



Faculty & Staff Benefits Committee

Minutes

Tuesday February 13, 2018

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
Brenda De La Pena	Human Resources
Leslie Jones Easom	UNM Retiree Association
Brooke Cholka	Research & Compliance
Dimitov Vassilev	Mathematics/Statistics
Trudi Flynn	Payroll
Pamina Deutsch	Policy Office
Shawn Berman	Anderson School
Mark Maddaleni	Arts & Sciences

<i>Excused:</i>	Keeta Harnett	Law Library
	Gene Henley	Public Administration
	Marcia Sletten	Health Science Center
	Dorothy Anderson	Human Resources

<i>Absent:</i>	Codruta Soneru	Anesthesiology
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<i>Guests:</i>	Tracy Briggs	Employee Wellness
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<i>Minutes:</i>	Dennis Dunn	Office of University Secretary
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Meeting called to order @ 3:35pm.

Quorum was met.

Review and Approve Agenda:

Agenda was approved, with a change. Item iv., Tracy Briggs presentation, was moved up to Item i., so she could leave after her presentation.

Review and Approve Meeting Minutes:

11-8-17 and 11-14-17 minutes were approved. 12-12-17 minutes will be approved with the deletion of a repeated paragraph and Brooke Cholka being reclassified as Excused, not Absent. The 1-9-18 minutes were approved with one change. Brooke Cholka being reclassified as Excused, not Absent.



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Updates:

Human Resources:

On Site Preventive Health Checkups Report -

Tracey Briggs

- *The entire report can be found at the end of these minutes.*
- The report is based on findings on UNM employees taken between July 12, 2017 and October 6, 2017, and is compared to a report from 2016.
- Questions on the report can be sent directly to Tracey at tbriggs@unm.edu.
- As it relates to employee health, Tracy also reported on how the renovation of Johnson Gym will affect UNM employees. For the 18 to 24 month construction schedule, beginning in June 2018, employees will have very limited access to Johnson Gym. UNM is currently looking at creating temporary exercise areas on campus and possibly a partnership with local gyms.

FY 2019 Medical Plan Premiums -

Brenda De La Pena

- Brenda reported that at today's Board of Regents meeting a presentation was made to request approval for a 1.75% health premium increase across the board for active and pre-65 retiree medical coverage. This is based on medical claims and medical trends. The Regents approved the increase.
- The lowest premium impact would be for single employees earning \$34,999, and below, and would be \$1.68 extra per month. The highest impact would be the Presbyterian Family Plan for employees earning \$50,000, and above, and would be \$12.83 a month. There will be no out-of-pocket, or co-pay, changes. These details will also be published in the Open Enrollment materials.
- Details can be found on the Board of Regents eBook at:
<http://regents.unm.edu/meetings/documents/2018/bor-ebook-02-13-2018.pdf>

Cost Savings –

Brenda De La Pena

- Human Resources is planning on inviting representatives from Express Scripts to come and talk to the Benefits Committee regarding prescription drug plan structure around copays/rebates, addressing committee questions .
- The meeting is tentatively scheduled for March, but Brenda will keep the committee informed as this presentation comes together. [Later Note: Meeting with Express Scripts representatives moved to April.]

Senior Medical Plan –

Brenda De La Pena

- Human Resources is in the process of putting together the Senior Medical Plan and will send it out to bid in either April or May 2018.
- Both Carol Bernard and Fran Wilkinson, FSBC co-chairs, will serve on this RFP Committee.
- AON Consulting will be assisting in this process.



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Other Items –

Brenda De La Pena

- Brenda announced that she will be stepping down as Director of Benefits. She will be remaining with UNM and the Benefits Office, and will continue attending Benefits Committee meetings when Dorothy Anderson needs her in attendance.
- Brenda handed out a flyer announcing upcoming seminars dealing with the impact of the new tax laws. (*See attachment below*)

VEBA:

Fran Wilkinson

No report, due to the February meeting being canceled. Fran will have a report for the next Benefits meeting assuming that the VEBA Committee meets.

Budget Leadership Team (BLT):

Fran Wilkinson

- Carol read Gene's BLT notes to the committee. (*see attachment below*)
Points made:
 - Possible 2% compensation increase for state employees. [Later Note: 1% compensation increase for UNM with any additional increase to be for merit and paid for by units/colleges.]
 - SFRB gave a presentation regarding additional increase in costs due to changes in compensation.
 - Enrollment is still down.

Policy Report:

Pamina Deutsch

- Policy 4020 Moving Expenses is under review due to the new Tax Cuts and Jobs Act of 2017. Moving reimbursements will now be considered taxable income for employees.
- Lobo Cards and similar cards at HSC can now be issued with a person's preferred first name.
- Pamina and Brenda are working on changes to Policy 3600, the Benefits Policy, as it pertains to VEBA (now capped at .75%).
- The vendor UNM Medical Group uses for billing is in the process of being replaced due to complaints about errors.
- Pamina also presented a handout for UNM Medical Group and UNM Hospitals contacts, in case you have billing questions or concerns. (*see attachment below*)

Retiree Association:

Leslie Jones Easom

- Nothing to report.

Other Business:

None.



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Next Meeting:

March 13, 2018

3:30pm – 4:30pm

Zimmerman Library, Herzstein Latin American Reading Room

Adjourn: 4:20 pm

HANDOUTS



*Onsite Preventive Health Checkups Aggregate Data
7/12/2017 – 10/6/2017*

Clinic Dates: 7/12/2017 – 10/6/2017

TOTAL PARTICIPATION: 2776

Onsite Checkup Participation: 1663 (63.7%) Women and 948 (36.3%) Men = Onsite Total: 2611

Primary Care Provider Forms Submitted: 165

AVERAGE AGE: 45 y/o

WELLNESS TEST RESULTS:

Metabolic Syndrome - Metabolic syndrome is a cluster of conditions — increased blood pressure, high blood sugar, excess body fat around the waist, and abnormal cholesterol or triglyceride levels — that occur together, increasing your risk of cardiovascular disease, stroke and diabetes.

No. of Patients with Metabolic Syndrome: 277 (178 women/99 men)

Results: 12.1% w/ 3+ risk factors, 19.4% w/ 2 risk factors, 68.5% w/ 0-1 risk factors

Diabetes – a disease in which the body's ability to produce or respond to the hormone insulin is impaired, resulting in abnormal metabolism of carbohydrates and elevated levels of glucose in the blood and urine.

Previous Diagnosis: 119

New Identification: 16

Results: 83.4% are in normal range, 11.7% pre-diabetic, 3.0% controlled, 2.0% diabetic

Hypertension - abnormally high blood pressure

- Normal: Less than 120/80 mm Hg;
- Elevated: Systolic between 120-129 *and* diastolic less than 80;
- Stage 1: Systolic between 130-139 *or* diastolic between 80-89;
- Stage 2: Systolic at least 140 *or* diastolic at least 90 mm Hg;
- Hypertensive crisis: Systolic over 180 and/or diastolic over 120

Previous Diagnosis: 375

Currently Being Treated: 297

New Identification: 16

Results: 61.8% in normal range, 23.2% pre-hypertension, 14.0% controlled, 1.0% hypertension

Dyslipidemia - elevated total or low-density lipoprotein (LDL) cholesterol levels, or low levels of high-density lipoprotein (HDL) cholesterol, is an important risk factor for coronary heart disease (CHD) and stroke.

Desirable Levels (mg/dL) = milligrams per deciliter of blood

- Total cholesterol: Less than 200 mg/dL
- Low-density lipoprotein (LDL) cholesterol: Less than 100 mg/dL
- High-density lipoprotein (HDL) cholesterol: More than 40 mg/dL
- Triglycerides: Less than 150 mg/dL

Total Screened with Dyslipidemia: 1221 (46.8%)

Previous Diagnosis: 645

New Identification: 572

Currently Being Treated: 297

Controlled: 10%

BMI Values - a person's weight in kilograms (kg) divided by his or her height in meters squared. Current guidelines from the U.S. Centers for Disease Control and Prevention, and the World Health Organization define a normal BMI range as 18.5 to 24.9. Overweight is defined as a BMI of 25.0 to 29.9; obesity is defined as a BMI over 30.0; and severe obesity is defined as BMI 35 or higher

Normal Range: 938 (35%)

Underweight: 40 (1.5%)

Overweight: 851 (32.6%)

Obese: 782 (30.0%)

Depression Status - (determined by questions asked on the Health History Questionnaire)

2541 (97.3%): are subclinical

18 (0.7%): minimal symptoms

31 (1.2%): mild symptoms

16 (0.6%): moderate symptoms

5 (0.2%): severe symptoms

Current Tobacco Use - self-reported

Total; 137 = 68 (7.2%) of men; 69 (4.2%) of women

No Primary Care Provider - self-reported and/or updated by Catapult NP during consultation

32.4% of men; 13.6% of women

Preventive Care (not as recommended) - Patients who self-reported that they had not received age and gender appropriate care

Mammogram: 25.1%

Colorectal exam: 19.6%

Pap smear: 17.7%

Breast exam: 15.5%


Onsite Preventive Health Checkups Cohort Comparison

Baseline 9/30/2015 – 11/29/2016 vs *Recent* 7/12/2017 – 10/6/2017
Green denotes a favorable change / *Red* denotes an unfavorable change

The values reported in the Cohort Comparison Report do not reflect the entire 2017 patient population, which is included in the 2017 Population Health Report. Results for only 1,154 of the 2,611 patients seen in 2017 are included in the Cohort Comparison Report because that report includes only patients for whom we have values for at least two checkups. Thus, values for 1,457 first-time patients (in 2017) are not included in the Cohort Comparison Report. Because of that, the “Recent” population in the Cohort Comparison Report is a sub-group of the total population that is reported in the Population Health Report, and thus the values will not match those in the Population Health Report.

<i>Age Group Participation:</i>	<i>Baseline</i>	<i>Recent</i>
18-39	36.0%	34.1%
40-49	25.6%	24.8%
50-59	26.9%	26.8%
60+	11.4%	14.4%

<i>Metabolic Syndrome:</i>	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
3+ Risks	14.5%	12.0%	decreased 2.5%
2 Risks	21.8%	20.7%	decreased 1.1%
0-1 Risks	63.8%	67.3%	increased 3.5%

<i>Diabetes:</i>	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Normal range	88.8%	83.7%	decreased 5.1%
Pre-diabetic	6.5%	11.2%	increased 4.7%
Controlled	2.9%	3.6%	increased 0.7%
Diabetic	1.7%	1.6%	decreased 0.1%

<i>Hypertension:</i>	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Normal range	60.5%	63.9%	increased 3.4%
Pre-hypertension	24.4%	21.1%	decreased 3.2%
Controlled	12.9%	14.2%	increased 1.3%
Hypertension	1.7%	0.9%	decreased 0.8%

<i>Dyslipidemia:</i>	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
LDL	13%	11.5%	decreased 1.5%
HDL	6.8%	3.4%	decreased 3.4%
Triglycerides	14.6%	13.3%	decreased 1.3%

BMI:	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Overweight & Obese	63.8%	64.0%	increased 0.2%

Current Tobacco User (self-reported):	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Cigarette Use	4.3% (50)	4.0% (46)	decreased 0.3%
Smokeless Use	1.0% (11)	0.8% (9)	decreased 0.2%

No Primary Care Provider:	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Men	39.7%	27.8%	decreased 11.9%
Women	16.5%	9.1%	decreased 7.4%

Preventive Care (Not As Recommended):	<i>Baseline</i>	<i>Recent</i>	<i>Change %</i>
Mammogram	25.5%	21.4%	decreased 4.1%
Colorectal Screening	26.1%	18.0%	decreased 8.1%
Pap Smear	20.6%	17.5%	decreased 3.1%
Breast Exam	23.8%	13.1%	decreased 10.7%
Flu Vaccine	41.3%	27.6%	decreased 13.7%

How Will the New Tax Laws and Rates Impact You?

A UNM Financial Wellness Seminar



Facilitator: Edwin Fernandez, CPA-PFS VOYA/Legacy Financial Group

- Learn how the new income tax laws and rates may impact your situation
- Review strategies to reduce your taxable income and lower your income tax
- Better understand your "top marginal tax bracket"
- Decide which actions to take now and in the future

Main Campus

Thursday, February 22, 2018

12:00 - 1:00 pm

UNM Business Center, EOD 1018

[Join Skype Meeting](#)

North Campus

Friday, February 23, 2018

12:00 - 1:00 pm

HSLIC Library, Room 428

[Join Webcast*](#)

[Click Here to Register](#)

Workshops are open to UNM Faculty, Staff, and Retirees
(Not available to student employees)

Questions? Call 505-277-MyHR (6947) or visit

hr.unm.edu/financial-wellness-program



*Access Webcasts via Internet Explorer. Contact IT to update Silverlight.

FINANCIAL WELLNESS in FEBRUARY

<https://hr.unm.edu/newsletter/unm-at-work-february-2018/docs/UNM%20at%20Work%20February%202018.pdf>

Financial Wellness Febraury 2018**Tax Planning Update: How Will The New Tax Laws Impact You?**

Join UNM Financial Wellness and Edwin Fernandez, CPA-PFS with Voya/Legacy Financial Group, as we provide strategies to reduce your taxable income, lower your income taxes, and understand how the new income tax laws and rates may impact your tax situation. Gain a better understanding of your "top marginal tax bracket" and decide what actions to take now and in the future.

See the [event flyer](#) for more details on this free session from 12:00 - 1:00 pm on February 22 and 23, 2018.

Registration and virtual access are available on the [Monthly Financial Wellness Seminars](#) webpage, or via the links included in the flyer.



Faculty & Staff Benefits Committee

Gene Henley's BLT Report

- Final numbers for the Group Health Premium increase have been prepared. There will be no plan changes this year. Kudos to Dorothy and her team in maintain the status quo for benefits. The projected premium increase will be 1.75% with roughly a \$250,000 increase to I&G.
- SFRB gave a presentation regarding additional increase in costs due to the anticipated changes to compensation. This would amount to additional increase to the budget in addition to the increase in fees already incurred by students for 2018.
- Compensation- at present there looks to be an increase of approximately 2% slated for employees. While this sounds great, since the funding is at only 48% for Main Campus I&G funded units and much less for non I&G this translates to an increase in the anticipated deficit. Further details below.
- Enrollment- continues to be less than anticipated. In addition to the drop experienced in the Fall- this translates to an additional increase in the deficit.
- Bottom line- at present, if the 2% increase is honored across all UNM units, enrollment drops as projected, no tuition increase and the other known costs are approved, the projected deficit would be \$7.5 million.

To meet that level of deficit with tuition would require an approximate increase of between 9%-10%.

Since this is not likely, we should anticipate other cost cutting initiatives in the future.

UNM Medical Group and UNM Hospitals Contacts

- Purvi P. Mody, Executive Director Audit and Compliance, UNM Medical Group ppmody@salud.unm.edu (mobile) 505-264-9988 (office) 505-272-8761
- Jean L. Garcia, Auditor, UNM Hospitals jgarcia@salud.unm.edu 505-272-0456
- Michelle Perea, Patient Services Representative, UNM Hospitals MiPerea@salud.unm.edu