



Faculty & Staff Benefits Committee

DRAFT 3

Minutes

Tuesday September 12, 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
Dorothy Anderson	Human Resources
Brenda De La Pena	Human Resources
Pamina Deutsch	Policy Office
Mark Maddaleni	Arts & Sciences
Gene Henley	Public Administration
Leslie Jones Easom	UNM Retiree Association
Trudi Flynn	Payroll
Brooke Cholka	Research & Compliance
<i>Excused:</i> Keeta Harnett	Law Library
Shawn Berman	Anderson School
Dimitiev Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
<i>Absent:</i> Codruta Soneru	Anesthesiology
<i>Guests:</i> Joey Evans	Human Resources
<i>Minutes:</i> Dennis Dunn	Office of University Secretary

Meeting called to order – 3:45pm.

Quorum was met.

Review and Approve Agenda:

Agenda approved.

Review and Approve Meeting Minutes:

August 8, 2017 minutes approved.

Updates:

Human Resources:

Dorothy Anderson, Brenda De La Pena and Joey Evans

- An overview was given to explain the presentation Dorothy gave to the Board of Regents this morning regarding the 65+ Senior Medical Plan Premium Increases. Handouts were provided.
- Joey gave background on active employee insurance and retiree insurance.
- The Rates:



Faculty & Staff Benefits Committee

<i>65+ Senior Plans (UNM 30% & Retiree 70%)</i>	<i>2018 Total Premium Rate</i>	<i>UNM (30%)</i>	<i>Retiree (70%)</i>	<i>2017 Total Premium Rate</i>	<i>UNM (30%)</i>	<i>Retiree (70%)</i>	<i>Premium Increase CY17 to CY18</i>
BCBSNM HMO Plan 1	\$ 321.40	\$96.42	\$224.98	\$239.90	\$71.97	\$167.93	\$81.50
BCBSNM HMO Plan 2	\$ 232.50	\$69.75	\$162.75	\$162.00	\$48.60	\$113.40	\$70.50
BCBSNM PPO Plan	\$ 302.70	\$90.81	\$211.89	\$215.60	\$64.68	\$150.92	\$87.10
Presbyterian Premier Plan	\$196.00	\$58.80	\$137.20	\$148.00	\$44.40	\$103.60	\$48.00
Presbyterian Select Plan	\$160.00	\$48.00	\$112.00	\$123.00	\$36.90	\$86.10	\$37.00

- Since the handouts were printed, the Regents determined (at their 9/12/17 BOR Meeting) that \$11.50 of the cost would be shifted from the retiree back to UNM.
- An increase in the usage of UNM’s insurance plans, increases in health care costs (most notably for prescription drugs), slightly lower CMS funding, and required ACA ‘insurer fees’ are the causes for the rate increases.
- Many questions were asked by the FSBC and much discussion ensued.
- HR will go out for an RFP early in calendar year 2018. A member of the FSBC and also of the Retiree Association will be invited to serve on the RFP Committee.

Education Retirement Board (ERB) Solvency Report:

- Brenda reported on an ERB presentation she attended on June 22, 2017. A handout of the Power Point Presentation from this meeting will be emailed to the members of the Budget Committee.
- The main concern is solvency, ERB’s actuaries now estimate the funding period will take longer to reach than originally thought (extending from 46 years to 84 years!). Changes are being considered to reach solvency sooner, including changes to the COLA and the multiplier.
- If necessary, for clarification, representatives from the ERB are willing to come to UNM and repeat the June 22nd presentation.
- The information from the ERB presentation will be discussed at the next Benefits Committee meeting.
- In 2019 the ERB will present a re-design plan to the state Legislature, expected to apply changes for future ERB participants.

Additional HR Updates:

- Preventative Health Check Ups end October 6, 2017 (with a \$200 credit for active employees and a \$100 credit for their covered spouses). HR has also sent this information out in an email.

Policy Changes:

Pamina Deutsch

- Pamina gave an update on Policy 3700 Education Benefits which will extend this benefit to eligible temporary staff employees and adjunct faculty through June 30, 2018.
- Proposed changes were made to Policy 3405 (“Holidays”), including new provisions that specify a minimum of seven business days for winter break and that authorize the University President to grant additional holiday days.



Faculty & Staff Benefits Committee

VEBA Committee:

Fran Wilkinson

- The VEBA Committee has not met since the last FSBC, but a meeting is being scheduled. Fran will keep the committee informed.

Budget Leadership Team (BLT):

Gene Henley

- Fran announced that the Faculty Senate Budget Committee has been invited to attend a special meeting of the BLT on September 21, 2017, 10:00am – 11:00am, in the Roberts Room, Scholes Hall, second floor, and to attend BLT meetings throughout the fall semester. Fran serves on the Faculty Senate Budget Committee and plans to attend the meeting.
- Gene handed out information regarding the charge of the BLT, and the various sub-committees. The sub-committees will begin meeting quite soon.
- Gene serves on the “Long Term Strategic Planning Committee”, along with Shawn Berman, and the “New Revenues and Cost Reallocation Committee”.
- The Long Term Strategic Planning Committee is addressing the total re-engineering of UNM.
- The BLT is planning on involving the Regents much earlier in budget process.

Retiree Association:

Leslie Jones Easom

- The UNM Retiree Association Board of Directors is available to participate in open and transparent discussions with UNM Human Resources regarding issues that affect retirees, and requests that UNM Human Resources partner with them when surveys are conducted regarding issues that affect retirees, and their post-retirement benefits.
- Perspectives from representatives of the UNM Administration/Human Resources and the UNM Retiree Association Board of Directors should be available to the Regents when addressing issues that directly affect retirees. Regents that have been appointed in the last few years may not have the historical perspective regarding retired UNM employees’ total compensation and promised post retiree benefits when making critical decisions.
- President Abdallah is hosting a reception for the UNM Retiree Association Board of Directors and the new Retirees. This event will take place at the University House. A date has not yet been finalized.

Next Meeting:

October 10, 2017

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

Adjourn: 5:05 pm