

Draft-Faculty Staff Benefits Meeting of May 8, 2012

Regular Meeting time: 2nd Tuesday of each month, 2:30-4:00 p.m., Latin American Reading Room, Zimmerman Library

Meeting Date: May 8, 2012

Members Present: Fran Wilkinson (co-chair, faculty), Hans Barsun (co-chair, staff), Helen Gonzales (ex-officio), Elaine Phelps (ex-officio, C. Randall Truman, Carol Barnhard, Sharon Scaltrito, Jacqueline Zander-Wall. Suzanne McConaghy,

Members Excused: Loretta Serna, John Vande Castle, Karin Retskin, Carolyn Hartley

Members Absent: Elena Plis, Cenissa Martinez (ex-officio), Josie Ruybal Abeyta
Guests Present: Kathy Meadows-Staff Council

Minutes submitted by: Jacqueline Zander-Wall
Meeting Called to order at 2:30

1) Review and Approve Agenda

2) Approve Minutes:

A. Item 4 should read "Retirement Healthcare Authority" instead of "Retirement Expense Fund" (UNM does not participate but it does bring in discussion)

B. Item 4 FSBC, not FSB

Minutes Approved with above changes

3) Election of Co-chairs for next year

Hans Barsun and Fran Wilkinson were willing to serve again. It was voted unanimously that they should serve again as co-chairs.

2012-2013 terms will continue for Elena Plis, Randall Truman, John R Vande Castle, and Carolyn Hartley

Loretta Serna, Jacqueline Zander-Wall,, Carol Bernhard and Sharon Scaltrito have completed their terms after the summer.

4) Review ERB Potential Changes

A. UNM Coordination Plan

Helen Gonzales reported that a coordinated voice was needed to maximize the effectiveness of the University to influence changes to ERB. The plan serves all groups including Retirees, Staff, and Faculty. Through two meetings of an ad hoc committee established to set UNM's position vis-à-vis ERB changes, it was decided that a survey should be distributed. The committee would benefit from a clearer view of faculty and staff ideas so a survey is desired and planned.

B. Survey

Helen will speak further on the UNM survey and the design of the survey in a meeting May 9. Discussion of the survey included the option of adding an additional retirement age: 55 or 60. Such a change has been approved by HealthScience but not yet by the Staff Council (n.b., such a change has since been approved). With a survey, it should be noted that it is hard to get the Faculty voice in the summer.

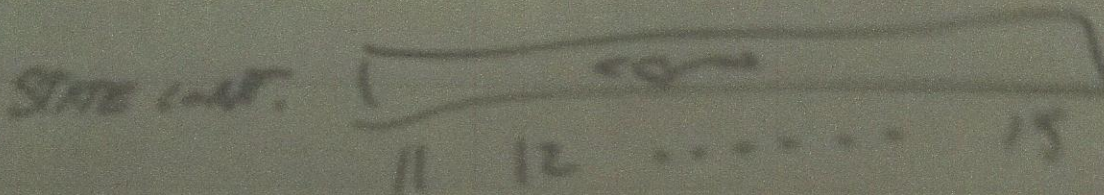
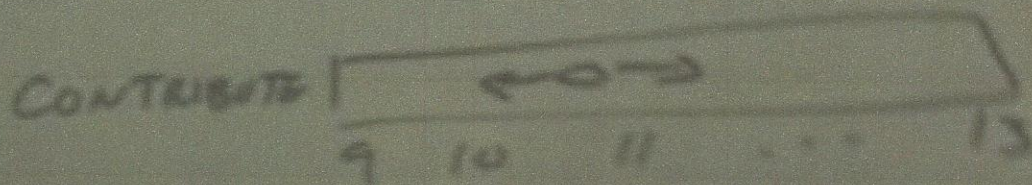
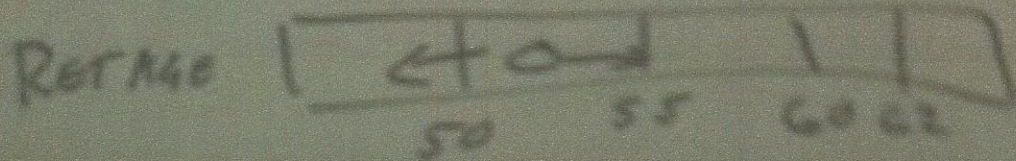
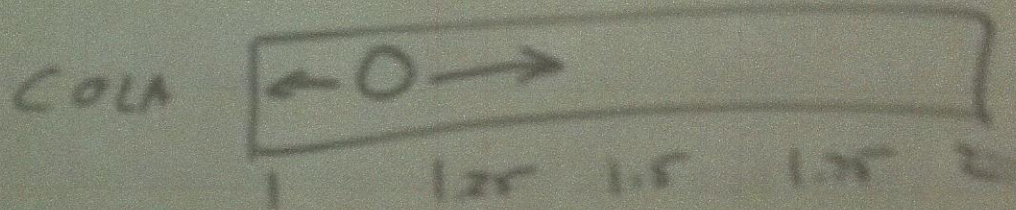
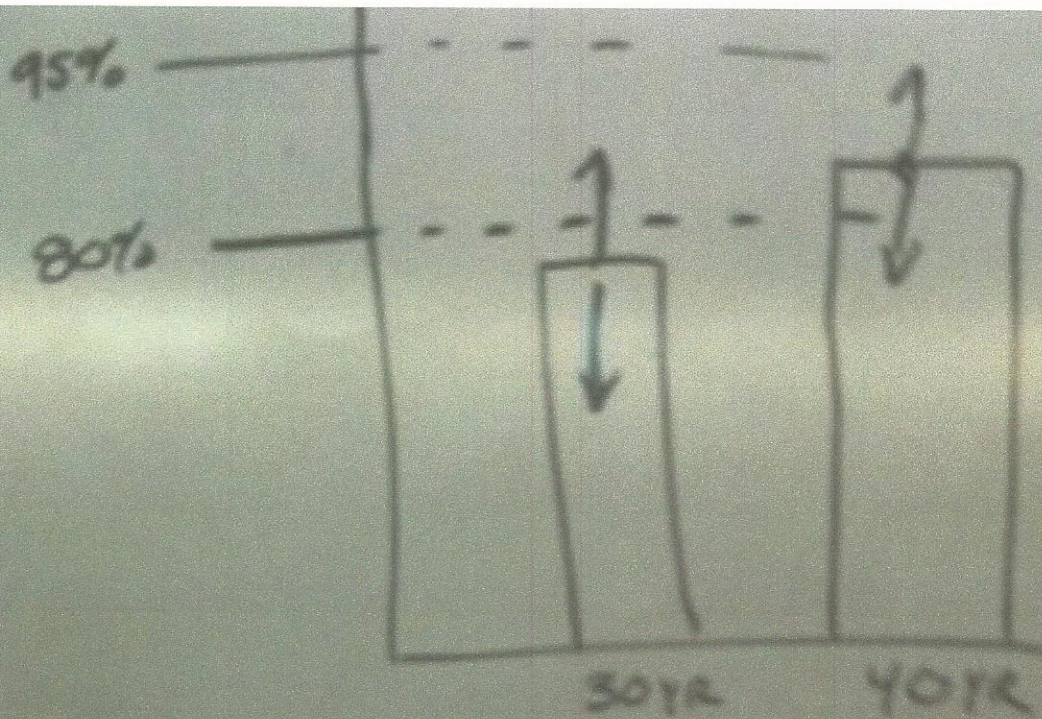
C. ERB Update

Roughly two thirds of the Faculty is covered by ERB. It is an uphill battle to find a balance of what serves the most people. Points of view tend to be determined by age range, when hire occurred, how long the tenure was, and retirement status. A 9.9% employee contribution seems to be the maximum tolerable for all. It is 1/2% higher than the contribution will be in July 2012.

The impact of changes to parameters on plan solvency is complex and actuarial analysis is expensive and time consuming. FSBC has been asked to provide feedback.

Hans recommended an interactive webtool like the quick example on the following page might be put to use to try to come to more concrete possibilities. C.Randall Thomson suggested that the economics department could perhaps expound upon this, perhaps as a PhD topic.

Further discussion included the debate about retirement age. It is lower for employees in lower pay scales as many start earlier in life and plan to retire with 25 years of service.



D. PERA Update - PERA board is continuing to work on options

5) Open Enrollment

Open Enrollment ends tomorrow- Numbers will be updated at a later meeting.

6) Health Insurance Update

There are hopes to negotiate a rate structure for Health Insurance by next month with an administrative contract in 2013, and a Dental plan rebid for administration in six years. Hans reported that the Lovelace billing issues have reportedly been cleared up.

7) Continuing Ed Tuition Remission update effective Fall Semester:

A. There is now 1 credit hour equivalent of personal enrichment for employees and retired employees.

B. There are 2 credit hours equivalent of Health and Wellness for regular and part time employees.

8) Catastrophic Leave

A. UNM is bound by the current policy.

B. Catastrophic Leave must be an unforeseen medical emergency, a truly life-altering circumstance. There was a discussion of something in-between, such as hip or knee replacements, which are not considered catastrophic as they can be scheduled.

More data has been requested, but the big question is do we reconsider the intent of catastrophic leave or shall we table the discussion?

C. Past programs included options such as donating time to colleagues. That program received numerous complaints. Some questions from to "suspect" issues caused the establishment of Catastrophic Leave, which was originally much more lenient than now, leading to extreme shortfalls in availability.

D. Short-term disability is more appropriate for time-off for issues such as joint replacements.

9) Summer schedule:

Meetings will continue during the summer on the second Tuesday of the month at 3 p.m.

Instead of 2:30.

Meeting Adjourned: 3:50

List of ERB Solvency Scenarios was sent previously.