



## Faculty & Staff Benefits Committee

**FINAL**

### Minutes

Tuesday July 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	University Libraries & Learning Sciences
Dorothy Anderson	Human Resources
Pamina Deutsch	Policy Office
Mark Maddaleni	Arts & Sciences
Marcia Sletten	Health Science Center
Gene Henley	Public Administration
Brenda De La Pena	Human Resources
Genevieve Cordova	Payroll ( <i>for Trudi Flynn</i> )

### *Excused:*

Carol Bernhard	College of Education
Keeta Harnett	Law Library
Shawn Berman	Anderson School
Codruta Soneru	Anesthesiology
Leslie Jones Easom	UNM Retiree Association
Brooke Cholka	Research & Compliance

### *Absent:*

Emily Arzate	Biology
Dimitiev Vassilev	Mathematics/Statistics

### *Guests:*

Danielle Callan	Staff Council
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### *Minutes:*

Sherri Weaver	Office of University Secretary
Dennis Dunn	Office of University Secretary

**Meeting called to order – 3:30pm.**

**Quorum was not met.**

### **August Benefits Meeting:**

Fran Wilkinson announced that at the upcoming August 8, 2017 Benefits Meeting, the annual election will be held for Chair and Co-Chair of the committee. Fran and Carol would like to stay on as chair and co-chair, but welcome all other nominations. Dennis Dunn, Office of the University Secretary, will assist with this election and create the ballot.

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

Quorum not met. Agenda will be approved at 8/8/17 meeting.



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### **Review and Approve March Meeting Minutes:**

Quorum not met. June 13, 2017 minutes will be approved at August 8, 2017 meeting.

### **Updates:**

#### **Human Resources:**

*Dorothy Anderson & Brenda De La Pena*

- Staff Sick Leave Sell Back Plan – The plan is to reduce it to 2.5 for the upcoming year, and then discontinuing it in the fall of 2018 for FY2019. The president has announced that he will grandfather in present employees and discontinue employees hired after July 1, 2018. Savings would not be realized for seven years and would amount to \$800,000.
- Annual Leave changes –  
Dorothy explained that the original proposal for changes in Annual Leave, for new employees was:
  - 0 – 2 years employment = 10 days Annual Leave
  - 3 – 5 years employment = 15 days Annual Leave
  - 6 years = 21 days Annual Leave

President Abdallah reviewed this proposal and made these changes:

- 0 – 5 years employment = 15 days Annual Leave
- 6 years employment = 21 days Annual Leave

If approved, President Abdallah's changes would go into effect July 1, 2018.

### **Policy Changes:**

*Pamina Deutsch*

- Pamina updated the committee on Wage and Salary changes and distributed a hand out on this issue. Section 4.5.2 "In-Range Salary Adjustments for Same or Lower Level Duties" reflected the most recent changes. This would protect Higher Level employees who are assigned extra Lower Level duties from having their pay reduced.

### **VEBA Committee:**

*Fran Wilkinson*

- The VEBA Committee has not met since our last FSBC meeting.

### **Budget Leadership Team (BLT):**

*Gene Henley*

- Gene reported that he had not met with the BLT, but had met with the Long Term Strategic Planning Group and the Re-Engineering Group. Shawn Berman joined him at these meetings.

### **Retiree Association:**

*Leslie Jones Easom*

- No report at today's meeting since Leslie is excused.

### **Continued Discussion: *Future changes to Employee Benefits***

- Danielle Callan, Staff Council President reported:



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- The new council has recently met and discussed current goals and objectives.
- Approximately \$6,000 has been cut from the Staff Council budget. This will affect the number of events the council can produce.
- UNM's Staff Council will continue meeting, and coordinating, with Albuquerque Public Schools (APS).
- Kathy Meadows will be retiring on August 1, 2017, but will return as .25 FTE to assist the council.
- Discussion followed on UNM's Sick Leave Policy, Annual Leave Policy, and the proposed changes. Also, issues surrounding the difficulties of hiring, and retaining, qualified staff were discussed.

### Other Business:

- The Education Retirement Board (ERB) met last month. Issues of solvency were discussed, but no decision reached. They would like to speak with the Benefits Committee for ideas on how to resolve the solvency issues. These issues will be addressed in the 2019 Legislative session and nothing would change until July 1, 2019. The ERB will be invited to a future Benefits Committee meeting.

### Next Meeting:

August 8, 2017

3:30pm – 5:00pm

Zimmerman Library, Herzstein Latin American Reading Room

- Fran asked all committee members to begin thinking of a “Cavalcade of Ideas” that can be presented to the Board of Regents that will reflect the issues affecting the faculty and staff.

**Adjourn: 4:45 pm**