

Faculty Staff Benefits Committee Minutes

Final

Meeting Date and Place: Tuesday, 5/10/16, 3:30 pm, Zimmerman Library, Herzstein Latin American Reading Room, Conference Room

Members Present: Fran Wilkinson, Carol Bernhard, Doleswar Bhandari, Glen Effertz, Mark Maddaleni, Emily Arzate, Jason Wilby, and Shawn Berman, Dorothy Anderson, Elaine Phelps, Pamina Deutsch

Members Excused: Marcia Sletten

Guests Present:

Members Absent: Lee Brown, Codruta Soneru, Josie Ruybal Abeyta, Theresa Ramos

Minutes submitted by: Emily Arzate; Biology Departmental Human Resources Rep

	Subject	Notes	Follow-Up
1	Call to order (Carol)	Carol Bernhard called meeting to order at 3:30 pm.	None needed
2	Review and approve agenda & minutes (Carol)	<ul style="list-style-type: none"> • A motion was made by Shawn Berman 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 April 19, 2016 minutes by Glen Effertz, and was seconded by Mark Maddaleni. It was approved by all committee members. 	None needed
3	Human Resources Updates (Dorothy & Elaine)	<ul style="list-style-type: none"> • Items i-iii were not discussed due to last meeting being held later in the month, there was not sufficient time to obtain the requested information. <ul style="list-style-type: none"> i. Aon Contracts: <ol style="list-style-type: none"> 1. Number and types of contracts with Aon 2. What is the amount of each contract ii. Wellness Incentive: <ol style="list-style-type: none"> 1. What is the ROI on the biometric screening? Does catapult have any data regarding ROI from others that have gone this route. iii. TPAs – provide the following for each TPA: <ol style="list-style-type: none"> 1. Admin costs 2. Fees 3. Savings • BCBS Security Breach There has not been a breach recently in BCBS, it was over a year ago. There were a few people in New Mexico who were effected. An article was published about it several months ago. • HR Annual Report <ul style="list-style-type: none"> - Should HR provide an update from the annual report to the FSBC in the fall? - Is Fall the best time for this information to be provided? <ul style="list-style-type: none"> o Elaine did a report 3 months ago, the best time to draw the report is the end of the calander year (Q4) or January. If the report is not presented during the 4th quarter, it can be expected regularly at the January meeting. • Anything else that the FSBC should be aware of to fulfill our charge (if there any time sensitive matters that are identified between FSBC meetings please bring them to the attention of the FSBC via email) 	<p>To be discussed at the next meeting or whenever the information is obtained</p> <p>None needed</p> <p>None needed</p> <p>None needed</p>

		<ul style="list-style-type: none"> • Other <ul style="list-style-type: none"> - One time pay supplement: F&F approved a supplement for all regular employees making less than \$100k/annually, not on probationary, in satisfactory "M" on annual review. - What if the PI does not want to pay for it, opting-out: PI's having expanding authority on grant to pay. - How was the 100K/annual salary cut off made? Based on the pool of money available and number of people who would receive it - Questions regarding LoboCare and BlueCross about in home health care, skilled health care and hospice not being provided under LoboCare. Elaine made the recommendation that the "individual" should call ask directly about Albuquerque Health Partners, LoboCare, UNMHealth and specific questions. The one page summary for Blue Cross and Blue shield should be on the HR webpage. 	<p>None needed</p> <p>None needed</p>
5	Policy Updates/Changes (Pamina)	<ul style="list-style-type: none"> • Policy changes <ul style="list-style-type: none"> - An employee could apply for Catastrophic leave to care for their parents - Policy 3200: reclassification of types of employees; temporary (.26 or greater) employees and on-call (.25 or less). - Holiday policy: temporary, on-call and part time employees working less than 20 hours per will not be eligible for paid time. - If an on-call employee needs to work more then .25, they can be hired as a temporary employee 1 time for a 2 month contract but can it be hired during the calendar year - Policy 3210: retirees returning to work 	On Hold, per Pamina
6	VEBA Committee	No update.	None needed
7	FS Budget Taskforce/ Budget Committee	No update.	
8	Update-Retiree Association (Glen)	Retiree association did not meet last month. Asked about the motion on the table, the reoccurring item of if there are any items that FBC should know about in efforts to improve communication. Possibly an emergency meeting to discuss items that occur between meetings. The committee could also become aware of items via email if there is something that should be communicated immediately.	None needed
9	Next Meeting	Next meeting is scheduled for Tuesday June 14, 2016 at 3:30 pm. Herzstein Reading Room, Zimmerman Library.	None needed
10	Adjourn	Meeting adjourned at 4:10 p.m.	