

Faculty Staff Benefits Committee Minutes

Meeting Date and Place: Tuesday, 4/14/15, 3:30 pm, Herzstein Reading Room, Zimmerman Library

Members Present: Fran Wilkinson, Hans Barsun, Marcia Sletten, Karen Mann, Glen Effertz, Shawn Berman, Carol Bernhard, Codruta Soneru, Jason Wilby.

Members Excused:

Guests Present: Brenda De la Pena, Human Resources.

Members Absent: Theresa Ramos, Cenissa Martinez, Nicole Stephens, Michael Duran Elaine Phelps, Dorothy Anderson, Lee Brown, Kathy Meadows.

Minutes submitted by: Dennis Dunn, University Secretary's Office.

	Subject	Notes	Follow-Up
1	Call to order	Hans Barsun called the meeting to order at 3:30 pm.	None needed
2	Review and approve agenda and minutes	A motion was made by Shawn Berman to approve the agenda and seconded by Karen Mann. No abstentions. For the March 10, 2015 minutes Hans had three changes. Items #3, #7 and #8. Dennis was given copies of the three changes and he will edit the minutes. A motion was then suggested by Hans to approve the minutes, with the three changes, and agreed to by Jason Wilby and seconded by Shawn Berman. Dennis will send a copy of the revised minutes to all members of the committee.	None needed
3	Update from the <u>F&F Committee</u> Budget Summit (Hans)	The points Hans presented included: <ul style="list-style-type: none"> Beyond the discussion of pre-65 retire health care and the cutting off of benefits for future hires from post-retirement health benefits no other changes were discussed; Hans had a question for Human Resources. Does the elimination of post-retirement health care benefits, for future hires, apply to only pre 65 benefits, or also post 65 supplementary, as well? Brenda De la Pena, Human Resources, responded that she would verify with Elaine Phelps, but that it would apply to people who were not hired in the "VEBA Bubble", when VEBA was started on June 30, 2013. People in the VEBA window will still have pre 65 and post 65 coverage. The only things being reviewed is the life insurance. But she will follow up with Elaine. 	None Needed
4	Update from the Budget Summit (Fran)	Fran gave an update from the Budget Summit on tuition for students: <ul style="list-style-type: none"> A tuition increase was approved for 3.7%; <u>combined tuition and fees increase was approved at 3.37%.</u> Regent Doughty's <u>tuition proposal was that (for students who graduate in four years) if a student pays for seven semesters, their grades are on track and they graduate at the end of the eighth semester, then that final semester is tuition free. That would amount to around \$2,800. This proposal</u> was accepted by the Regents. There will be an allocation pull back of one <u>approximately</u> percent. They are also holding back five percent of the allocations <u>until enrollment rates are known. If student enrollment targets are met the hold-back will be returned to the colleges.</u> These allocation <u>hold-backs only apply to the main campus.</u> 	None needed
5	Premium Projections (Brenda, HR)	Brenda, and Human Resources, are still working on the figures but will have them before Open Enrollment, and probably as soon as next week.. Points covered in her presentation: <ul style="list-style-type: none"> Presbyterian will not have a rate change. Blue Cross/Blue Shield will have a minimal increase. UNM Health will see a slight decrease. National trends for health care benefits has risen seven and a half percent, compared to UNM's three and a half percent. Slight increase to Delta Dental. There will be a couple of plan design changes to the prescription plan. 	None needed

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		<ul style="list-style-type: none"> • A slight increase to Life and Disability. • There will be no changes to vision benefits. • Accidental death and dismemberment is not changing. • Child Life and short term disability will not change. • VEBA contributions will not increase. They will stay at 3%3%. • There will be three changes to Express Scripts coverage: <ul style="list-style-type: none"> - Certain breast cancer medications will be covered. - Compound exclusions, though they will be covered if medically necessary, e.g., These would be liquids for people who cannot swallow. - Out of Network claims will be covered at the discounted rate, minus the co-pay. 	
6	Dependent Education (Fran & Hans)	Not much has happened regarding Dependent Education and probably will not until the Fall. There is a recovery plan, though, so that if <u>a student's</u> your grades drop the student can sit out a semester, and then write a letter of justification, and the student then brings their grades back up, and the scholarship can be retrieved. Fran and Hans are still looking into whether this policy could be revised to include <u>applies to</u> graduate school.	None needed
7	Wellness (Fran & Hans)	The new committee plan for wellness has been adopted by the Regents. The committee will now have to wait and see how the Regents respond. This item will also be re-addressed in the fall.	None needed
8	VEBA (Hans)	There will be a Board meeting on Thursday, April 16, 2015, which will be an interview with the candidates <u>for financial advisor</u> .	
9	Retirees (Glen)	The Health Fair was a success and surveys have been handed out to get feedback. The estimated turnout for the fair is just under 100 attendees, primarily retirees.	
	Agenda Items for the next Meeting	Fran reminded the Committee that elections will be held at the meeting in May. Hans term on will be resigning from the committee <u>ends and he will be stepping down as staff co-chair</u> , though Fran's term will be on the committee <u>does not end</u> for another year. She will agree to <u>remain on the committee as be nominated as faculty</u> co-chair <u>and have her name placed on the ballot</u> if the committee wants her to remain in that position. But she reminded the committee that they need to be thinking of a new <u>staff</u> co-chair for the committee. Hans, Karen, and Marsha's terms are all up in 2015. Karen and Marsha need to decide if they wish to remain on the committee. Faculty members of the committee <u>all are</u> still <u>have</u> active <u>appointments</u> on the committee for another year.	
	Next Meeting	May 12, 2015.	
	Adjourn	Meeting adjourned at 4:15pm.	

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As needed