



Faculty & Staff Benefits Committee

FINAL

Minutes

Tuesday February 12, 2019

3:30pm to 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

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

Fran Wilkinson	University Libraries & Learning Sciences
Dorothy Anderson	Human Resources
Brooke Cholka	Research & Compliance
Joey Evans	Human Resources
Mark Maddaleni	Arts & Sciences
Dimitter Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Codruta Soneru	Anesthesiology
Bonnie Leigh Reifsteck	Policy
Gene Henley	Public Administration
Leslie Jones Easom	UNM Retiree Association
Trudi Flynn	Payroll

<i>Excused:</i>	Keeta Harnett	Law Library
	Shawn Berman	Anderson School
	Erica Grong	IT

<i>Absent:</i>	Donna Smith	Retiree Association
	Manuel Martinez-Ramon	Electrical Engineering

Guests:

<i>Minutes:</i>	Dennis Dunn	Office of University Secretary
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Meeting called to order @ 3:33pm.

Quorum was met.

Agenda:

- Approved.

Minutes:

- The November 13, 2018 minutes, with one change, the December 11, 2018 minutes, and the January 8, 2019 minutes were approved. The change to the November 13, 2018 minutes involved expanding the term Benefits Committee to Faculty & Staff Benefits Committee when explaining Carol Bernhard's announcement that she is retiring from the Faculty & Staff Benefits Committee.



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Human Resources Updates

UNM Team Health Collaboration & Proposed Medical Plan Changes

(Continuing Discussion):

Dorothy Anderson & Joey Evans

- To begin, Joey and Dorothy reported on this morning's Board of Regents meeting:
 - The regents approved the UNM Team Health Collaboration & Proposed Medical Plan Changes and instructed Human Resources (HR) to move forward.
 - Originally there was to be a 7% increase in premiums for FY20, but it was lowered to 5%.
 - The regents approved HR moving forward with the combining of Blue Cross/Blue Shield with UNM Team Health. No changes will be made to Presbyterian coverage.
 - Hartford Insurance will offer Life & Disability Insurance and the regents have approved.
 - Branch campus access to these changes is also being looked at.
 - Discussion on these issues followed including a re-cap of how these issues have progressed since last September when they were first introduced to the committee.
 - ACTION: Dorothy asked Joey to put together a list of all the changes that have been proposed and how the process has progressed since September.
 - To include a promised item checklist, FSBC can utilize in tracking the success/implementation of stated deliverables
 - Later this month a newsletter will be sent out from HR detailing all of these changes. Open enrollment will begin in late April 2019.

Education Retirement Board (ERB) Changes:

Joey Evans

- HR is working with Government Relations to get feedback on the ERB changes bill that is now in the Legislature. The current legislative session ends March 16, 2019.
- Dorothy has been in contact with Jan Goodwin (ERB) to help coordinate pending issues for the current legislative session regarding UNM retirees.
- Joey will be sending out emails to the committee with updates on how the ERB bills are progressing through the legislature.

Evaluation of Express Scripts Programs for 2020

Joey Evans

- HR is working with Express Scripts to provide additional services to UNM employees who utilize Express Scripts. These changes will not affect employees who are currently using Express Scripts for their prescriptions.
- HR is also working with Express Scripts to evaluate a smaller network for 90-day prescription that would provide plan cost savings. This is still in the evaluation process.
- Leslie, who is a pharmacist, pointed out the dangers of shipping prescriptions through the mail. Primarily that prescriptions lose potency when stored in an environment of over 76 degrees, and mail orders are transported in hot trucks and then stored in mail boxes that



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are in direct sun light. The issue of mail box theft is another serious concern. Joey pointed out that UNM employees are not required to obtain their prescriptions through mail order.

- This discussion will be continued at the March 12, 2019 Benefits meeting.

Parental Leave:

Dorothy Anderson

- Dorothy is still working on this issue and is meeting with Dr. Roth tomorrow and has also met with Aon, UNM's consulting firm for benefits.
- For Millennials, time off is the most important aspect of their benefit package.
- This is an ongoing process and Dorothy will keep the committee informed of its progress at future meetings. Fran will put it on the agenda for the next meeting.

Continuation of Onsite Preventative Health Screening Program:

Joey Evans

- Joey stressed that this screening program is not meant to replace an employee's primary care giver. If an employee does not have a primary care giver, the program will suggest three local physicians.
- Currently there are 3,400 participants in this program.
- Joey admits that there are problems with the program (i.e. false positive readings), but the benefits of the screening process far out weight the problems, especially for employees who seldom visit their primary care giver or do not have a primary care giver.

Tuition Remission Benefits:

Brooke Cholka and Joey Evans

- Brooke brought up the issue of why the total number of credit hours that can be taken is capped at 8 credit hours. Joey explained that this cap has existed for 24 years and allows the employee to take two four credit hour classes a semester.
- Joey will research the history of this benefit and report back to the committee.

RFP for Life and Disability Insurance:

Joey Evans

- *(This item was covered in Joey's initial presentation.)*

Other HR Issues:

Joey Evans

- Joey had two additional items he wanted to present to the committee:
 - This is the first year that the VEBA Opt Back In will be offered for those employees who opted out during the first year VEBA was offered. HR will be contacting those individuals who are eligible to opt back into the program. There are approximately 350 employees who are eligible to opt back in.
 - Last week UNUM renewed the universities long term care rates. Last year the rate was increased by 5%. This year the increase is 7%. Aon is currently reviewing this rate increase and will probably say that this is an acceptable increase.



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Policy Changes:

Bonnie Leigh Reifsteck

- Bonnie reported that there are no Policy updates.

VEBA Committee:

Fran Wilkinson

- Fran reported that the VEBA Committee has met and is on track within their parameters.
- The unfunded accrued actuary liability will be funded in three more years. The committee is about half way to this goal.
- The committee is reviewing the VEBA documents to see if any need to be updated.
- The committee will also be reviewing the committee membership. Members are individually appointed by either the President, the Faculty or the Staff.

Budget Leadership Team (BLT) Updates:

Gene Henley

- Gene reported that, in a worst-case scenario, the short fall for UNM will be \$21 million. He then outlined how this figure could occur, while stressing that this will not be occurring but that the committee should be aware of the issue.
- The BLT is looking at three pots of \$7 million each:
 - \$7 million in cost reductions.
 - \$7 million in tuition.
 - \$7 million from reserves.
- These numbers are based on the legislature reducing funding for UNM. The BLT is looking at these numbers and working on lowering them.
- Deferred items at UNM, such as maintenance and increased spending on UNM Police, among others, is what is driving these numbers to be so high. UNM Police increases alone are \$200,000.
- Gene reported that the BLT is ahead of the game by at least two months in the process which is very good. He is also pleased with the new regent appointees.
- Gene stated that at this time the BLT is looking at three financial models for preparing the budget in the future. They are:
 - One is the Arizona State University (ASU) model, which is the most favored model;
 - The next is the University of Texas at San Antonio (UTSA) model, which is close to UNM's model;
 - And the final model is to continue with the current UNM process, with modifications.
- Craig White has now taken over for David Harris as interim Senior VP.
- The next BLT meeting will be Thursday February 14, 2019.



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Retiree Association Update:

Leslie Jones Easom

- Leslie reported that the Retiree Association is still closely following the proposed ERB changes.
- The association is also focusing on what benefits exactly do retirees receive when they retire.
- Joey is working on creating information specifically for the retirees that will explain their benefits after retirement. This information would not only be about health benefits, but also Continuing Education, ticket discounts, etc. Retirees also get to keep their UNM email address.

Other Business:

- None.

Next Meeting:

March 12, 2019

3:30pm – 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

Adjourn: 5:02 pm