



Faculty & Staff Benefits Committee

DRAFT 1

Minutes

Tuesday, April 11, 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
Gene Henley	Public Administration
Brenda De La Pena	Human Resources
Leslie Easom	UNM Retiree Association
Genevieve Cordova	Payroll
Dimitov Vassilev	Mathematics/Statistics
Keeta Harnett	Law Library

<i>Guests:</i>	Scott Cunningham	Sr. Project Manager,
	Eric Boeglin	UNM Recreational Services

<i>Excused:</i>	Shawn Berman	Anderson School
	Marcia Sletten	Health Science Center

Absent:

<i>Minutes:</i>	Dennis Dunn	Office of University Secretary
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Meeting called to order – 3:30pm.

Quorum was met.

Review and Approve Agenda:

Today’s agenda was approved with no corrections.

Review and Approve March minutes:

To be approved at the next Benefits meeting.

Introduction:

Fran introduce the new member to the Benefits Committee, Keeta Harnett, Law Library.

Johnson Center Remodel:

Marcia Sletten, Scott Cunningham and Eric Boeglin

- Marcia sits on the Johnson Center Expansion & Renovation Committee and arranged for Scott Cunningham and Eric Boeglin to update the Benefits Committee on the project. The project is currently in the early stages of development. Changes will also be made to the tennis courts and Johnson Field, but at a later date.
- The programming and master planning of the project has recently been completed. It is based on the master plan created by UNM's Administration one year ago.
- The project is budgeted for \$35 million, and is being paid for by student fees and institutional bonds. The current Johnson Center is 300,000 square feet. It is the largest non-medical building on the UNM campus and will be larger when construction is completed.
- Construction Team: FBT Architects, Hastings & Chivetta, (St. Louis, MO), who specialize in recreation projects, and Jaynes Construction. Johnson Center was originally constructed in the mid 1950's.
- Project is scheduled to be completed by December 2019.
- An overview of the entire project followed.

Expanding Top Salary Insurance Premiums:

Emily Arzate and Dorothy Anderson

- Emily reported that there is discussion regarding moving the Third Tier of insurance up from \$50,000 to \$60,000.
- Dorothy reported that due to the volume of questions the President's Office has received on this issue that the President's website has now listed all of the questions and the responses.
- The \$200 insurance premium program will be repeated. Next year it will be expanded to include employee spouses and partners.
- Dorothy explained that Human Resources compared UNM's health plan to twenty one of our peer universities and UNM's plan is very comparable.

Human Resources Update:

Dorothy Anderson

- Dorothy reported on her presentation to the Board of Regents Finance & Facility meeting earlier today.
- There has been a 5% premium shift for pre-65 retirees.
- Active employee rates would move from 5.1% to 5.7%.
- The VEBA increase has been deferred. Dorothy has proposed that the increases be capped at .75%.
- Approval of open enrollment was not approved at the Finance & Facility meeting, but has been moved to the full Board of Regents meeting, Wednesday April 19, 2017, for approval.



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- Dorothy, and Brenda, plan to meet with Regent Clifford to explain these changes to the benefits plan.

Legislative Update:

Brenda De La Pena

- Brenda gave a brief report on future legislative actions regarding the Education Retirement Board (ERB).
- She stated that there is an expected renewal of the life and disability benefit.
- Announcements for Open Enrollment will soon be sent out and will reflect the life and disability benefit.
- Dental rates will remain flat and stay with Delta Dental.

Leave Accrual:

Fran Wilkinson

- Possibly being cut to two weeks for new employees at a future date.

Other Business:

- Dorothy reported that UNM's Staff Council has been working for years to put tuition remission in place with CNM. It is still in the works but UNM's Physical Plant Department (PPD) can now take classes at CNM for their licenses and certifications. PPD will cover the cost. Additional announcements regarding tuition remission with CNM will be forthcoming in the future.
- Also in the works is a change in policy for employees to receive more pay when they take on the additional responsibilities of a position within UNM that has been permanently eliminated. There should be an announcement on this possibly as early as next week.
- The Service Award Banquet will be held April 18th. Leslie asked Dorothy if the Retiree Association could have a table outside of the Service Award Banquet and Dorothy stated that it would be possible for next year's banquet.
- Dorothy announced that portions of a compensation policy will begin to be implemented on July 1, 2017.

Policy Changes:

Pamina Deutsch

- Policy 3600, Eligibility for Benefits, will soon include temporary employees and adjunct faculty. This coverage will extend to June 2018. Approximately 20 – 25 employees are enrolled in this program.

VEBA Committee:

Fran Wilkinson

No update.

Budget Leadership Team (BLT):

Gene Henley

No update.

Retiree Association:



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Leslie Easom

No update.

Next Meeting:

May 9, 2017

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

Adjourn: 4:30 pm