

Faculty Staff Benefits Committee Minutes

DRAFT 3

Meeting Date and Place: Tuesday, 4/19/16, 3:30 pm, **Waters Room, Zimmerman Library**

Members Present: Fran Wilkinson, Carol Bernhard, Dorothy Anderson, Pamina Deutsch, Doleswar Bhandari, Glen Effertz, Mark Maddaleni, Emily Arzate, Jason Wilby, and Marcia Sletten.

Members Excused: Lee Brown and Shawn Berman, Elaine Phelps

Guests Present: Brenda De La Pena, Human Resources Crystal Davis, President Staff Council

Members Absent: Theresa Ramos, Cenissa Martinez and Conduta Soneru.

Minutes submitted by: Dennis Dunn, University Secretary's Office.

	Subject	Notes	Follow-Up
1	Call to order (Fran)	Fran Wilkinson called meeting to order at 3:30 pm.	None needed
2	Review and approve agenda & minutes (Fran)	<p>Glen Effertz reminded the committee that at the last meeting a resolution was passed stating "Any administration proposal for changes in benefits to employees, dependents, or retirees must be reviewed by the FSBC prior to being presented to the Regents." This has been forwarded to the Faculty Senate President and to the President of the Staff Council.</p> <ul style="list-style-type: none"> • Brenda De La Pena's Human Resources update was added to the agenda. • A motion was made by Glen Effertz to accept the agenda with these changes. It was seconded by Mark Maddaleni and was approved by all committee members. • A motion was made to accept the March 8, 2016 minutes by Jason Wilby, and was seconded by Glen Effertz. It was approved by all committee members. 	None needed
4	Human Resources Updates (Dorothy & Brenda)	<ul style="list-style-type: none"> • Dorothy began the HR Updates by stating that she needed more information from the committee on what exactly the committee is looking for in regards to Aon's contracts with UNM, the costs and ROI. Also, health care plan third party administrator's fees, costs and savings and how much it affects what UNM employees pay for health care. This information regarding the TPAs will then go into an Annual Report for the committee. • Final Health Care Premiums and Changes to Plan: Brenda passed out handouts detailing these changes and explained what they mean. • Information regarding changes to the pre-65 retirees can be found on the Human Resources website. • Brenda's Presentation: <ul style="list-style-type: none"> - Originally presented to the Staff Council and will also be presented at Cross Campus presentations. Her presentation tomorrow will be recorded and posted on the Open Enrollment webpage. - All changes will be effective July 1, 2016; - Open Enrollment for pre-65 retirees will be May 4th through May 20th; 	None needed

		<ul style="list-style-type: none"> • Volunteer for the Flexible Spending Account Vendor RFP: <ul style="list-style-type: none"> - Volunteers for this RFP will be recruited over the next month and should not take up a whole lot of the volunteer's time. It would involve reviewing vendors and participating on the committee. Carol Bernhard volunteered to represent the FSBC on the RFP committee. • Aon Compensation Guidelines Study – Initial Recommendations: <ul style="list-style-type: none"> - These recommendations were presented to an invited group on April 1, 2016. These recommendations were, for the most part, well received and considered positive. However, based on the overwhelming negative response to the lateral moves proposal, for salary purposes lateral moves will be treated as competitive. - The next meeting with Aon with UNM executives will be Friday April 29, 2016. • Other: <ul style="list-style-type: none"> - There is an Education Retirement Board (ERB) role (ERB 520) that UNM has in place in which temporary and on-call employees and UNM do not pay into ERB for the first 520 hours. This is being reviewed with temporary employees and UNM contributing based on the FTE at time of hire 	None needed
5	Policy Updates/Changes (Pamina)	<ul style="list-style-type: none"> • Catastrophic Leave Policy (UAP 3430): <ul style="list-style-type: none"> - The update consisted of the process for requesting Catastrophic Leave. Originally a committee of medical professionals made this decision. Now it is a combination of medical professionals, human resources and staff council. • Benefits for Adjunct Faculty & Temporary Staff: <ul style="list-style-type: none"> - For FY17 - Adjunct Faculty and Temporary Staff are now eligible for medical benefits (UAP 3600) and educational benefits (UAP 3700) if hired at an FTE of .75 or greater working for at least a 3 month period. 	None needed
6	VEBA Committee	No update.	None needed
7	FS Budget Taskforce/ Budget Committee	No update.	
8	Update-Retiree Association (Glen)	No report.	None needed
9	Next Meeting	Next meeting is scheduled for Tuesday, May 10, 2016 at 3:30 pm. Herzstein Reading Room, Zimmerman Library.	None needed
10	Adjourn	Meeting adjourned at 4:42 pm.	