



## Faculty & Staff Benefits Committee

### Minutes

Tuesday June 11, 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
Mark Maddaleni	Arts & Sciences
Joey Evans	Human Resources
Leslie Jones Easom	UNM Retiree Association
Marcia Sletten	Health Science Center
Bonnie Leigh Reifsteck	Policy
Gene Henley	Public Administration
Shawn Berman	Anderson School

### *Excused:*

Manuel Martinez-Ramon	Electrical Engineering
Erica Grong	IT
Dimiter Vassilev	Mathematics/Statistics

### *Absent:*

Trudi Flynn	Payroll
Codruta Soneru	Anesthesiology
Keeta Harnett	Law Library
Donna Smith	Retiree Association
Dorothy Anderson	Human Resource

### *Guests:*

### *Minutes:*

Dennis Dunn	Office of University Secretary
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**Meeting called to order @ 3:30pm.**

**Quorum was not met.**

### **Agenda:**

- Quorum was not met so the Agenda was approved by affirmation.

### **Minutes:**

- Quorum was not met so the April 9, 2019 minutes, and the May 14, 2019 minutes, will be approved at the July 9, 2019 meeting.

### **Dennis' Retirement:**



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- Dennis is retiring from UNM on June 28, 2019 and will no longer be available to prepare the committee meeting minutes.
- At this time a replacement for Dennis has not been hired so the committee will be responsible for their own minutes. Fran stated that volunteers will be found to take the minutes at future meetings.

### **New Members:**

- Certain committee memberships will expire over the summer. Presently Faculty Senate President Elect Finnie Coleman is working on finding replacements for these members who are leaving.

### **Human Resources Updates**

#### **UNM LoboHealth Subcommittee:**

*Joey Evans*

- Joey stated that the UNM LoboHealth Subcommittee will begin meeting in August 2019. These meetings will be bi-weekly. They will meet for the next couple of years.
- The membership of this committee will consist of:
  - Joey Evans, *UNM Benefits*, Brenda da la Pena, *UNM Benefits*, Dr. Jami Frost, *UNM Team Health*, Dr. Rob McClean, *SRMC Medical Director*, Dr. Aaron Jacobs, *UNM Population Health Associate Medical Director*, Jill Klar, *CEO UNMMG*, James Bloom, *Blue Cross/Blue Shield*, and, James Dicky/ Eric Weinstein, *Aon Consulting*.
  - Joey is also seeking a member from the Faculty Senate Benefits Committee. Perhaps two members. One from faculty and one from staff.
- Joey presented an update on how Open Enrollment is progressing and discussion followed.

#### **ERB vs. ARP Eligibility:**

*Joey Evans*

- Joey updated the committee on ERB vs. ARP eligibility at the last Benefits meeting.
- The ARP was created in 1991 to recruit for hard to fill positions at UNM.

#### **Other Issues:**

*Joey Evans*

- Moving forward with the change in the FSA Plan. This will be communicated in August 2019.
- Human Resources (HR) is working on how to bring together the various Well Being opportunities, like Financial Wellness, Employee Wellness and HSC Wellness for employees. On September 11 & 12, 2019, HR will host a Well Being Event that will have seminars on the different Wellness areas HR covers. Vendors will also be there to give presentations.



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### Policy Changes:

*Bonnie Leigh Reifsteck*

- A special public comment period occurred on May 29, 2019, for policies 3410 Sick Leave and 3415 Leave with Pay. There were over seventy responses.
  - Policy 3410 Sick Leave: Expanded the definition of immediate family based on a New Mexico Senate Bill.
  - Policy 3415 Leave with Pay: Added paid parental leave for staff.
- President Stokes approves, and these two policies will be announced soon.
- There will be minor revisions to the Education Benefit Policy to clarify when funds can be paid to 3<sup>rd</sup> party institutions.
- Bonnie Leigh announced that she is resigning from UNM and taking a position at a school in Albuquerque. Her last day will be June 21, 2019.

### VEBA Committee Meeting:

*Fran Wilkinson*

- The VEBA Committee has not met since last month.

### Budget Leadership Team (BLT) Updates:

*Gene Henley*

- The BLT has not met since last month.

### Retiree Association Update:

*Leslie Jones Easom*

- President Stokes hosted a reception for new retirees. The new retirees have mentioned that they have concerns about VEBA and that contributions are only going to UNM.
- The Retiree Association had their annual meeting, with Lenny Kravitz as their speaker.
- The Strategic Planning Meeting will be held on Friday June 14, 2019.
- Steve Borbas' term as UNM Retiree Association president ends June 30, 2019. Bev Kloppel is the incoming president.

### Other Business:

- Joey reported on ERB changes concerning the Return to Work rules. There are currently 390 retired employees currently working under the Return to Work rules.
- The Return to Work rules have a sunset clause that takes effect December 31, 2021. To continue working retired employees will need to fill out a Return to Work application.
- 230, of the 390, have already turned in their Return to Work application. Without a Return to Work application the working retirees will have their pensions suspended.
- Joey will be meeting with Payroll to formulate plans on how to reach out to the remaining working retirees.
- Policy 123: Joey reported on how an employee can sell back sick leave upon retirement. This policy will not go into effect until 2020. This does not affect Annual Leave.

### Next Meeting:



## **Faculty & Staff Benefits Committee**

July 9, 2019

3:30pm – 4:30pm

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**Adjourn: 4:40 pm**