



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, October 12, 2020

3:30PM to 5:00 PM

Via zoom

**Members Present:** Shawn Berman (FSBC Co-Chair; Anderson School), Fran Wilkinson (UNM Retiree Association), Grace Faustino (FSBC Co-Chair; Office of the Vice President for Research), Marcia Sletten (Health Science Center), Elizabeth Elia (School of Law), Dimiter Vassilev (Mathematics/Statistics), Rafael Fierro (School of Engineering), Cynthia Pierard (Library), Texanna Martin (Center for Teaching and Learning)

**Members Absent-Excused:** Jodi Perry (College of Pharmacy), Gene Henley (Public Administration)

**Members Absent-Unexcused:** N/A

**Ex-officio Present:** Joey Evans (Human Resources), Kevin Stevenson (Human Resources)

**Ex-officio Absent:** Scott Sanchez (Staff Council President), Trudi Flynn (Payroll), Sidney Mason-Coon (Business and Finance)

**Guests:** Stevee McIntyre, Duane Arruti, Brian Pietrewicz, Kirsten Martinez

**Minutes:** Felisha Martinez (Office of the University Secretary)

**Meeting called to order @ 3:33 PM.**

**Quorum was met.**

### **Agenda**

Motion to approve the October 12, 2021, agenda was made and seconded. Motion approved unanimously.

### **Minutes**

A change was needed to the Chief Information Office (CIO) title in Retiree Association report as well as a minor typo in the HR report. Motion to approve the September meeting minutes, as amended, was made and seconded. Motion approved unanimously.

### **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Dr. Shawn Berman*

There was not an updated report as the group has not met since the previous FSBC meeting.

### **Lobo Health Strategy Group**

*Jodi Perry and Shawn Berman*



## **Faculty and Staff Benefits Committee**

Shawn said the Lobo Health Strategy Group had a meeting with the UNM Center for Life, and it went well. This center provides alternatives to medicine. From a benefits perspective, how can members be connected to the services being offered by the Center for Life? Services offered include chiropractic, massage therapy, etc. How can such services make a positive difference in participants health? A committee member asked if a referral is required to obtain services. Joey said certain services may need a referral based on the provider requirement. It is not a requirement from a plan perspective. There are several things to consider such as coverage for services such as massage therapy. This service is not covered through the benefit plan. What would the potential be for removing that blanket exclusion? In the meantime, a proposal is being created about what could be offered. For example, they are considering the integration of Center for Diabetes Education. This would improve diabetes outcome for participants and better quality of life.

A committee member stated they were impressed with UNM health care process and is working on finding a primary care physician at UNM because the process was easy to navigate. Another committee person stated they also had a positive experience and had no problem getting a referral when they needed it. The clinic was great; everyone was kind and helpful.

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

*Gene Henley*

An update was provided via email as Gene was not present at the meeting. We have had one meeting – the primary topics of conversation dealt with the membership of the BLT, the history and finally, the Budget Principles and Strategies that we operate under.

There was an involved conversation about including the economic impact that UNM has on the community, the city, and the state. There appears to be a general consensus of the importance of such an item, but I am not sure that there is agreement that it needs to be included in the principles. This discussion of what is important etc. is had every year or two and as such this document is evolving. As with many discussions regarding mission statements etc., what is left out is sometimes as important than what is included.

We had a meeting scheduled for last week which was cancelled, and the next meeting is scheduled for October 21<sup>st</sup>.

### **Policy Office**

*Sidney Mason-Coon*

Not present for the meeting, therefore no report was provided.

### **Retiree Association**

*Dr. Fran Wilkinson*

The Post 65 Medicare open enrollment will begin October 18<sup>th</sup> and end on November 5<sup>th</sup>. HR will update information on their website and start sending out information to retirees via mail on October 15<sup>th</sup>. The information to be included will be the virtual vendor fair dates, times and Zoom conference information.



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The Retiree Association board retreat took place on August 31<sup>st</sup>. They worked on developing their strategic plan for the year. It is not final yet but will be soon. Fran will share that information with the FSBC when it is finalized.

### Human Resources

*Joey Evans*

Joey stated HR is working on the preliminary information for prescription drug plans, costs and co-pays presently. UNM is running at an 84% to 86% generic fill rate. It did drop from FY20 to FY21; however, HR is unsure why as it could be many factors. The current co-pays are \$10 for a 30-day supply, \$20 co-pay for a 90-day supply and \$20 co-pay for a mail order for 90-day supply. The average generic co-pay dropped from FY20 at \$7.30 to \$6.80 in FY21. One thing that does occur to cause such a decrease is what is called cost share erosion. As drug prices increase over time there is a fixed dollar amount for the co-pay, therefore the amount the prescription plan picks up increases. UNM does not know if co-pays are adjusted, if the 30-day and 90-day co-pays are blended. In 2020 UNM had a new contract that resulted in better negotiation for reimbursement schedules. This may have had a role from FY20 to FY21. UNM's cost shares are lower than its peer institutions. Peer institutions include higher education as well as state and local government. UNM continues to trend higher than its peers with prescription adherence, with exception of asthma. People do not take their maintenance inhalers and as a result must use their emergency inhaler. A committee member asked why there is a preference for generic prescription use. Joey stated that the generic drug is used if possible as it is a therapeutic equivalent to the brand name at lower cost for patient and plan cost.

The RFP will be released later in the week. HR is looking for volunteers for the RFP. They would like to have both faculty and staff, specifically at least one of each. Ideally HR would like one main and HSC faculty as well as one main and HSC staff member.

Open enrollment is coming up and information will be sent out via mail.

A committee member asked if there is a reconsideration on the bands for co-pays (parking co-pays, medical co-pays)? Employees will be making more money and take-home pay is offset by the increase in co-pay amounts. This mainly affects the \$50K-\$60K range specifically. Has UNM thought of creating another tier? The committee went on to discuss the research it has done in the past regarding pay increases. Kevin reported UNM has looked at shifting the dollar amount on pay bands, shifting the percentage splits, and adding a 4<sup>th</sup> tier. They have consistently found that state statute (Statute 10-7-4) prevent such changes from occurring because of the minimum and maximum the institution can contribute. The University has been working with departments that are impacted and facilitate an additional salary request, so they do not lose ground for getting above a certain income amount. By changing or adding tiers, it changes the amount that is contributed and goes outside of that state statute, which by law cannot be done. In the same way that some who make more can pay more, there will be people who do not agree on having to pay more. Fran stated the FSBC has explored this almost every year and extensively in 2019. This does not mean the committee cannot keep trying as there could be a change in the future that is allowed. Kevin said there are more people in that new middle tier of \$50K-\$70K than that highest tier to generate the savings necessary for the middle tier.



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### Information Technology Presentation

*Duane Arruti, Brian Pietrewicz, and Kirsten Martinez*

Introductions were made of the IT guests. They started out the discussion about what IT resources are available to retirees. Duane stated IT is in the process of refining what is available. He asked if there are areas to explore on behalf of retirees. No promises can be made due to partnership agreements, but IT can do what they can to have the conversation with those vendors and make appropriate negotiations. The University also manages Microsoft agreements for other higher education institutions in the state. IT recently worked with HSC to create a separate tenant. Currently retirees retain their UNM email, access to Wi-Fi network, computer labs, study spaces, and purchasing the Microsoft Office 365 Suite at a discounted rate. Prior to retirement, employees need to sign up for the home use program. There are two options: for up to six people or just yourself. The annual subscription is at a 30% discount (\$48.99 for one person or \$69.99 for six). A committee member asked if someone could buy into that program after they have retired as they may not be aware of the discounted rate at time of their retirement. Kirsten stated she is not sure how that would work but would investigate it and get back to the committee chairs. Retirees also can purchase commercial grade computers at the price that UNM pays. Working retirees do get full suite of services and licensing for active faculty and staff. Emeritus faculty do have a process by which they can access certain resources. It was asked of IT that retirees also be able to have Zoom access as many meetings are occurring virtually.

A committee member asked a question about security and the multifactor authentication. They have had issues having to sign in twice and still not being able to get into the application they are trying to access. Brian stated many people bypass the pop-up instructions of how to authenticate in Zoom. IT have also provided communication and instructions through other channels until they can come up with another solution to a secure login. They stated they have helped retirees with the roll out of the multi-authentication by allowing them to call IT helpdesk for assistance.

#### **Next Meeting:**

November 9, 2021

3:30 PM

Via Zoom

**Adjourn: 5:07 PM**