



Faculty & Staff Benefits Committee

**DRAFT 1-2**

**Minutes**

Tuesday, February 14, 2017

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	Sr. Associate Dean, University Libraries
Carol Bernhard	College of Education
Dorothy Anderson	Human Resources
Pamina Deutsch	Policy Office
Mark Maddaleni	Arts & Sciences
Marcia Sletten	Health Science Center
Emily Arzate	Biology
Condruta Soneru	Anesthesiology
Gene Henley	Public Administration
Shawn Berman	Anderson School
Brenda De La Pena	Human Resources
Leslie Easom	UNM Retiree Association

***Excused:*** None

<b><i>Guests:</i></b>	Tracey Briggs	UNM Wellness Program
	Dawn Montano	Aon Consulting
	Eric Weinstein	Aon Consulting

<b><i>Absent:</i></b>	Theresa Ramos	Faculty Contracts & Services
	Vacant	Payroll

<b><i>Minutes:</i></b>	Sherrie Weaver	Office of University Secretary
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**Meeting called to order – 3:30pm.**

**Quorum was met.**

**Introductions:**

Sherrie Weaver, University Secretary’s Office, took the meeting minutes today for Dennis Dunn who was absent.

The meeting began with introductions being made around the conference table. Leslie Easom introduced herself as the new representative of the UNM Retiree Association, replacing Glen Effertz. Brenda De La Pena, Human Resources, introduced herself as replacing Elaine Phelps who recently retired for UNM Human Resources.



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### Health Screening Program:

*Tracy Briggs*

- Health screenings have been going on at UNM for the past year.
- 2016 was the first year they were able to offer a premium differential with the on-site screenings.
- There are approximately 5,800 employees on the UNM Medical Plan. Screenings were scheduled at 47 different locations, on all campuses, over a three and a half month period.
- Screenings were provided by Catapult Health.
- In 2015, 170 people participated in the screenings. In 2016, the number jumped to 2,168.
- The average age screened in 2015 was 45.4 years old. In 2016, the average age screened was 44.9.
- In 2015, 28% were men and 72% were women. In 2016, 31% were men and 69% were women.
- In 2016, there were 2,168 participants with an average age of 44.9 years. Of all participants 31% were men, and 69% were women.
- The overall impact of the screening, beyond the aggregate data, is that Catapult Health screened a few employees that were immediately impacted by their checkup. They discovered life altering states of disease that were treated with immediate referrals for medical care.
- Screenings will continue in 2017 to offer the premium differential to UNM Health Plan Insured Employees (\$200) and their domestic partners/spouses on the employee's plan (\$100). Dates and location on all campuses will be communicated through UNM Human Resources and University Communications. They hope to reach 50% of UNM's insured employees.
- The screening dates for 2017 will be July 10 thru October 6. Screenings are approved on a year to year basis.

### Report from Aon Consulting:

*Dawn Montano and Eric Weinstein*

- Blue Cross/Blue Shield Claims Audit:
  - 220 claims were audited during the period of July 1, 2015 thru December 31, 2015.
  - Payment and non-payment of claims were examined along with processing turn around time.
  - Blue Cross/Blue Shield has corrected all claims that were found to be in error and adjusted their system.
  - Blue Cross/Blue Shield's overall accuracy is 95%.
  - Aon Consulting has recommended a follow up audit to verify that all corrections to their system have been made. This will take place in 2018.
- High Deductible Health Plan (HDHP) Evaluation:
  - The analysis was performed on Health Savings Accounts.
  - A qualified high deductible Health Savings Account is preferred, with a minimum deductible of \$1300. ([Benchmark: 50% of Universities offered HDHP with HSA](#)) UNM's current [PPO](#) plan has a \$600 deductible per person.



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- Health Savings Account (HSA) is a tax-free trust-like account for employees which is used for qualified expenses. This is like a 401K for health care.
- [Need to evaluate t](#)This plan [is](#) an optional plan for UNM employees.
- [Not a viable option for FY18, requires time to evaluate the set-up, update plan documents, identify vendors, update Banner benefit deductions and most importantly an education/communication campaign.](#)

Due to the complexity of the Aon presentation, discussion of this issue will be added to the March 2017 Agenda. Eric and Dawn will be invited back.

### **Review and Approve Today's Agenda and the 12/13/17 Minutes:**

A motion to approve today's agenda, and the 12/13/17 minutes, was made and seconded. All approved with no abstentions.

### **New Members:**

No new members to introduce. Two faculty positions still need to be appointed.

### **Budget Leadership Team (BLT):**

*Dorothy Anderson*

- Leave accrual is still open for discussion.
- ~~A 5.1% increase premium increase was presented to the Board of Regents Finance & Facility Committee on February 7, 2017. [There is a chance this figure could be decreased by 1%.](#)~~
- Due to the amount of material that needs to be reviewed BLT meetings have been expanded to 2 hours.
- April 7, 2017 is the budget summit with the Board of Regents.

### **VEBA Committee:**

*Dorothy Anderson*

- VEBA will be kept at .75%, and Dorothy reported this [to](#) the Board of Regents Finance & Facility Committee on February 7, 2017.

### **Retiree Association:**

*Leslie Easom*

- The [Pre-65 Retiree](#) premium increase will be [5.1%](#) for next year, plus the [Pre-65 Retiree VEBA scheduled 5% subsidy allocation shift to subsidy \(shared premiums contribution rates\), an increase to retiree premiums.](#)

### **Policy Changes:**

*Pamina Deutsch*

- Pamina's report was postponed until the March 30, 2017 meeting and will include the Cat Leave Policy Discrepancy Update.

### **Other Business:**

None.



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**Next Meeting:**

March 30, 2017

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

**Adjourn: 4:08pm**