

DRAFT - Faculty Staff Benefits Committee Minutes of October 9, 2012

Regular Meeting time: 2nd Tuesday of each month, 3:00 - 4:30 p.m., Latin American Reading Room, Zimmerman Library

Meeting Date: October 9, 2012

Members Present: Fran Wilkinson (co-chair, faculty), Hans Barsun (co-chair, staff), Elaine Phelps (ex-officio), Loretta Serna, C. Randall Truman, Jennifer Love for Rita Abeyta, Barbara Gabaldon for Karen Retskin, Carolyn Hartley, Shawn Berman, Randy Truman, Jason Wilby, and Sharon Scaltrito

Members Excused: John Vande Castle, Carol Bernhard, Karin Retskin, Helen Gonzales (ex-officio), Suzanne McConaghy, Codruta Soneru, Josey Abeyta, Rita Abeyta

Members Absent: Lee Brown, Cenissa Martinez (ex-officio),

Guests Present: Kathy Meadows-Staff Council

Minutes submitted by: Sharon Scaltrito

DRAFT Faculty & Staff Benefits Committee Minutes, October 9, 2012 Meeting

#	Topic	Notes	Follow-up
	Meeting Call to Order	Meeting called to order at 3:05 PM.	NA
1.	Agenda Approval	Approved as submitted.	NA
2.	September Minute Approval	Approved as amended: 1. #5 ERB: UNM's position – last three words (to the principles) deleted from the first sentence. 2. #6 Health Insurance Rebate Question – First Sentence modified as follows; Individuals outside of UNM getting large rebates on insurance reimbursement due to federal loss care ratio required by the Federal Healthcare Reform Act.	Carol Bernard to update September minutes and to update version on official web sites.
3.	Review ERB proposals and status	1. UNM Proposal: Minimum retirement age of 57, minimal premium increase, and COLA remains the same. 2. ERB Proposal: Minimal retirement age 55 for new employees, premium increase to 10.7 %, and COLA starts at age 67. This is on hold until the next legislative session convenes. 3. FSBC recommends that faculty and staff contact their legislators utilizing a letter template from the UNM Government Relations Office web site. 4. Elaine Phelps and Barbara Gabaldon attended the last ERB stake holder meeting and advised that Stuart Mingle, Republican Minority Leader, will carry the ERB stakeholder bill forth at the legislature. 5. The Retiree Association sent a position paper to all candidates for NM state elective office in the November election. 6. The ERB will hold another stakeholder meeting to set up a backup plan in the event the legislature does accept their	NA

		current recommendations. Both Elaine & Barbara will attend the meeting.	
4.	<p>Health Insurance</p> <p>a. Balance update</p> <p>b. Staff Council questions</p> <p>c. RFP status</p>	<p>a. Elaine advised that the first quarter report on claims cost vs. reserve balance is due by the end of October. She indicated that we are on target but cannot afford to use additional reserves to pay claims.</p> <p>b. Copies of Elaine's copy of HR's response to Staff Council questions were made and distributed. A brief discussion with some recommendations followed. Elaine will take recommendation back to Helen Gonzales for inclusion. Item will be discussed fully at the November Meeting.</p> <p>c. Elaine advised the RFP went to purchasing on 10/9/12, should be posted on-line by 10/15/12, with vendor responses due on 11/12/12. Final selection will be made by the end of January with implementation effective on 7/1/13.</p>	<p>a. Reserve Balance Status and first quarter report to be on November agenda.</p> <p>b. Agenda item November meeting. It was requested that HR update responses based on FSBC recommendations and distribute the updated response to the FSBC at least a week prior to the November meeting.</p> <p>c. Information item, November meeting</p>
5.	CAT Leave and Gap Policy	<p>a. Hans Barsum presented a brief overview of the CAT Leave, STD and LTD benefits. This is a high interest topic for staff. The need to assess UNM's ability to develop a gap fill policy was discussed. Request was re-made for HR to research what (if) other Universities are doing to help employees who are caught in the gap between benefit plans. Elaine advised that once research is completed HR will need a FSBC recommendation on the plan to vet to see if it is feasible for UNM to develop and implement a program. It was noted that this has been an agenda item for some time, is a particularly difficult area to research, and that the committee needs to develop an action plan</p>	<p>a. Agenda Item: November meeting.</p> <p>b. HR re-requested to provide research on what other universities are doing in the area of a Gap Fill Program for presentation at the November meeting.</p> <p>c. Request will be made to Dr. Franks to attend a future FSBC meeting.</p>

		<p>to work it through to closure. This will be an agenda item in November.</p> <p>b. The question was also raised as to what Dr. Frank's view is on Faculty Staff benefits. Discussion occurred on inviting him to a future meeting to talk with the committee.</p>	
6.	Retiree Association Update.	Barbara Gabaldon reported on retiree association activities on retirement and health. Comments noted in agenda items above.	
7.	Open Item	NA	
8.	Meeting Adjournment	Meeting adjourned at 4:03 PM.	NA