



Faculty & Staff Benefits Committee

DRAFT 1

Minutes

Tuesday, January 10, 2017

3:30pm to 4:30pm

Herzstein Latin American Reading room, Zimmerman Library

Attendees: (taken from sign-in sheet – for those who signed in)

Fran Wilkinson	Sr. Associate Dean, University Libraries
Carol Bernhard	College of Education
Dorothy Anderson	Human Resources
Pamina Deutsch	Policy Office
Mark Maddaleni	Arts & Sciences
Marcia Sletten	Health Science Center
Emily Arzate	Biology
Condruta Soneru	Anesthesiology
Gene Henley	Public Administration

<i>Excused:</i>	Glen Effertz	UNM Retiree Association
	Shawn Berman	Anderson School

<i>Guest:</i>	Brenda Dela Pena	Human Resources
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<i>Absent:</i>	Theresa Ramos	Faculty Contracts & Services
	Josie Ruybal Abeyta	Payroll

<i>Minutes:</i>	Dennis Dunn	Office of University Secretary
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Meeting called to order – 3:35pm.

Quorum was met.

Review and Approve Agenda:

Gene Henley made a motion to approve the Agenda. Second by Marcia Sletten. No abstentions.

Review and Approve 12/13/2016 Minutes:

Due to commencement duties Dennis Dunn is still working on the December 13th minutes. He will submit the finished minutes to Fran and Carol and the minutes will be approved at the February 14, 2017 Benefits meeting.

New Members:



Faculty & Staff Benefits Committee

No new members to introduce. Two faculty positions still need to be appointed.

Human Resources Update

Dorothy Anderson and Brenda Dela Pena

Leave Accrual Analysis –

- Dorothy presented, and explained, a graph/hand-out to the committee which helps to explain Average Annual Leave Comparison – Exempt/Staff, and Average Annual Leave comparison – Faculty. (*see attached*)
- Dorothy will present, and explain, this hand-out to the Board of Regents at the next Finance & Facilities meeting.
- Fran mentioned that there are concerns on campus that the 12-Month Faculty will not be included in this benefit plan. (**Is this wording correct regarding the 12-Month Faculty?**)
- Discussion ensued regarding the UNM benefits plan and how it affects employee recruitment and retention. Dorothy stated that work is being done on revising the questions used in employee exit interviews to find out the reasons employees are leaving UNM. Exit Interviews have not been done in the last two years.

Health Screening Program –

- Data on this issue is not yet available, but should be available by the next Benefits Meeting. If it is, Fran will put this item on the Agenda. The next Budget Leadership Team (BLT) meeting will be on January 19, 2017, and Dorothy will report back to the Benefits Committee on the results of this meeting.

Impact of Budget Reduction on Benefits –

- Dorothy stated that her office is in the process of compiling data on this issue to report to the next BLT meeting.

Other –

Nothing to report.

Policy Changes –

Pamina Deutsch

Pamina reported that the UNM Smoking Policy was revised two years ago and UNM will now be eliminating most of the smoking areas on campus, by fall of 2017. The Law School has already eliminated its smoking area and is thinking of turning the old smoking area into a Memorial Garden. The Law School is currently fund-raising for the Memorial Garden. Tomorrow, January 11, 2017, Pamina will be attending a meeting that will address what to do with the Zimmerman Library smoking area and the proposed redesign of the entire Smith Plaza in front of Zimmerman. One idea is to turn the Zimmerman Library smoking area into an outdoor exercise area.

VEBA Committee Update –

Nothing to report.



Faculty & Staff Benefits Committee

Budget Leadership Team (BLT) –

Shawn Berman is now the official member of the Faculty & Staff Benefits Committee to join the BLT. Shawn has asked for a volunteer from the Faculty & Staff Benefits Committee to join the BLT. Gene Henley volunteered and will serve until May 31, 2017. Fran will notify Norma Allan, Budget Office, of Gene's decision to join the BLT.

Retiree Association –

No updates.

Other Business –

Dorothy informed the committee that the next meeting with Aon will be quite lengthy as it will deal with the high deductible health plan. Also, Blue Cross/Blue Shield audit information will be discussed.

Next Meeting –

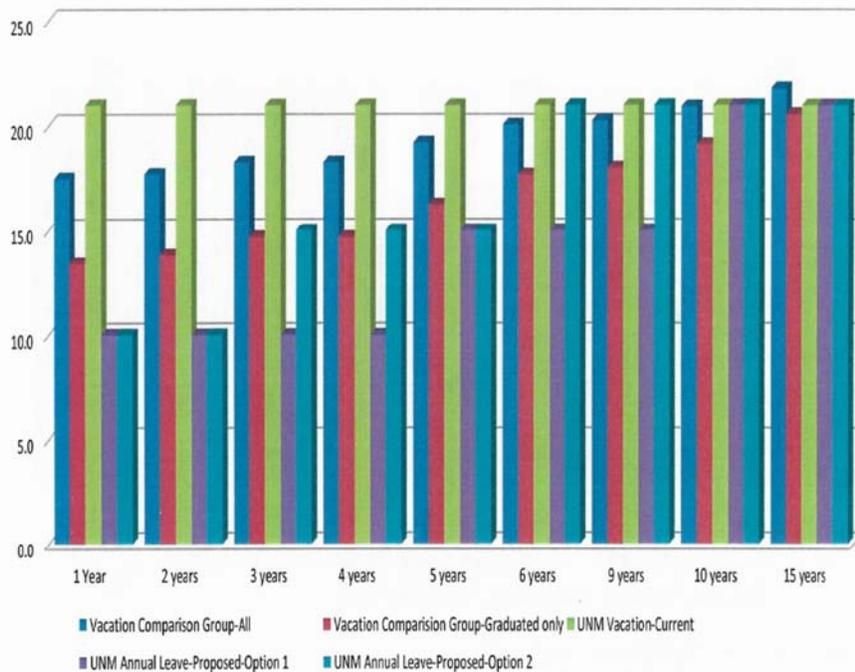
February 14, 2017

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

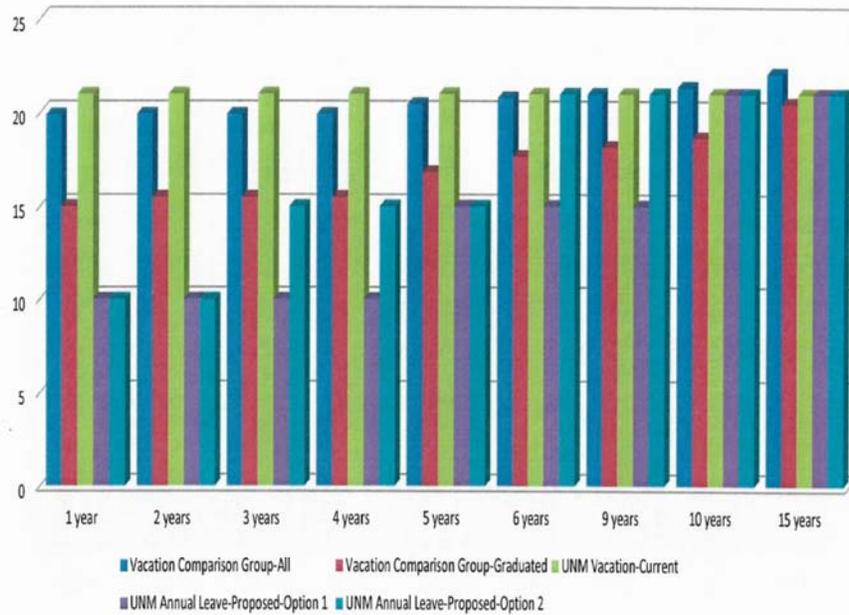
Adjourn: 4:10pm

Average Annual Leave Comparison-Exempt/Staff



- Chart shows hours allotted per tenure band
- Numbers represent average vacation/annual leave days at milestone tenure bands
- Blue Comparator group-includes employers that offer graduated tenure band accruals and employers that offer a flat vacation accrual
- Red Comparator group-only includes employers that offer graduated tenure band accruals

Average Annual Leave Comparison-Faculty



- Chart shows hours allotted per tenure band
- Numbers represent average vacation/annual leave days at milestone tenure bands
- Blue Comparator group-includes employers that offer graduated tenure bank accruals and employers that offer a flat vacation accrual
- Red Comparator group-only includes employers that offer graduated tenure bank accruals