

Faculty & Staff Benefits Committee

DRAFT Minutes of January 10, 2012

Members Present: Fran Wilkinson, Loretta Serna, Carol Bernhard, John Vande Castle, Sharon Scaltrito, Elaine Phelps, Hans Barsun, Carolyn Hartley, Nancy Beck, Helen Gonzales

Guest member: Kathy Meedows attended from Staff Council

Absent members excused: Raqui Martinez (retired), Josie Abeyta, Karin Retskin and Randy Truman

Absent members: Elena Plis, C. Randall Truman, Jacqueline Zander-Wall, Cenissa Martinez, and Richard Goshorn,

1) Review/approve minutes from the last meeting on December 13, 2011

Minutes were modified via previous Committee email communications to their present form. One typo was noted and the minutes were approved with the correction.

2) Announcement: Raqui Martinez (ex-officio member) retired effective 1/1/2012

Raqui served on the Committee for a long time representing the provost's office in a very professional manner. Fran will check with Melisa or her stand-in for a replacement on the FSB Committee.

3) Relationship between Short-Term Disability Insurance and Staff Catastrophic Leave

Short-term disability insurance and staff catastrophic leave cover very different circumstances. They cannot be applied for at the same time. Short-term disability applies to non-job related injury, an extended sickness, pregnancy, and other situations where an employee is unable to work beyond what might be covered by ordinary sick leave. It is primarily focused on non-job related injury as well, where job related injuries would be covered by workman's compensation. Catastrophic leave is in place for more serious complications and covers things like very serious injuries, cancer, stroke. To get a better idea of the criteria for catastrophic leave the committee thought it would be good to have the criteria presented to the Committee at a future meeting. Hans will contact Denice Koesler to see if she can come to talk about catastrophic leave approval during a future meeting.

Further information on this can be found on the UNM HR website:

<http://hr.unm.edu/>

During discussion, it was mentioned that on the ERB web site there are revised “rules” – rule 2 and 3 that have been updated and clarified. People should check the site for their own information. For example one clarification is that payment contributions will not be applied from supplemental payments. A question did come up if, for instance if faculty extra compensation is considered a “supplemental payment”. These changes are currently open to comment. The NM ERB website is at: <http://www.nmerb.org/>
A communication from HR or the ERB is planned to be sent to UNM employees to let them know that the rules are on the ERB website for review and comment.

4) Criteria for Staff Catastrophic Leave

In the past, catastrophic leave criteria might have been too lenient. Leave was sometimes given for situations that were not very serious. A number of claims for catastrophic leave have been recently rejected. The committee felt that criteria may now be too stringent, and may need to be modified.

5) Discussion on how F&SBC can be more effective

With some of the recent modifications to Lobo Care, ERB contributions and the like, the committee needs to focus on its charge as an advisory committee to Faculty and Staff Council and the committee should be more proactive. To be clear the charge of the Committee, as revised by the Faculty Senate, August 30, 2011:

“The Faculty and Staff Benefits Committee (FSBC) is charged by the Faculty Senate and the Staff Council to review and advise on current and potential University benefits to include but not be limited to, the retirement and insurance plans and health care and investigate the feasibility of additional benefits as may occur to the committee or be suggested to the committee. The committee shall then recommend changes in, or additions to, these benefits to the Faculty Senate, Staff Council and University Administration. Other units within the University shall not create separate benefits committees.”

The FSB committee did influence the funding for Long Term Care. When the University was considering changing or eliminating it, the committee discussed the situation extensively. The Committee pointed out that this particular benefit would be used primarily by retirees and the benefit should be continued and be able to be used by participants once they retired from the University. More recently, the Committee provided a recommendation to the Faculty Senate on the ERB changes. A recommendation was made that the results of the committee be part of discussions at

staff and faculty council meetings. This did happen during discussion of the ERB benefits during the December Faculty Senate meeting, but should continue. A check of the Faculty Senate Committee page does show that the Faculty Staff Benefits Committee has all minutes, and more recently, the agendas from meetings since August of 2010.

It was noted that the current Committee is very cooperative, with positive discussions coming from all members which clearly helps communication within the Committee. Also mentioned was that the Committee should feel free to comment on agenda items and contribute to the agenda.

6) Report on self-insurance for health coverage (costs/utilization vs. premiums), if available

This agenda item arose from some recent problems related to billing, and to get an idea how well the “self-insurance” plan was going. As an example, when medical premiums rose from UNMH, a way had to be devised to cover the costs. This is how certain increases affected LoboCare. Subscribers to Lovelace and Presbyterian already paid respectively higher rates, so the goal was to level the playing field across the different coverage types, with one group not subsidizing others. Each specific group is now paying their way. It is also important to note that coverage from UNMH is actually more expensive than the private sector because the Health Science Center needs to cover other components such as education, research and training.

One of the recent problems with Lovelace and Presbyterian coverage related to billing problems. A meeting was held between HR and the providers to resolve these issues. Now billing will be reprocessed where needed and there will be new coverage cards issued from Lovelace. It was suggested that the FSB could brainstorm when problems do arise. For instance, when past problems were explained by HR to the FSB, it made perfect sense to the Committee. At that point the Committee made suggestions on how this should be transmitted to the larger community. One suggestion was that HR needed to be much more proactive and communicate changes and the reasons for the changes more clearly. Communication to the UNM community has now improved.

One problem has been on the old structure of the UNM web site. The new UNM Computer Use Committee, now called the “Information Technology Use Committee “ has been addressing this and modifications are being made.

7) Updates:

a. Tuition Remission – Any progress on Personal Enrichment classes being restored?

Tuition remission was cut because of the budget. There currently is discussion to see if this can be put back in the budget as well as considering other items including compensation and other benefits. There is also the perception of how the taxpayer money is spent, while remembering that UNM employees are taxpayers too. The focus is on what specific things are included in the overall benefits package and look at what items could be cut when cuts have to be made.

b. Retiree Benefits Committee (provided via email on 1/9/12):

There was no meeting in December, the next meeting 1/17 at 1:30 at Monte Vista Christian Church.

At the full board meeting recently held, the board approved language for retiree members to consider for use in contacting legislators concerning ERB proposed changes. I had received the District 13 2012 Session Constituent Survey from Senator Dede Feldman and she had a question regarding public pensions. The Benefits Committee chair Gloria Birkholz felt it important to develop statements that our members could use to enhance their own input with their legislator even if the issue does not come up this legislative session.

Our Legislative Committee is monitoring Santa Fe for signs of public pension legislation and thus far holds a "soft" opinion that the issue will not come up this session as PERA is not ready to participate.

The Feldman survey can be found at <http://bit.ly/rzT1GJ>..if that does not work google her name and her website will come up for you..it is Q6..also, I think you need not be her constituent to take the survey...

Gloria also reported to the board on the recent change in the life insurance vendor to "The Standard".

c. FY13 Compensation

State employee compensation may be considered in the legislative session although discussion of only a small increase is planned during this 30 day legislative session. UNM in the past has generally been able to provide better compensation than that recommended by the legislature by finding other sources of funding. To receive updates on what is discussed by the Legislature, people can sign up to receive them on the NM Legislature website. These updates are very informative, and they come daily

during the Legislative Session. The website to sign up for updates from the Government Relations office regarding the Legislative Sessions:

<http://govrel.unm.edu/updates/index.html>

d. Other?

The triggers that were written into the 1.75% changes in the ERB contribution law were achieved, so that change should revert back to the 2010 status unless the legislature changes it again.

8) Other business

No other business was brought up during the meeting. Meeting adjourned at approximately 4:40pm

Future Agenda Items:

Discussion on supporting UNM minimum wage increase to \$10 per hour (up from \$9 per hour) – Invite Lisa Marbury, Manager Administrative Operations, to discuss unexpected consequences to ensue F&SBC understands the full picture. Our planned meeting on March 13 is during Spring Break. We should decide at the Feb. meeting whether to go one week earlier or later.

Hans will contact Denice Koesler to see if she can talk come to talk about catastrophic leave approval during a future meeting.

Future Meetings:

February 14th

March 13th

April 10th

May 8th

June 12th (tentative)