



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, March 9, 2020

3:30PM to 5:00 PM

Via zoom

### ***Attendees: (taken from sign-in sheet – for those who signed in)***

Shawn Berman	FSBC Co-Chair; Anderson School
Leslie Easom	UNM Retiree Association
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
Nancy Shane	Staff Council President
Marcia Sletten	Health Science Center
Dimiter Vassilev	Mathematics/Statistics

***Excused:*** Elizabeth Elia School of Law

***Absent:*** Dorothy Anderson Human Resources  
Anil Shetty Plastic Surgery

***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 March 9, 2021 was made. The motion was seconded and approved by unanimous decision.

### **Minutes**

Dr. Berman stated he would like for the Business Council Chair Pamela Pyle to review the meeting minutes prior to approval to ensure the presentation she made was accurate. These meeting minutes will be placed on the agenda for April 2021 along with March 2021 meeting minutes.

### **Lobo Health Strategy/Future Health Strategy**

*Dr. Shawn Berman and Jodi Perry*



## **Faculty and Staff Benefits Committee**

Dr. Berman said the group is on a quarterly meeting schedule and have not met since the previous FSBC meeting. Mr. Evans stated nothing new has come up and the continued focus is to improve access. There was a marketing presentation from Teladoc, which is a virtual health company. HSC and main campus have had conversations regarding this platform and how to broaden health care access. There was a question from a committee member expanding on virtual visits. They have heard from some individuals that they do not like virtual appointments and prefer in-person appointment. Could the committee reach out to those on campus to see how they feel about this expansion? Mr. Evans said this will not take away from in-person services, however, will make virtual visits more accessible for those that want it. If someone wants this option, it could make it more convenient. The telehealth strategy is heavy right now due to COVID but could open access in the future. This fits into Lobo Health providing the right care at the right time and at the right cost. All virtual appointments are not possible when people need physical exam and vitals to be checked.

Physicals were also mentioned. Individuals are being charged if having a wellness check and they happen to mention a health issue. Virtual visits with a co-pay are an issue and they are concerned if the patient is not getting a physical exam. Some people may know how to self-administer vital checks rather than an everyday person not in the medical field. Virtual visits will not work for those who do not know how to check their own vitals. Mr. Evans said COVID caused a huge surge in virtual visits and feels this will go down as in-person appointments become available when the pandemic is under control. Right now, providers can bill the same for virtual visits because of the CARES Act. Previously, virtual visits had to be billed differently and had more restrictions. Those restrictions were changed due to COVID. If someone has a preventative appointment and a diagnosis is made, your co-pay is applied. Lobo Health would like to move away from fee for service and providers not being able to bill for everything they do. The University is factoring in virtual visits and how they are billed in the future as virtual visits continue to be utilized. Ms. Perry stated the goal of Lobo Health is not to have a third party take over virtual visits, but to help expand access to decrease wait times. Dr. Easom said it is good to encourage in-person physicals once a year to do routine physical exams, take vitals, etc.

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

*Dr. Shawn Berman*

Dr. Berman said the VEBA Committee met for the first time in a year. There was an update on plan balances. Balances are currently looking great. Mr. Evans did an update to plan documents and updates were approved by the committee unanimously. There was a conversation of when it is the right time to spend the money. It was reported it is best to start spending when you think actuarially you are going to be able to cover 100% of UNM cost in perpetuity for as long as VEBA is active. It is best to make sure there is not a lot of money left at the end. There is a restriction of how money is spent. Mr. Evans said UNM has asked Aon for different scenarios of how and when to spend the money with changes from GASB 45, which defines how to report unfunded liability on balance sheets. The University has recently changed to GASB 74 and 75, which changes how unfunded liability is calculated and when they can use funds from the trust. If they start funding too early, then the University will have to fund outside the trust, which they do not want.



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A committee member asked about there being tiers based on salary. The higher the salary, the higher percentage of contribution. Shouldn't it be a flat rate for everyone? Mr. Henley said the plan to fund the trust was done in 90 days rather than several months or years. At the time the transparency was based on salary percentage. This seems to work until a different funding mechanism can be created.

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

*Gene Henley*

Mr. Henley said the BLT has met twice since the last FSBC meeting. They are finishing up with budget requests as they are coming in from operating units. The President has finished their request that includes UCAM and Athletics. This is a three-year plan of recurring funds. UCAM's first year request is \$250K and \$160K for the next 2 years. There was a non-recurring request of \$68K for this year, \$88K for the second year and \$48K for the third year. The non-recurring funds would be for an online campus tour and web contact management system. Athletics has made a recurring funding request for \$375k the first year, and \$275K for 2 years after that. This is to account for attendance and tuition increase, sports equipment, and sports travel. There is a non-recurring funding request for \$2.8 million for the first year and \$2.1 million for the last two years. This will go towards the debt service for The Pit.

BLT is looking at different budget scenarios since House Bill 2 has passed. There will be another 2 weeks before the end of the legislative session. The Tuition and Fees Subcommittee is looking at the 2.2% tuition increase projection. This increase will create \$33 million in revenue. The compensation increase was also discussed with a total of a \$5.7 million funding request. This includes \$1 million for Finance, \$3.4 million for Academic Affairs and \$227K for the Presidents organizations. There is also a fund increase of \$5.8 million, \$2 million of which is for the 1% increase for Educational Retirement Board (ERB) and \$400K for the minimum wage increase. Mr. Evans said the I&G fringe pool covers fringe for I&G funded positions that were allocated to departments. There was clarification provided on tuition remission and dependent education. This is funded through the miscellaneous fringe pool. They were not a part of the reallocation of I&G fringe pool to departments.

### **Policy Office**

*Sidney Mason-Coon*

Ms. Mason-Coon wanted to discuss UAP 3435 regarding snow days. When a snow day occurred in October, there was a discussion of having a snow day or delay if people are working and/or learning from home. Another snowstorm occurred in February and there was a lot of upset over not calling a delay or snow day as faculty wanted to teach virtually. Ms. Mason-Coon said she has done research locally with CNM, APS, etc. The current UNM policy states they call delays and snow days based on what APS does. In February, APS said there would not be a delay or disclosures if students are learning virtually. When a delay or closure happens, their non-teacher staff must use their leave. Teachers and bus drivers' contracts have different rules. Should there be something in the UNM policy about remote learning and working? The current policy states if a supervisor requires staff to work, they are paid time and a half. This was not clearly defined for critical employee's vs non-critical and caused issues in February. Feedback from the committee was requested. A committee member stated APS and Rio Rancho base delays or snow days on buses and getting students to school safely. Currently APS and Rio Rancho do not have an



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inclement weather policy reflecting remote learning. It was asked that the committee bring suggestions to the next meeting.

### **Retiree Association**

*Dr. Leslie Easom*

Dr. Easom said the use of the multifactor authentication has begun. Four retirees in total have used it and 2 had to work with IT to figure out how to use it. Ms. Faustino provided links to the committee via email with instructions on how to use the authentication.

UNM Fast Info website: [https://unm.custhelp.com/app/answers/detail/a\\_id/7823](https://unm.custhelp.com/app/answers/detail/a_id/7823)

How to video <https://www.youtube.com/watch?v=uWbkLuI4g30>

Professor Pyle has connected well with the retiree legislative individuals and felt it would be beneficial for Staff Council to do the same and may want to get involved. Dr. Fran Wilkinson will be joining the Retiree Association on July 1<sup>st</sup>.

### **Human Resources**

*Joey Evans*

Mr. Evans said HR is preparing for open enrollment and hopes it will go smoothly. There are no new changes in any benefits endeavors.

A committee member asked if there needs to be a debrief regarding the pandemic. Does the group need to meet to discuss any benefits lost due to the pandemic? HSC gym is still not open and for some people this is the only place they can exercise. Mr. Evans said there are Zoom fit classes available at this time. It was hard to fit in those physical locations as an upfront benefit focus when the pandemic began. A committee member said there should have been a better response and communication from senior leadership. It could be planned for if something similar happens in the future.

### **Next Meeting:**

April 13, 2021

3:30 PM

Via Zoom

**Adjourn: 4:58 PM**