**Final**

**Minutes**

Tuesday, April 12, 2022

3:30 PM to 5:00 PM

Via Zoom Video Conference

***Voting Members Present:*** Shawn Berman, Grace Faustino, Marcia Sletten, Dimiter Vassilev, Cynthia Pierard, Elizabeth Elia, Fran Wilkinson, Gene Henley, Jodi Perry, Rafael Fierro, Texanna Martin

***Voting Members Absent-Excused:*** Trudi Flynn

***Members Absent-Unexcused:***

***Ex-officio, Guests, and Minutes:*** Joey Evans, Sidney Mason-Coon, Gena Garcia (OUS)

**Meeting called to order @ 3:31 PM.**

**Quorum was met.**

1. **Agenda**

A motion to approve the April 12, 2022, was made and seconded. The motion was approved.

1. **Minutes**

Approval once changes are completed by Gena.

1. **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Dr. Shawn Berman*

No updated report

1. **Lobo Health Strategy Group**

*Jodi Perry and Shawn Berman*

No updated report

1. **Budget Leadership Team**

*Gene Henley*

 No updated report

1. **Policy Office**

*Sidney Mason-Coon*

* Inclement weather comments came back, decision should be reached soon and sent out.
* Consensual relationships draft is with constituents.
* Policy Office listserv sign up: Listserv-policy@unm.edu to be notified when policy information is public.

**Questions:**

Grace asked if anything stood out with the inclement weather comments. The theme the committee saw was that people want it to be equitable.

1. **Retiree Association**

*Dr. Fran Wilkinson*

* Changes to IT benefits:

Retirees not performing either compensated or uncompensated work for UNM will no longer have free access to Microsoft 365 functions other than email and Outlook (e.g., Word, Excel, PowerPoint, etc.). They will need to sign up for that access on the Microsoft website. Retirees will receive a 30% discount.

* + Working retirees (.25 FTE or greater; staff and faculty emeriti) will continue to receive full Microsoft 365 benefits.
	+ Retiree Healthcare Working Group has resumed meeting. They met this Spring to discuss UNMRA Benefits Committee goals. Will be meeting again in the Fall.
1. **Human Resources**

*Joey Evans*

* FMLA policy changes are on hold. More time is needed to review.
* FY2022 medical plan update
* Switching from Express Scripts to CVS for FY 2023
* Information about the new pharmacy benefit manage (PBM) will be sent out a few ways; HR Newsletter, postcards via home mailboxes, emails throughout the open enrollment period, communication plan with CVS after open enrollment, pockets of communications depending on the different categories of employee needs such as prescriptions on different tier of the formulary, formulary exclusions, and patients on specialty medications.
* Vision plan renewal with an increase in frame allowance from $130 to $180, includes anti-reflecting coating. Premiums are increasing by about .30 cents per individual.
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* Dental plan- adding the composite fillings into the plan
* WEX will be our 3rd. party FSA (Flexible Spending Account) claim administrator

**Questions:**

Elizabeth asked about the surplus of close to $1M. Joey stated it is a projected amount based on claims running as they had expected them to run. Elizabeth also wanted more information about the high-cost care. Joey stated, on a $70M. plan fluctuation is expected from year to year. Elizabeth asked if she needed a new prescription card now. Joey confirmed everyone will receive a new CVS card. There are some employees who will have a different cost due to prescription formulary placement and exclusions. There will be a calculator on the website April 20th. to help calculate that difference.

Shawn asked about the fixed cost price of $5M. Joey stated that was including administration fees, claims processing and stop/loss premiums.

Dimiter asked if the increase is something that has happened in the past. Joey responded that healthcare is going up, claims costs dropped in 2020 due to physician’s offices being closed and elective surgeries were delayed. It is difficult to know when the underutilization will show up.

Jodi asked when Aon will send the information on the high claim cost. Joey will circle back with their consultant and find out more information. He reiterated that healthcare costs are higher than they have been in the past.

1. **Other Business**
* Jodi will be updating on HCS Childcare.
* Rafael will talk to Manel or another representative to come talk to the committee next meeting.

**Next Meeting:**

May 10, 2022

3:30 PM

Via Zoom

**Adjourn: 4:48 PM**