



## Faculty & Staff Benefits Committee

### Minutes

Tuesday, March 14, 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    | University Libraries & Learning Sciences |
| Carol Bernhard    | College of Education                     |
| Pamina Deutsch    | Policy Office                            |
| Mark Maddaleni    | Arts & Sciences                          |
| Marcia Sletten    | Health Science Center                    |
| Emily Arzate      | Biology                                  |
| Gene Henley       | Public Administration                    |
| Shawn Berman      | Anderson School                          |
| Brenda De La Pena | Human Resources                          |
| Leslie Easom      | UNM Retiree Association                  |
| Trudi Flynn       | Payroll                                  |
| Dimitiev Vassilev | Mathematics/Statistics                   |

|                 |                  |                       |
|-----------------|------------------|-----------------------|
| <i>Excused:</i> | Keeta Harnett    | Law Library           |
|                 | Marcia Sletten   | Health Science Center |
|                 | Dorothy Anderson | Human Resources       |

|                |                |            |
|----------------|----------------|------------|
| <i>Guests:</i> | Melanie Sparks | Lobo Perks |
|                | Pat Branwen    | Lobo Perks |
|                | Curtis Vigil   | Lobo Perks |

### *Absent:*

|                 |             |                                |
|-----------------|-------------|--------------------------------|
| <i>Minutes:</i> | Dennis Dunn | Office of University Secretary |
|-----------------|-------------|--------------------------------|

**Meeting called to order – 3:30pm.**

**Quorum was met.**

### **Review and Approve Agenda:**

Today's agenda was approved with no corrections.

### **Review and Approve December and January minutes:**

Minutes were approved with small edits.



## Faculty & Staff Benefits Committee

### **Introductions:**

Introductions were made around the table and three new committee members were introduced.

Ex-Officio Member: Trudi Flynn, Accounting

Faculty Members: Dimeter Vassilev, Mathematics-Statistics; Marquite Harnett: Lecturer III, Law Library

### **Lobo Perks Presentation:**

*Melanie Sparks, Pat Branwen and Curtis Vigil*

Melanie explained that Lobo Perks was now under Institutional Support Services. She, Pat and Curtis explained some of the items, and services, that are available through Lobo Perks. The program has no plans to expand at this time (due to staff shortages) and is made up of over two hundred vendors. For additional information, and a list of vendors, please go to:

**loboperks.unm.edu**

### **Consumer Driven Health Care – High Deductible:**

*Brenda De La Pena*

- Brenda's presentation was a follow up to her report from the February 2017 meeting.
- The High Deductible Health Plan will be an option if it is adopted, but is not in place at this time. In this plan, the deductible must be met before the plan kicks in and the deductible could be as high as \$6,000.
- A Health Savings Account (HSA) would need to be created by employees who would opt for this plan. The HSA could then be used to meet the high deductible expenses. The HSA can be transferred to another employer or taken out at retirement. UNM would also contribute to this plan.
- The VEBA plan is separate from this health plan (to help offset UNM's unfunded accrued actuarial liability for pre-65 retiree health care).
- **ACTION:** Committee members will email Brenda their questions regarding the High Deductible Health Plan and she will create a draft response to the questions. Fran encouraged all committee members to participate.

### **Other Health Plans:**

- Fran, as Business Council chair, presented on this topic at the Faculty Senate, along with updates on all the committees within the Business Council.

### **Status of Leave Accrual Analysis:**

- Fran will present on this topic at the Health Science Center (HSC) meeting on Thursday March 16, 2017. She will also update them on issues facing the Benefits Committee.
- Leave accrual is thought to be an important issue in the recruitment of new employees, especially for medical employees, University Libraries faculty, and all staff.
- Most UNM faculty are nine month employees and do not receive leave accrual benefits.
- Changes in leave accrual, if they occur, would not occur before July 2018.
- **ACTION:** Brenda will follow up with Dorothy Anderson on the leave accrual analysis and the possible 5.1% premium increases.



## Faculty & Staff Benefits Committee

### Other Business:

- Open Enrollment – Brenda reported that Human Resources, rather than mail out an Open Enrollment packet, will now be mailing out a post card with enrollment information. The post card will direct recipients to go to the website to obtain their information packets. Packets will still be mailed to retirees and are available to all UNM employees upon request.

### Policy Changes:

*Pamina Deutsch*

- Policy changes for spring semester 2017 include draft revision to a dozen policies, though none of these revisions relate to benefits.
- Catastrophic Leave Policy is still being discussed. Revisions to the policy will be available in the fall of 2017.

### VEBA Committee:

*Gene Henley*

- The VEBA Committee is trying to schedule a meeting within the next two weeks.

### Retiree Association:

*Leslie Easom*

- The association has concerns regarding the 5% premium shift from UNM to retirees. They are asking that this increase be deferred for a couple of years.
- **ACTION:** Leslie requested Brenda to ask Dorothy Anderson if the deferral of the premium increase is something that can be accomplished.

### Other Business:

- Mark reported that Regent Clifford has expressed concerns at the Regent's Finance & Facilities meetings as to whether the benefits costs have been decided upon. Brenda stated that the costs have not yet been decided upon by Human Resources, but hopes to have this finalized by April 7, 2017. This decision is dependent upon the budget agreed upon by the state legislature.

### Next Meeting:

April 11, 2017

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

**Adjourn: 5:00 pm**