



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, April 13, 2020

3:30PM to 5:00 PM

Via zoom

Attendees:

Dorothy Anderson	Human Resources
Shawn Berman	FSBC Co-Chair; Anderson School
Leslie Easom	UNM Retiree Association
Elizabeth Elia	School of Law
Joey Evans	Human Resources
Trudi Flynn	Payroll
Grace Faustino	Office of the Vice President for Research
Gene Henley	Public Administration
Sidney Mason-Coon	Business and Finance
Jodi Perry	College of Pharmacy
Scott Sanchez	FSBC Co-Chair; Alumni Relations
Marcia Sletten	Health Science Center
Dimitar Vassilev	Mathematics/Statistics

Excused: N/A

<i>Absent:</i>	Anil Shetty	Plastic Surgery
	Nancy Shane	Staff Council President

Guests: N/A

Minutes: Felisha Martinez Office of the University Secretary

Meeting called to order @ 3:32 PM.

Quorum was met.

Agenda

A motion to approve the agenda for April 13, 2021 was made. The motion was seconded and approved by unanimous decision.

Minutes

A motion to approve the February 2021 meeting minutes was made. The motion was seconded and approved by unanimous decision. A motion to approve the March 2021 meeting minutes was made. The motion was second and approved with one abstention.

Lobo Health Strategy/Future Health Strategy

Dr. Shawn Berman and Jodi Perry

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



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Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Dr. Shawn Berman

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

Budget Leadership Team (BLT) Meeting

Gene Henley

Mr. Henley reported the BLT presented to University President their recommendations. The recommendations went on to Finance & Facilities Committee followed by the Regent's meeting. There was issue with tuition and fee increase (2.2% increase in graduate and undergraduate tuition). Starting next year BLT will look at facilities as well as tuition and fee principles. During the Regent's meeting, they approved the tuition increase, however there was push back on the Athletics proposal of a headcount fee. It will be discussed in May to get feedback from students.

Policy Office

Sidney Mason-Coon

Mr. Sanchez asked where the committee stands on the international staff paying out of state tuition remission rate. Who has the authority to change what needs to be changed to address the discrepancy? A final recommendation was not made by the committee; however, the group would like to keep it on their agenda.

Ms. Mason-Coon stated the Policy Office is looking to roll out 6-8 different policies for constituent and campus comment, which include paid parental leave, covering foster children, adding family members to bereavement for paid leave, etc. They are also making progress on the consensual relationship policy. The idea is to have the revised UAP, and the new draft Faculty Handbook policy go out at the same time.

Retiree Association

Dr. Leslie Easom

Dr. Easom stated the Retiree Association is planning their annual meeting and will have someone from the film office to do something different, fun, and unrelated to COVID. They have had discussions regarding the Education Retirement Board (ERB) and its funding with the mention of Senate bill 42. This bill raised employer contribution to 1% this year and an additional 1% in FY23. Dr. Easom asked if ERB is handled differently than Public Employees Retirement Association (PERA). Ms. Anderson reported when ERB was examined, they were looking at K-12 rather than higher education. They were also looking at 9-month salary and not 12-month salary. There is a difference with how they are handled since UNM is not state funded by the state. The university received split funding. Mr. Evans stated the ERB must complete an actuarial study, which is done yearly, however it was requested in the bill. Ms. Faustino, Dr. Easom and Mr. Henley were working with a staff member regarding high deductible health plans. It was asked where this plan stands. Mr. Evans said the university is not looking at it right now. They did work with AON a few years ago, which was presented to the FSBC. It was determined at that time to not move forward with high deductible plans based on the information presented at that time. It is a viable strategy, but there are fears that it lead to some individuals underinsured and increase out of pocket costs. HR will respond to the individual emailing Ms. Faustino, Dr. Easom and Mr. Henley.

Human Resources

Joey Evans



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Mr. Evans reported open enrollment for active employees begins April 21-May 7 and May 5-21 for retirees. HR is working on getting material out to advertise this. There are no premium increases or plan design changes currently.

HR is working on creating guidelines for remote work. This is more of a working arrangement rather than benefit; however, the university wants to create guidelines for staff to formalize remote work conditions. With guidance from senior leadership, the university is hoping to put out campus communication in the coming weeks. Return to work will be a phased approach. They are referencing policies, but not looking into making the guidelines for this policy. HR has not heard from units about their plans to return to work, however units will want to be more flexible with schedules. IT is looking at it is making some positions remote as they are running out of physical space on campus. The hospital has done some permanent work from home positions. It was stated that although some positions work well from home, others may not be due to resources (i.e., laptops, phones, etc.). How do you accommodate the costs of working from home? The cost to the institutions will go down, but will costs at home go up because that person is working from home? It was suggested that if staff and faculty work from home, they have more support to make working remotely happen. Mr. Evans stated the conversation thus far has not been the savings of the university, but rather space and convenience for employees. Will it work for the unit and the employee? Another committee member stated it is best to check with each unit of their needs because what works for one may not work for another. Another member stated if some employees work from home, there would be a service level agreement to ensure they are performing their in-office functions as required.

Are there discussions of adding vaccination question in daily COVID screening and can it be automatically updated to have the same response regarding vaccine response? How can information be used to determine vaccination of the campus and return to full operations? HR does not have any information to provide and is just a discussion. Guidelines are meant to put a standard in place rather than just flexibility due to COVID. A committee member stated the Law School is working on plans to turn hybrid should public health needs change. Pharmacy is growing in research funding; therefore, they are hiring more people. With return-to-work standards, they cannot accommodate social distancing. How do they set something formal in place? They would like guidance sooner rather than later. Another committee member suggested keeping an eye on what local public schools are doing as well. Dr. Berman said an email will be sent out to the committee over the next month to ask what the university could have improved on because of the pandemic and how to move forward. This can then be taken to senior leadership for review.

Next Meeting:

May 11, 2021

3:30 PM

Via Zoom

Adjourn: 4:58 PM