



## Faculty & Staff Benefits Committee

**Final**

### Minutes

Tuesday March 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
Joey Evans	Human Resources
Mark Maddaleni	Arts & Sciences
Dimiter Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Gene Henley	Public Administration
Leslie Jones Easom	UNM Retiree Association
Trudi Flynn	Payroll

### *Excused:*

Keeta Harnett	Law Library
Shawn Berman	Anderson School
Erica Grong	IT
Brooke Cholka	Research & Compliance
Bonnie Leigh Reifsteck	Policy
Donna Smith	Retiree Association
Dorothy Anderson	Human Resource

### *Absent:*

Manuel Martinez-Ramon	Electrical Engineering
Codruta Soneru	Anesthesiology

### *Guests:*

Harris Zeyae	Express Scripts
Eric Weinstein	Aon

### *Minutes:*

Dennis Dunn	Office of University Secretary
-------------	--------------------------------

**Meeting called to order @ 3:30pm.**

**Quorum was not met.**

### **Agenda:**

- Quorum not met. Agenda will be approved at the next F&S Benefits Committee meeting, April 9, 2019

### **Minutes:**

Quorum not met. Minutes will be approved at the next F&S Benefits Committee meeting, April 9, 2019



## Faculty & Staff Benefits Committee

### Human Resources Updates

#### UNM Team Health Collaboration & Proposed Medical Plan Changes (Continuing Discussion):

Joey Evans, Harris Zeyae and Eric Weinstein

- **Express Scripts** - To begin, Joey recapped his presentation from last month and then introduced Harris Zeyae, Express Scripts, and Eric Weinstein, Aon Consulting. They presented on prescription medicines and new advances in Opioid Management:
  - Harris began by outlining his pharmaceutical background as a UNM Pharmacy School graduate, then thirteen years with Express Scripts, and a total of nineteen years in the pharmacy business.
  - **Accredo** – This is Express Script’s specialty pharmacy. These are high priced drugs for illnesses like cystic fibrosis, cancer and hemophilia and are very rare. The Accredo team is made up of five hundred specialist pharmacists and five hundred fifty field-based nurses located throughout the United States to assist these special needs patients. Harris went into great detail explaining these specialty drugs, their high costs, and the different types of illnesses and ailments they treat.
  - Questions and discussion followed on these drugs and their uses.
  - **Opioids** – Leslie explained that UNM has been actively addressing the opioid problem in New Mexico since 2001. 70% of people abusing opioids are getting the drugs from family members and friends. Express Scripts has a program of supplying a patient with limited amounts of the drugs and instituting an educational program combining the Pharmacy, the patient’s Home Environment, and the Physician Prescribing the drugs.
  - Discussion on this issue followed.
- **UNM Team Health:**
  - Joey presented the committee members with two handouts:
    - Comparison of September and December 2018 UNM Medical Plan Strategy Proposals, and,
    - **UNM LoboHealth** Implementation High Level Deadlines.
  - These handouts have been emailed to the committee members and Dennis will also email them out to the committee.
  - Communication letters explaining these issues will be mailed out to UNM employees. Additional information can be found at the Human Resources website: <https://hr.unm.edu/>
  - A three to six minuet video is in production to explain the changes to UNM Lobo Health and a second video on open enrollment. It is being produced by a company called Benefit Focus and will use actors instead of UNM employees.
  - Short live presentations will also be made on campus to various departments.
  - There will be no changes in UNM’s Express Script’s plan for 2020, but Human Resources will be watching for any changes in 2021.
  - The UNM Wellness Program will be continuing through the provider Catapult.
  - Questions and Discussion followed Joey’s presentation.

## Faculty & Staff Benefits Committee

- **Education Retirement Board (ERB) Changes:**

*Joey Evans*

- HR is still keeping track of all proposed ERB changes coming out of the current legislative session in Santa Fe.

- **Parental Leave:**

*Joey Evans*

- Dorothy intends to take the proposal to the President's Senior Leadership Team.
- Fran will put Dorothy's report on next months Budget Committee agenda.

- **VEBA Opt back In:**

*Fran Wilkinson & Joey Evans*

- No report from Fran. The committee has not met.
- Joey reported that HR will be contacting UNM employees who are eligible to opt back into the program.

- **Long Term Care Rates:**

*Joey Evans*

- The current average rate is \$8.19. A 7% increase will be \$.57. This would raise the average rate to \$8.76.
- 4,135 UNM employees participate in this program.
- Retirees can also continue this benefit when they retire.

### **Policy Changes:**

*Mark Maddaleni reporting for Bonnie Leigh Reifsteck*

- “On February 20, 2019, President Stokes approved nine administrative policies that were out for campus comment in the Fall. This includes two new policies and revisions to seven existing policies. More information on the changes can be found on the Policy Office website <http://policy.unm.edu/>.”

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

*Gene Henley*

- Gene reported that, as stated at the last Benefits meeting, the short fall for UNM will be approximately \$20 million. Addressing this short fall will take place at the next BLT meeting on Thursday March 14, 2019.
  - \$3 million will be cut from the \$20 million.
  - An additional \$5 million funded through reserves or recurring dollars.
  - The remainder of cuts will come from the comp side.

### **Retiree Association Update:**

*Leslie Jones Easom*

- Leslie reported that the Retiree Association is still closely following the proposed ERB changes.

### **Other Business:**



## Faculty & Staff Benefits Committee

- None.

### **Next Meeting:**

April 9, 2019

3:30pm – 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

**Adjourn: 4:55 pm**