



**Faculty and Staff Benefits Committee**

**Final**

**Minutes**

Tuesday, December 10, 2019  
3:30PM to 4:30PM  
Room B48, Zimmerman Library

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

Fran Wilkinson	FSBC Co-Chair; University Libraries & Learning Sciences
Mark Maddaleni	FSBC Co-Chair; Arts & Sciences
Shawn Berman	Anderson School
Leslie Jones Easom	UNM Retiree Association
Joey Evans	Human Resources
Marcia Sletten	Health Science Center
Gene Henley	Public Administration
Scott Sanchez	Emergency Medicine
Trudi Flynn	Payroll
Dimiter Vassilev	Mathematics/Statistics
Jodi Perry	College of Pharmacy

***Excused:***

N/A

***Absent:***

Manuel Martinez-Ramon	Electrical Engineering
Dorothy Anderson	Human Resource
Theresa Ramos	Faculty Contracts
Anil Shetty	Plastic Surgery

***Guests:***

Ryan Gregg	Staff Council President
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***Minutes:***

Felisha Martinez	Office of University Secretary
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**Meeting called to order @ 3:33 PM.**

**Agenda:**

Quorum was met. Motion to approve agenda by committee. Agenda approved by unanimous vote.

**Minutes:**

Quorum met. Motion to approve meeting minutes for October 8, 2019. Minutes approved by unanimous vote. Motion to approve meeting minutes for November 12, 2019. Minutes approved by unanimous vote.

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

*Fran Wilkinson*

Dr. Wilkinson reported the financial advisor for the committee provided a report and portfolio is doing well. She stated current numbers at \$37 million, nearing \$38 million. Since inception, return has been around 8%, and year to date has been 14%. It was reported the range is \$58-80 million before VEBA can begin drawing it down. Dr. Wilkinson stated it appears this will fill the need it was created for. She



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reported there have been several appeals and may have been some confusion regarding the original document. Dr. Wilkinson stated as a result the VEBA committee plan to revise to clean up some language of said document to provide proper clarification. She reported there has been few appeals thus far.

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

Gene Henley

Mr. Henley reported the previous meeting was related to SFRB recommendations. He stated that both GPSA and ASUNM made their pitch and he felt that students are understanding how things work and were faced with a significant deficit. Mr. Henley reported as a result, they have raised their fees. He stated all the subcommittees are working on preparing their presentations at this time and will start with said presentations on January 23, 2020. Mr. Henley reported there will be a new budget model for the upcoming year at the recommendation of Provost Holloway. He stated in February 2020, President Stokes will have her preferred budget list prepared at that time. Dr. Shawn Berman stated there is a plan to allocate tuition directly to the units based on student credit hours and head count. He reported there is expected to be an increase in graduate student hours for the new budget model. Dr. Berman reported the Provost may be reviewing the 5-year budget plan, however at this time has not gone through the BLT.

### **Retiree Association**

*Leslie Jones Easom*

Mrs. Easom stated the Retiree Associate sponsored a social event at the Albuquerque Country Club with 95 people in attendance, which she was pleased with. She reported she did receive a letter from UNM HSC regarding cardiovascular disease and prevention. Mrs. Easom stated she is curious how they are able to gain access to retiree information as it is address to retiree member. It was discussed with Mr. Joey Evans, although he stated he is unsure as to how HSC has access to such information. He did report he could investigate the letter to find out more information on it. Ms. Easom stated a retiree had a question if UNM has additional money, will they bring back post-retirement benefits hired after July 1, 2015. Mr. Evans stated at this time is not a current discussion.

### **Human Resources**

#### **Salary Tier Structure**

Mr. Maddaleni stated that the research the university legal counsel has done regarding the statute, clearly states the minimum employer contribution of 60% with a maximum of 80%. He reported this eliminates the possibility of a 4<sup>th</sup> salary tier. Mr. Maddaleni stated at this time the committee can make their recommendation with the information provided thus far. What has happened is individuals are getting raises and going into a new salary tier, however are taking in less pay. Mr. Joey Evans reported there has been an evaluation of this issue, although there has not been a solution to this problem. The committee discussed the possibility of expanding the tiers to cover a wider span on incomes. Mr. Evans stated there has been an impact on the university from the changes made to part time employee's contributions. Ms. Sletten reported the issues with the salary tiers negatively impacts recruitment of new employees. Dr. Wilkinson stated the committee could take further review of salary tiers for future meetings.

### **UNM Lobo Health**

Mr. Joey Evans introduced Dr. Aaron Jacobs to discuss Lobo Health strategy and updates on access. Dr. Jacobs introduced himself as a pediatrician who has been with the university since 2000 and has primarily been in a clinical role as well as chief medical officer for the hospital. He stated part of this role has been trying to get the electronic medical records work more efficiently for clinicians. Dr. Jacobs recently moved into the population health field and being more involved in system impact. He stated he wanted to provide basic intro of why they are doing this partnership. Dr. Jacobs stated this is an opportunity to support employees and mission is to impact the university by keeping the group healthy.



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He stated there is \$3.6 trillion a year in health care spending. Dr. Jacobs reported the US health care spending mark is higher compared to most countries by GDP which is a significant issue. He reported there is a disconnect between spending and health outcome. Mr. Evans reported this information can help give insight to how the university can improve health care outcome. Dr. Jacobs reported 90% of healthcare is fee for service structure rather than health outcome. Mr. Evans stated the goal is to be driven by value than fee for service. Dr. Jacobs reported patient experience has to do with satisfaction, but also engagement. He stated patients want to be involved in their treatment and care. Dr. Jacobs reported electronic medical records provide a large amount of data for the healthcare system and provides analytics on quality of care. Dr. Dimiter Vassilev stated it is also important to value human interaction as a way of providing quality care and to not just focus on data alone. Dr. Jacobs agreed human interaction is valuable along with using data to provide appropriate and satisfactory care to patients. He moved onto discussing healthcare access. Dr. Jacobs stated part of access is getting a patient scheduled in appropriate amount of time related to their health issue. Mrs. Easom asked how providers will be available even if patients can get scheduled. Dr. Jacob reported the Lobo Healthcare would be working with a consulting firm to find how they will be able to come up with providers for those scheduled patients. It was discussed by the committee regarding healthcare being short on providers as a state-wide and nation-wide issue. Dr. Jacobs reported recruiting and retaining providers is difficult and burn out is an issue related to the university. He stated a start for retaining providers would be to provide a space to make it a center of excellence in an area of care. Mr. Evans stated at this time Lobo Health strategy is looking for ways to met their metrics, however do not have solutions to provide. Committee member expressed concern regarding the university maintaining their level 1 trauma status along with being able to have providers for Lobo Health. Dr. Jacobs stated only the numbers can show how this will work and if they are competing interests. He reported telehealth could be a contributing factor.

### **Other Business:**

- None.

### **Next Meeting:**

January 14, 2020

3:30 PM

Zimmerman Library, Room B-48 (basement level)

**Adjourn: 4:48 PM**