



Faculty & Staff Benefits Committee

DRAFT 3

Minutes

Tuesday December 11, 2018

3:30pm to 5:00pm

Herzstein Latin American Reading Room, Zimmerman Library

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

Fran Wilkinson	University Libraries & Learning Sciences
Joey Evans	Human Resources
Carol Bernhard	College of Education
Keeta Harnett	Law Library
Mark Maddaleni	Arts & Sciences
Dimitev Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Shawn Berman	Anderson School
Leslie Jones Easom	UNM Retiree Association
Codruta Soneru	Anesthesiology

Excused:	Bonnie Leigh Reifsteck	Policy
	Gene Henley	Public Administration

Absent:	Donna Smith	Retiree Association
	Trudi Flynn	Payroll
	Manuel Martinez-Ramon	Electrical Engineering
	Brooke Cholka	Research & Compliance
	Dorothy Anderson	Human Resources

Guests:	Eric Weinstein	Aon Consulting
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Minutes:	Dennis Dunn	Office of University Secretary
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Meeting called to order @ 3:30pm.

Quorum was met.

Agenda:

- Approved.

Minutes:

- The November 13, 2018 minutes will be approved at the January 2019 meeting.



Faculty & Staff Benefits Committee

Co-Chair Election:

- Fran distributed the ballots to elect a new co-chair for the committee. Joey Evans volunteered to count the ballots. Fran then announced Mark Maddaleni as the new co-chair of the Benefits Committee.

Human Resources Updates

Education Retirement Board (ERB) Update:

Joey Evans

- A handout, summarizing the eight proposed ERB changes, was presented to the committee. No changes to the Cost of Living Adjustment (COLA) are within these proposed changes.
- These proposed changes will be presented to the state legislature in January, with the governor signing them by April 1, 2019.

Outcome of FSA Open Enrollment:

Joey Evans

- 1,444 enrolled for medical.
- 266 enrolled for dependent care.
- 170 upgraded to maximum coverage.

RFP for Life and Disability Insurance:

Joey Evans

- The process is continuing to identify finalists for the RFP. Finalists will be interviewed January 7, 2019. Recommendations to the Regents will be made in February 2019.

Policy Changes:

Bonnie Leigh Reifsteck

- Bonnie could not attend today's meeting but contacted Fran with information that President Stokes has approved minor revisions to two policies. Policy 3210: Recruitment and Hiring. Policy 4020: New Employee Relocation Allowance.

VEBA Committee:

Fran Wilkinson

- The VEBA Committee has not met since the last Benefits Committee meeting.

Budget Leadership Team (BLT) Updates:

Gene Henley

- Gene could not make today's meeting, but Shawn Berman reported that the Changing World Campaign 2020 has met its goal and is coming to an end. A new campaign will begin soon and is asking the BLT for \$4400,000 for startup costs.
- Shawn also reported that the Women's Resource Center has requested \$32,000 to help with additional duties that have been passed onto the Women's Resource Center.



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Retiree Association Update:

Leslie Jones Easom

- Leslie reported that the Retiree Association has been closely following the proposed ERB changes.
- The Association will be having a Holiday Party on December 16, 2018.

UNM Team Health Collaboration & Proposed Medical Plan Changes:

Joey Evans and Eric Weinstein, Aon Consulting

- Joey handed out a new, and revised, proposal from Aon Consulting, on managing future health costs.
- Joey gave an overview of the recent history of UNM benefits from July 1, 2005 to July 1, 2014, which offered plans from Lovelace Health Plan and United Health Care and, after 2008, Lovelace Health Plan and Presbyterian Health Plan. At the point of service there were three options: The Lobo Care Network, and individual carrier (Lovelace or Presbyterian), or, a choice of going outside of the Network. In 2014 Blue Cross/Blue Shield purchased the Lovelace Health Plan. An RFP was then issued, resulting in the creation of UNM Team Health along with BCBS and Presbyterian as medical plan options.
- Joey then explained the makeup of the health plan tiers, how they relate to UNM Team Health and an overview of the administrative side of the health plan. Discussion followed, including discussion of the high cost of co-pays for urgent care visits.
- In January 2019 Joey, Dorothy, Dr. Richards and Eric Weinstein will be making presentations to UNM's Executive Vice President's Cabinet, UNM's Staff Council Executive Committee and the Faculty Senate. The Board of Regents will be presented to in February.
- Eric then walked the committee through the various costs associated with the proposal by using the handout. The majority of UNM employees are on Blue Cross/Blue Shield. Eric also stated that the health plans will all go up 7% each year.
- Fran suggested continuing this discussion during the January 2019 Benefits meeting with an emphasis on the roll-out of the plan and the education of the employees about the plan. Joey stated that small presentations have already begun on campus and a mailing will go out to all UNM employees in March explaining the plan.
- **Other Business:**
None.
- **Next Meeting:**
January 8, 2018
3:30pm – 4:30pm
Herzstein Latin American Reading Room, Zimmerman Library

Adjourn: 5:10 pm