



**Faculty & Staff Benefits Committee**

**DRAFT 3**

**Minutes**

Tuesday January 8, 2019

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
Dorothy Anderson	Human Resources
Brooke Cholka	Research & Compliance
Joey Evans	Human Resources
Mark Maddaleni	Arts & Sciences
Dimiter Vassilev	Mathematics/Statistics
Marcia Sletten	Health Science Center
Codruta Soneru	Anesthesiology
Bonnie Leigh Reifsteck	Policy
Gene Henley	Public Administration
Erica Grong	IT
Shawn Berman	Anderson School
Leslie Jones Easom	UNM Retiree Association

*Excused:* Keeta Harnett Law Library

*Absent:* Trudi Flynn Payroll  
Manuel Martinez-Ramon Electrical Engineering

*Guests:*

*Minutes:* Dennis Dunn Office of University Secretary

**Meeting called to order @ 3:30pm.**

**Quorum was met.**

Fran began the meeting by welcoming Mark Maddaleni as the new co-chair. Then, new committee member Erica Grong was introduced to the committee and introductions were made around the table.

**Agenda:**

- Approved.



## Faculty & Staff Benefits Committee

### Minutes:

- The November 13, 2018 minutes, along with the December 11, 2018 minutes, will be approved at the February 12, 2019 meeting.

### Human Resources Updates

#### UNM Team Health Collaboration & Proposed Medical Plan Changes

##### *(Continuing Discussion):*

*Dorothy Anderson & Joey Evans*

- Joey and Dorothy will be presenting the proposed changes to the Staff Council this Friday January 11, 2019.
- Dorothy will be meeting with Dr. Mike Richards (Health Sciences Center) prior to her Friday meeting with the Staff Council to review the changes.
- A date still needs to be set for presenting the changes to the Faculty Senate.
- These proposals will be presented to the Regents at the February 5, 2019 Finance & Facilities Committee meeting.
- Assuming that the changes are approved, they will go into effect on July 1, 2019.

#### Education Retirement Board (ERB) Changes:

*Joey Evans*

- The ERB is planning on presenting nine changes to the Legislature in January 2019.
- Joey has received Senate Bill #14 for review, which reflects the changes the ERB is proposing.
  - There were concerns/confusion regarding the tiered multiplier calculation. Additional clarification will be sought during review of the bill.
- The changes will affect new members to the ERB beginning July 1, 2019.
- Information on these, and other issues, can be found on the Government and Community Relations website: <https://govrel.unm.edu/>.  
The ERB website can be found at: <http://www.nmerb.org/>

#### RFP for Life and Disability Insurance:

*Joey Evans*

- The process is now down to the finalist stage. The finalist interviews were held all day Monday January 7, 2019.
- Recommendations on who will be awarded the RFP will be announced in February 2019.
- Coverage for employees will remain the same even with a change of provider.

#### Other HR Issues:

*Joey Evans*

- None, though Joey emphasized that Human Resources is constantly looking at better ways of delivering services to UNM employees.

#### Policy Changes:



## Faculty & Staff Benefits Committee

*Bonnie Leigh Reifsteck*

- Bonnie reported that on December 5, 2019 President Stokes approved the minor revisions to the Moving Expenses Policy. Moving expenses are now considered taxable income.
- The nine policies that were sent out for comment this fall are currently submitted for endorsement and approval.
- Paid Parental Leave – UNM is looking into how other institutions address the issue of paid parental leave. The Policy Office has received many phone calls relating to this issue. Discussion on this issue followed.
- Freedom of Expression & Dissent Policy – This policy has not been revised since 2002. The Policy Office is in contact with the Office of University Counsel regarding updating this policy.

### **VEBA Committee:**

*Fran Wilkinson*

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

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

*Gene Henley*

- Gene reported that enrollment numbers for Spring 2019 are down more than was originally projected. Gene sits on the Re-Design Committee and they are looking at ways to increase enrollment.
- The next BLT meeting is scheduled for January 17, 2019 in the Roberts Room, Scholes Hall.

### **Retiree Association Update:**

*Leslie Jones Easom*

- Leslie reported that the Retiree Association has been closely following the proposed ERB changes that Joey Evans outlined earlier in the meeting.

### **Other Business:**

- Gene Henley raised the issue of pay raises for faculty and staff. Dorothy responded that this issue was brought up in this morning's Board of Regents meeting and Regent President Doughty stated that pay raises are a high priority.

### **Next Meeting:**

February 12, 2019

3:30pm – 4:30pm

Herzstein Latin American Reading Room, Zimmerman Library

- The meeting schedule for the Spring 2019 semester has been sent out to committee members. An issue exists regarding the May 14, 2019 meeting, which will take place a week after finals and commencement. At the next Benefits Committee meeting Fran would like to discuss with all faculty member in attendance if they will be on campus the week after commencement or if the May meeting should be moved up to May 7, 2019.

**Adjourn: 4:30 pm**