



Faculty & Staff Benefits Committee

DRAFT 2

Minutes

Tuesday January 9, 2018

3:30pm to 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

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

Carol Bernhard	College of Education
Dorothy Anderson	Human Resources
Brenda De La Pena	Human Resources
Dimitov Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Trudi Flynn	Payroll
Pamina Deutsch	Policy Office
Shawn Berman	Anderson School
Mark Maddaleni	Arts & Sciences
Gene Henley	Public Administration
Keeta Harnett	Law Library

<i>Excused:</i>	Fran Wilkinson	University Libraries & Learning Sciences
	Leslie Jones Easom	UNM Retiree Association

<i>Absent:</i>	Codruta Soneru	Anesthesiology
	Brooke Cholka	Research & Compliance

<i>Guests:</i>	Carol Stephens	UNM Retiree Association
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<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:

Agenda was approved.

Review and Approve Meeting Minutes:

November, December and January minutes are being prepared and will be approved at the next meeting.



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Updates:

Human Resources:

Dorothy Anderson & Brenda De La Pena

- Finance & Facilities Meeting: Dorothy reported on her presentation today to the Board of Regents Finance & Facilities Committee on preliminary health benefits increases. The increase will be 2.7%. This was an informational report and not one Dorothy was expecting an approval to be given to by the Regents. For additional information please visit this HR link <https://hr.unm.edu/unm-self-insured-health-plan>.
- Regent Marron Lee requested that Dorothy meet with stakeholder groups, and Faculty Senate Benefits Committee, before presenting to the Regents on February 6, 2018. Dorothy has already met with Staff Council. Dorothy will also meet with Faculty Senate President, Pamela Pyle.
- Dorothy reminded the committee that the 2.7% is an estimate and may come in at a lower rate.
- Also present at the Regents meeting were representatives from AON, UNM's HR consulting firm who gave a presentation.
- Express Scripts: Carol Stephens, attending for Leslie Jones Easom and the Retiree Association, stated concerns the association has on the pricing structure of Express Scripts and how high their prices have become. Carol read a statement from Leslie stating that it may be time for UNM to look for another prescription provider. Brenda stated that any employees, or retirees, who are having problems with Express Scripts to call Express Scripts first and then call the UNM Benefits Office and express their concerns. Brenda also requested that Leslie give her a call to explain the situation with Express Scripts.
- Leslie's Statement:
"Pharmacy benefits are out of control. AON really over projected the impact of co-pay changes. It would be nice to reverse this part of the plan to decrease co-pays to a more tolerable amount. When AON made the changes to the pharmacy co-pays they thought it would save \$1.9 million in projected annual savings. The handout states it really saved \$3.9 million in projected annual savings. This savings is probably because people are NOT using the pharmacy benefit portion of the insurance plan because the new co-pays are so high. This should NOT be the case. The pharmacy co-pays should be lowered. When a prescription is presented to the pharmacy, the information is entered into a computer database. In many cases, UNM Express Scripts insurance is usually the highest co-pay."
- Mandatory Training: Brenda reported that, as of December 1, 2017, UNM's annual employee mandatory training stood at 90% completion.
- Next Meeting: Brenda will bring Tracy Briggs, from Employee Health Promotion (EHP), who will report on this year's preventive health checkups.



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Policy Changes:

Pamina Deutsch

- Catastrophic Leave: Pamina has been working with Human Resources on changes to the Catastrophic Leave Policy. They have been looking at using a third-party administrator to make the decision on who does, or does not, qualify for catastrophic leave.
- VEBA: Work needs to be done on the VEBA plan document. Domestic partners are not mentioned in the current plan document.
- Performance Management: This policy has been out for review and comment since last fall. Today a Town Hall meeting was held to discuss the various comments received on the current draft of this policy, with 30 people in attendance. The next meeting to discuss Performance Management will be held on January 25, 2018, SUB Acoma A&B, 11:00am – 12:30pm. Following this meeting the revised draft will be posted on the Policy website for 30 days to solicit additional comments.

VEBA:

Fran Wilkinson

No report.

Budget Leadership Team (BLT):

Gene Henley

- The next meeting of the BLT will be this Thursday January 11, 2018.
- Shawn Berman reported that there is slight chance of a 1 ½% raise for state employees.

Retiree Association:

Leslie Jones Easom

- Nothing to report besides Carol Stephens report, earlier in the meeting, from Leslie Easom.

Other Business:

No report.

Next Meeting:

February 13, 2018

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

Adjourn: 4:30 pm