plan will drop by 10%, the standard plan will stay the same. Both Presbyterian plans are increasing by 5%. Humana will be increasing by \$12 a month and ETNA by \$9.40 a month. United is a Medicare supplement and rated differently with each state. Numbers will not be provided until December 2021. The current projection is a 5% increase.

HR is talking with the Interagency Benefit Advisory Council. This council is comprised of APS, The State of New Mexico, New Mexico Public Insurance and Retiree Board. The University goes out for their RFP every 4 years, however through the IPPC (comprised of UNM UNMH, Secretary of Health etc.), they will identify opportunities to participate in the procurement process for pharmacy benefits. Bids will come out this fall. The University go out for bid every 10 years. The last time was 2013. At this time, UNM is going out to bid early. If it is not beneficial for UNM, they would be able to step out and decline the award. There is a meeting this coming week to discuss more. HR is finding people to participate in the review committee. City of Albuquerque and Bernalillo County may also participate in this process as well.

Shawn said he would like to acknowledge the work Dorothy Anderson has done for the committee and employees of UNM .

Next Meeting:

September 14, 2021

3:30 PM

Zimmerman Library, Room B48

Adjourn: 5:00 PM