## **DRAFT** - Faculty Staff Benefits Committee Minutes of July 10, 2012

Regular Meeting time: 2<sup>nd</sup> Tuesday of each month, 3:00-4:30 p.m., Latin American Reading Room, Zimmerman Library

Meeting Date: July 10, 2012

Members Present: Fran Wilkinson (co-chair, faculty), Hans Barsun (co-chair, staff), Carolyn Hartley, Carol Bernhard, Karin

Retskin, Suzanne McConaghy, Loretta Serna, and Sharon Scaltrito

Members Excused: John Vande Castle, Jose Ruybal-Abeyta, Jacqueline Zander-Wall

Members Absent: C Randal Truman, Melissa Vargas

**Ex-Officio:** Helen Gonzales

Guests Present: Kathy Meadows-Staff Council

Minutes submitted by: Sharon Scaltrito

## **DRAFT** Faculty & Staff Benefits Committee Minutes, June 12, 2012 Meeting

#	Topic	Notes	Follow-up
	Meeting Called to Order		
	at: <u>3:05 P.M.</u>		
1.	Agenda Approval	Approved as submitted.	Not Applicable (NA)
2.	Minutes Approval	Approved as submitted.	NA
3.	Review ERB Update a. Status of Stakeholder Discussions b. Retirement Age	<ul> <li>a. The ERB stakeholder meeting is today. Elaine Phelps is representing UNM.</li> <li>b. The retiree age analysis of all retirements since January 1,</li> </ul>	a. NA b. NA
	Analysis c. Survey Feedback	2008 (816 in total with 184 faculty and 816 staff retirements in the group) showed that most faculty retire between the ages of 57 and 60 (127). Staff, most of whom start working at a younger age than faculty tend to retire between the ages of 60 and 70 (366) with the next largest staff group retiring between the ages of 57 up to 60 (103).	
		c. Helen Gonzales noted that the ERB survey ended today. She gave a brief overview of responses and will e-mail results once they are compiled and reviewed. Helen advised she will convene the internal ERB advisory group composed of representatives from the HSC, HR, Faculty Senate, Staff Council, Government and Community Relations and the Retiree Association to discuss survey results and potential recommendations to UNM administration. The final choice on ERB retirement criteria/changes thereto lies with the ERB and the state legislature.	c. Helen Gonzales will e-mail ERB survey results to the committee soonest. Suzanna McConaghy will advise Mary Clark on the discussion.

4.	Health Insurance update		
	a. Claims Rate Update	a. Helen Gonzales advised the group that UNM, with data provided by its health consultant, is negotiating with UNM Medical Group (UNMMG) and will negotiate with UNM Hospital (UH) for fixed reimbursement to ensure that UNM is not paying the UNM Health System more for similar health services than it is paying Presbyterian Health Plan and/or Lovelace Health Plan, the two private TPAs, who also provide health services to UNM employees.	a. The FSBC will look at the impact of GASB rule 45 on unfunded liability following the October audit committee meeting that addresses same.
		Helen also advised that the health consultants underestimated the potential unfunded liability for under 65 retirees/their dependents. This will be discussed at the UNM audit committee meeting following the external audit exit conference, which is in October. Helen will advise the FSBC on the audit committee date and agenda once they are available.	
	b. Wellness Participation	b. Helen advised that UNM has a 40% employee chronic illness rate (Diabetes, Asthma, hypertension, etc.) in comparison with a national average of 35%. UNM is evaluating metrics to help it determine ways to increase employee involvement in reducing chronic health risks and their associated costs. Examples include health assessments, individual premium adjustments related to compliance/noncompliance with programs. UNM added new staff including a coordinator and three new educators to its wellness program.	b. Follow-up Agenda Item. (Wellness Assessment, etc.)
5.	Cat Leave		
	a. Under what conditions should Catastrophic Leave be available?	a. Helen Gonzales provided aggregate statistics on CAT leave use from 2/2011 - 2/2012 which includes 55 requests, 44 approvals, and 11 denials.	a. The FSBC will continue to look at the feasibility of a GAP program to cover employees who do not qualify for CAT leave, are not eligible for STD and whose

		Of the 44 engaged CAT leave requests 24 were served to the	illuses is in some situation to the six - bills t.
		Of the 44 approved CAT leave requests 31 were cancer related,	illness is incapacitating to their ability to
		3 were transplant related, 10 were either heart attack/stroke or high risk newborn related. Of the 11 denials most were for	function in the workplace. FSBC  Members were asked to look at the
		elective surgery (knee/back/etc.) The CAT Leave program,	Catastrophic Leave Program Policy,
		currently administered under the strict medical definition of	#3430 prior to the August meeting.
		Catastrophic has brought CAT leave usage down significantly.	In CATHER SHIP AND A SHIP AND A SHIP
			b. CAT Leave will be moved up on the
	b. Cat Leave use vs. short	b. Discussion focused largely on the gap between CAT leave	FSBC agenda so there is more time for
	& long term disability use?	usage and employee need for additional support in the face of	discussion.
		debilitating illnesses that do not fit under the definition of	The FCDC mandata development
		catastrophic but cause significant hardship on families both	c. The FSBC needs to develop and
		before and after STD kicks in. The committee decided to research the viability of a GAP measure of support. It was also	provide recommendations on a GAP Program to HR, following which HR can
		noted that STD when it does kick in covers the employee only	review and price the proposal and give
		and pays at 60% of an employee's salary whereas CAT leave	feedback to the committee.
		pays 100% of the employee's salary whereas CAT leave	leedback to the committee.
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		The earn & burn effect on Sick Leave (SL) was noted as a	
		discussion item given it affects eligibility for CAT Leave and	
		could affect eligibility of a GAP Program as well given	
		employees need to have expended SL before either CAT leave	
		of STD kick in.	
6.	New President	OT STE KICK III.	
	a Impact of save	a. From Wilkinson reported on Dr. Frank's planning returns	
	a. Impact of new	a. Fran Wilkinson reported on Dr. Frank's planning retreat	
	leadership and update on administrative initiatives	which was held yesterday. The focus of discussion was, "Where	
		do we want to be in 2020 and how will we get there?" She	
	& priorities for employee benefits.	noted that he wants the UNM 2020 Plan to have much input from the campus and beyond. An early step is Dr. Frank's 120	
	benefits.	day listening tour. Approximately 95 people attended the	
		Retreat in a spirit of fellowship & communication. Helen added	
		information on the use of technology to engage constituents in	
		an open discussion of their views on topics and also in voting on	
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		topics.
7.	Other benefits	Not Addressed
8.	Committee makeup a. Terms change in September	Not Addressed
9.	Retiree Association Update	Karen Retskin addressed Retiree Association comments throughout the meeting. They are grouped here for conciseness of presentation and review.  a. Gloria Berkholtz is the Retiree Association (RA) representative to the ERB stakeholder group.
		<ul><li>b. The RA will continue to focus on retaining COLA as is and retirement age as discussion priorities.</li><li>c. Karin thanked those who voted to retain COLA as is.</li></ul>
		d. Karin asked if retiree insurance was at risk in 2014 under Obama care. Helen noted she had not heard anything about carving out a sector of employees.
		e. Karen provided an article on Club Medical (overseas treatments) to Helen.
10.	Meeting Adjourned at 4:15 PM	