

**DRAFT - Faculty Staff Benefits Committee Minutes of July 9, 2013**

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

**Meeting Date: July 9, 2013**

**Members Present:** Hans Barsun (co-chair, staff), Elaine Phelps (ex-officio), Shawn Belman, Cindy Mason, Carol Bernhard, Carol Stephens (UNMRA) Susan McConagly, Lee K. Brown, Codruta Sonery, and Sharon Scaltrito

**Members Excused:** Fran Wilkinson (co-chair, faculty), Randy Truman

**Members Absent:** Josie Abeyta (ex-officio), Cenessa Martinez (ex-officio) and Theresa Ramos (ex-officio), Shawn Berman, Jewel Washington, Jason Wilby

**Guests Present:** Kathy Meadows-Staff Council

**Minutes submitted by:** Sharon Scaltrito

**DRAFT** Faculty & Staff Benefits Committee Minutes, July 9, 2012 Meeting

#	Topic	Notes	Follow-up
1.	Meeting Called to Order at: 3:05 P.M.		
2.	Agenda Approved  Minutes Approved	The agenda & minutes were approved as submitted.	NA
3.	Welcome new members	Cynthia Mason was welcomed as a new staff member.	NA
4.	Salary Book Usability Update	Discussion occurred on the usability of the UNM Salary Book in comparison the state portal.	Hans will contact IT to see if the functionality of the UNM Salary Book can match that of the state portal.
5.	Post-Retirement Benefits Update <ul style="list-style-type: none"> <li>a. Communication</li> <li>b. VEBA Enrollment Numbers</li> <li>c. GAP Plan Progress</li> </ul>	HR Advised: <ul style="list-style-type: none"> <li>a. Changes were made, approved &amp; posted to UNM Policy 3600.</li> <li>b. The VEBA trust document is ready for sign-off by administration; and an RFP will be issued for VEBA administration (trustee). A question was raised on the development of an internal VEBA board. It was suggested that board membership might include both active faculty and staff members and retired faculty and staff members. 840 people opted out of VEBA. A request was made for additional information on the split of faculty and staff opt outs.</li> <li>c. HR advised there is a call with Gallaher this week on GAP Plans for large employers. It was noted that the GAP Plan will function as individual insurance policies and will fall outside the realm of influence (guarantees)</li> </ul>	HR will check & report back to the committee on the trust document, faculty/staff VEBA opt out numbers, and the GAP Plan as more information becomes available.

		UNM can request with a large group presence.	
6.	Health Insurance Tier Discussion	<p>Discussion occurred on the number of tiers, the number of employees within each tier and the percent of salary paid by employees toward benefits per tier. Concern was expressed for the wide range of salaries (\$50,000 plus) being in one Tier. The following information was requested:</p> <ol style="list-style-type: none"> <li>The number and percentage of employees in each of the existing tiers.</li> <li>The salary range in the highest tier and the mean UNM salary.</li> <li>A split out of potential tiers in \$25,000 increments on the highest tier and the number and percentage of employees that would be affected by the change.</li> </ol> <p>Example:  \$50,000 - \$74,999  \$75,000 - \$99,999  \$100,000 - \$124,999  \$125,000 - \$149,999, etc.</p>	Elaine will touch base with Jewel Washington to request the information and will report back on the information.
7.	Payroll Frequency Discussion	<p>Discussion occurred on adding exempt employees to the bi-weekly payroll system. Historical information on earlier audits and related discussions and concerns (faculty contracts) was shared. It was noted that this is more a compensation issue than a benefit issue and that while the FSBC would discuss concerns, it was recommended that the topic be looked at in the staff council and faculty senate. It was noted that Ex-Officio members in related UNM areas who could add to the conversation have not been attending FSBC.</p>	Hans will request that Ex-Officio members, who have not been attending, attend FSBC meetings.
8.	FMLA Update	HR sent information to the FSBC co-chairs.	Hans will forward information provided by HR to FSBC members.
9.	Paid Time Off (PTO)	<p>General discussion occurred on how a PTO system would work and compare to the AL/SL system UNM currently utilizes. Are there hard stops to implementation/conversion? Would the accrual system RTS or would there be different requirements to balance work coverage and work productivity? What is the tie</p>	Future Agenda Item

		to catastrophic leave?	
10.	Open Enrollment Update: Short Term Disability (STD), Long Term Disability (LTD) and Catastrophic Leave (CAT Leave)	<p><b>STD:</b> HR reported on the recent open enrollment where 107+ employees choose to add STD and 22 withdrew from the plan. UNM's employee participation rate rose from 10/11% to 16% employee participation.</p> <p><b>LTD:</b> 116 UNM employees opted into the LTD program (17 employees withdrew) making the employee participation rate 46%.</p> <p><b>CAT Leave:</b> Utilization and participation data is needed. CAT Leave is being championed by the Staff Council Employee Life Committee.</p>	Information will be requested from HR on CAT Leave and the Staff Council Employee Life Committee on Cat Leave.
11.	<p>Health Care Cost</p> <ul style="list-style-type: none"> <li>a. UNMH best provider</li> <li>b. Wellness Program</li> <li>c. Biometric Screenings</li> </ul> <ul style="list-style-type: none"> <li>d. Access to care</li> <li>e. Cost Data from Gallagher</li> </ul>	<ul style="list-style-type: none"> <li>a. No comment</li> <li>b. &amp; c. HR advised that an RFP will be issued in Feb. /Mar. 2014 for a vendor to provide Biometric Screenings for employees. Employees who participate in the screenings may receive a premium incentive going forward. Question asked/HR response that Biometric Screenings could include retirees. Anonymous Biometric Data will help UNM develop a baseline that supports the development of wellness programs geared to meet employee needs. The goal is to promote employee health/wellbeing/productivity while minimizing the use of expensive health care resources through disease prevention and promotion of health life styles.</li> <li>d. No comment</li> <li>e. Based on third quarter data HR reported: <ul style="list-style-type: none"> <li>62.2 % of employees choose LHP</li> <li>37.8% of employees choose PHP</li> </ul> </li> </ul>	PRN follow-up Item

	f. High Deductible Option for All	<p>Health plan participation increased 3.4% in the 3<sup>rd</sup> quarter of 2013 in comparison to 2012.</p> <p>Health care cost decrease by 8.7% in the 3<sup>rd</sup> quarter of FY 13 in comparison to FY 12.</p> <p>21.3% of paid claims (PHP) were prescription drug usage compared with a national average of 15-18%.</p> <p>744 pre 65 retirees opted into a health plan which is 10.9% of total enrollment. Cost for this group is 25.6% of expenditures. (Which is greater than active employees?)</p> <p>37% of medical claims are tier 1 Lobo Care. These are 43.1% of LHP claims and 30.3% of PHP claims.</p> <p>f. Discussion: General population does not have the resources to enroll. For employees in the lower tiers a \$4-5,000 deductible is too high to absorb unless it is accompanied by an employer sponsored Health Savings Account. When the state offered a plan only 50 employees enrolled. In FY 14 the state will offer a Health Savings Account to which it contributes. Preventive care is covered.</p>	
12.	Mental Health Coverage, ref June 20 letter.	Non-issue	NA
13.	Retiree Association Report	<p>Carol Stephens advised:</p> <p>Retirees are upset with the recent Health Benefit Plan changes, especially with the break out of the retired employee group (744 people) and the further sub division of this group into 14 subgroups that resulted in a wide range of premium adjustments by group. Premium adjustments ranged from 8% to 55%. There is concern about what will happen in the future. A request was made to check on the size of the groups to see if they may be statistically too small to rate independently.</p>	<p>Follow-up item. HR will look at the size of the subgroups.</p> <p>Is it the whole retiree group that was subdivided or just the under 65 retirees?</p>

14.	Other Business	None	NA
15.	Meeting Adjourned	Meeting adjourned at 4:30 PM	NA