



**Faculty & Staff Benefits Committee**

**DRAFT 3**

**Minutes**

Tuesday November 13, 2018  
3:30pm to 5:00pm  
Room B48, Zimmerman Library

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

Fran Wilkinson	University Libraries & Learning Sciences
Dorothy Anderson	Human Resources
Joey Evans	Human Resources
Carol Bernhard	College of Education
Keeta Harnett	Law Library
Mark Maddaleni	Arts & Sciences
Dimitiev Vassilev	Mathematics/Statistics
Gene Henley	Public Administration
Brooke Cholka	Research & Compliance
Marcia Sletten	Health Science Center
Shawn Berman	Anderson School
Bonnie Leigh Reifsteck	Policy

<b>Excused:</b>	Leslie Jones Easom	UNM Retiree Association
	Donna Smith	UNM Retiree Association

<b>Absent:</b>	Trudi Flynn	Payroll
	Manuel Martinez-Ramon	Electrical Engineering

<b>Guests:</b>	Dr. Mike Richards	School of Medicine
	Eric Weinstein	Aon Consulting

<b>Minutes:</b>	Dennis Dunn	Office of University Secretary
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**Meeting called to order @ 3:30pm.**

**Quorum was met.**

**Agenda:**

- Approved.

**Minutes:**

- The October 9, 2018 minutes approved with one change and one abstention. Correct Joey Evans name in the Retiree section of the minutes.



## Faculty & Staff Benefits Committee

### Carol's Announcement:

*Carol Bernhard*

- Carol announced that she has accepted a position with HR Benefits and that this would be her last meeting with the Faculty & Staff Benefits Committee. In Carol's new role in Human Resources she will still occasionally sit in on Benefits Committee meetings.
- Fran stated that at the next meeting of the Benefits Committee (December 11, 2018) the committee will need to elect a new co-chair from among the staff members of the committee. She asked that nominations for the new co-chair be emailed to Dennis Dunn, University Secretary's Office, and that he will create an election ballot for the December meeting.

### Human Resources Update:

*Dorothy Anderson, Dr. Mike Richards and Eric Weinstein*

- Dorothy began the presentation by explaining how, and why, the **Benefits-UNM Team Health Collaboration**, and, **Proposed Medical Plan changes**, were discussed at the last Benefits meeting. She explained that this is just a proposal and has yet to be presented to UNM's Executive Vice Presidents (EVP's), or President Stokes. It is still a "work in progress". Mike Richards agreed with the points Dorothy brought up in that the benefits plan was presented to the committee too soon and the process will be restarted and then presented to the Benefits Committee. He explained that there is no deadline for this process.
- Dorothy explained that the term "concierge service" has been removed from the plan due to the confusion the term caused. "Care Coordinator" is a more concise term for aiding clients and setting up appointments.
- Mike explained the similarities between the UNM Team Health Collaboration Network, and the system Blue Cross/Blue Shield uses. He also discussed issues surrounding confidentiality and the lack of medical providers in the Albuquerque area.
- Dorothy mentioned that the issues regarding premium costs are still being researched.
- Discussion of these issues followed with the committee members.
- **Next Meeting:** Fran suggested this discussion be continued at the December 11, 2018 Benefits Committee meeting and beyond as needed. Topics for the Agenda will include discussion of Disruption Analysis, Premium Analysis, and, Wellness.

### Education Retirement Board (ERB) Update:

*Joey Evans*

- Joey reported that Jan Goodwin, Executive Director, ERB, made her proposal to the Board in October 2018 but the Board postponed any action on the proposal until after the general election in November. The Board will meet this Friday, November 16, 2018. The notice of this meeting, and the Agenda, are on the ERB's website <http://www.nmerb.org/>.



## Faculty & Staff Benefits Committee

### **RFP for Life & Disability Insurance:**

*Fran Wilkinson*

- Joey confirmed that a meeting to discuss the RFP for Life & Disability Insurance will take place later in November, with a second meeting in December and/or January. The findings will be presented to the Board of Regents in February 2019.

### **Policy Changes:**

*Bonnie Leigh Reifsteck*

- Three policies, with minor revisions, were approved October 29, 2018.
  - Payroll deductions for employee parking;
  - Purchasing goods off campus;
  - Vending machines;
- The policy on moving expenses is pending at the President's Office.
- Nine policies are currently out for public comment. These can be seen at the Policy Website: [policy.unm.edu](http://policy.unm.edu). They are open for comment until November 25, 2018.

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

*Gene Henley*

- Gene reported that the BLT has met two times since the last Benefits meeting:
  - Due to reduced enrollment the UNM deficit is now just over \$2 million. This figure may continue into 2019.
  - Most UNM organizations have been cut 7-9%.
  - The BLT has recommended a \$400,000 cut to Athletics.
  - Student Health and Counseling (SHAC) was cut only \$150,000 since it is student related.
  - **Campus Safety** – The first of seven cameras are now being installed on campus. Locations include Smith Plaza, the SUB, and the Duck Pond. \$300,000 will be spent on campus safety over the next five years.
  - The Accessibility Resource Center has requested \$200,000.
  - The Office of Equal Opportunity (OEO) has requested \$150,000 due to the increase in cases on campus.
- **BLT Subcommittees:**
  - Tuition & Fees – On going review.
  - Cost Reallocation – Most of the major cuts have already been made.
  - Long Term Strategic Planning Committee – The committee has been renamed the Long Term Strategic Budget Committee. Gene handed out an article, recommended by Provost Woods, on how Arizona State University solved some of its budget issues without relying on increased state funds.
- **Retiree Association Update:**

No report. Leslie could not attend today's meeting
- **Other Business:**

None.



## Faculty & Staff Benefits Committee

- **Next Meeting:**  
December 11, 2018  
3:30pm – 4:30pm  
Zimmerman Library

**Adjourn: 5:26 pm**