**Minutes**

Tuesday, September 10, 2019

3:30PM to 4:30PM

Room B48, Zimmerman Library

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

Fran Wilkinson FSBC Co-Chair; University Libraries & Learning Sciences

Mark Maddaleni FSBC Co-Chair; Arts & Sciences

Leslie Jones Easom UNM Retiree Association

Joey Evans Human Resources

Gene Henley Public Administration

Shawn Berman Anderson School

Scott Sanchez Emergency Medicine

Dimiter Vassilev Mathematics/Statistics

Trudi Flynn Payroll

***Excused:***

Erica Grong IT

Marcia Sletten Health Science Center

Anil Shetty Plastic Surgery

***Absent:***

Manuel Martinez-Ramon Electrical Engineering

Dorothy Anderson Human Resource

Theresa Ramos Faculty Contracts

***Guests:***

Charlie Steen (Academic Council Chair; conducting the election)

Ryan Gregg Staff Council President

***Minutes:*** Felisha Martinez Office of University Secretary

**Meeting called to order @ 3:33 PM.**

**Quorum was met.**

**Agenda:**

* Quorum met. Agenda for September 10, 2019 approved by unanimous vote.

**Minutes:**

* Quorum met. Minutes for August 13, 2019 were approved by unanimous vote with amendments to be made regarding minor grammatical and spelling errors.

**Elections:**

Co-chair Fran Wilkinson reported elections will be held in person at the request of Faculty Senate President Coleman. She introduced Charlie Steen, Academic Council chair, who would be conducting the election. Co-chair Wilkinson stated that only voting members of the FSBC will be asked to vote. Dr. Sheen dispersed ballots, they were collected and counted. Dr. Steen reported votes were unanimous for Fran Wilkinson and Mark Maddaleni as co-chairs and Gene Henley as representative for Budget Leadership Team.

**Review FSBC Charge and Expectations:**

Dr. Wilkinson stated the charge for FSBC was last revised in August 30, 2011 by Faculty Senate. She reviewed the charge with the committee. Committee member requested clarification on what constitutes an excused absence. Dr. Wilkinson stated an excused absence requires that the committee member inform co-chairs of absence as soon as reasonably possible prior to the absence. She reported that the FSBC’s practice has been (although it in not written in policy) that should a person have more than two consecutive unexcused absences or numerous non-consecutive unexcused absences she and co-chair Maddaleni will reach out to that member to discuss their continued participation in the committee and contact either the Faculty Senate President or the Staff Council President (as appropriate) to appoint a new member to the FSBC who can participate. Dr. Wilkinson stated Faculty Senate President Coleman requested a review of the charge. One concern was that several previous (spring and early summer) meetings did not meet quorum. She asked if the committee was interested in possibly increasing committee membership from five to six faculty and staff respectively. The FSBC felt that increasing committee membership would not mean more member participation; thus, no change was recommended at this time. Dr. Shawn Berman asked how the faculty vote regarding unionization would affect the committee charge. Dr. Wilkinson stated at this time it is unknown how this will affect structure.

**Staff Council President**

Co-chair Wilkinson stated Staff Council President Ryan Gregg would be joining the meeting later and if he was unable to attend, he would be added to the agenda for the next meeting.

**Human Resources Updates**

*Joey Evans*

* Mr. Evans provided a 3-page document framing the context regarding last month’s committee meeting discussion on the possibility of adding a 4th tier. He reported the document was a breakdown of the detailed data requested by the committee. Discussion ensued regarding the data. Mr. Evans stated he has asked the Office of University Council for more information regarding the statute that does not allow UNM to contribute less than 60 percent toward employee insurance premiums. He hopes to have a definitive answer by the next meeting. Leslie Easom reported on how retirees are affected by tiers and asked about how thresholds were initially established. Discussion then ensued regarding VEBA and retiree contributions. Staff Council President Ryan Gregg entered the meeting and became immediately involved in the discussion. He reported the recent town hall meeting was intended to be staff focused; however, it shifted to become an employee town hall meeting (that included faculty as well). It was reported there have been questions regarding changes to tiers and possibly adding a 4th tier. Mr. Gregg stated he has no desire to work towards this issue separate from FSBC and he asks that the committee investigate the feasibility of adding a 4th tier. It was discussed how adding a 4th tier may not be beneficial to employees, if it is even possible. Mr. Gregg then stated it would be helpful to work with Dr. Coleman on communicating to employees as to why adding an additional tier would not be feasible IF that turns out to be the case. Mr. Gregg reported finding a solution on how to address the issue (of people moving to the next tier and thus paying more in insurance premiums which in some cases causes them to take home less than before their salary increase that bumped them in to the next tier) by creating a central pool for these individuals that would offset it. Mr. Maddaleni stated he knows of two employees who had to decline raises so it would not affect their take home pay. Ms. Easom stated it may work to keep three tiers; however, look at median salary year-to-year and how they were set. Mr. Gregg stated UNM mirrors the state in terms of tiers. It was suggested that as salaries increase there should be a change to the tier’s distribution. Ideas were proposed for changes in tier (e.g., possibly raise the $50K tier to $70K or some other amount). A question was raised about how well is UNM negotiating premiums. They are using the RFP process and following best practices.
* Mr. Evans reported ERB stake holders are having conversations again about the retirement plan’s solvency. He stated he will have more information in October. Mr. Evans said the goal is to have pension fund to 100% in upcoming decades.

**Policy Changes**

* Nothing for comment.

**VEBA Committee Meeting**

*Fran Wilkinson*

* Co-chair Fran Wilkinson had to depart the meeting prior to this item, so Mr. Gene Henley (who is also a VEBA Committee member) gave the report. He reported quarterly’s have occurred in recent weeks. He stated reserves are building at good rate and good year to year to growth so far. Mr. Henley stated currently there are two appeals in which HR is making determinations. He reported from there appeals go to the committee and from there recommendations will be made to the board.

**Budget Leadership Team (BLT) Meeting**

*Gene Henley*

* Mr. Henley and Dr.Shawn Berman (also a BLT member) stated that BLT is continually working towards solving budget crisis and having financial recommendations this fall. A five-year financial plan (due November 1st) is in progress of being prepared by each of the colleges and branch campus’s to inform next steps.

**Retiree Association**

*Leslie Jones Easom*

* Ms. Easom reported her concerns were discussed in conversation with Mr. Evans during his report. She stated there was a conversation with an AARP representative. She stated it would be beneficial to create bulletins to address issues and inform those affected by changes. Ms. Easom stated if post-retirement benefits are not addressed, they go away. Mr. Gregg stated people view how they are valuable based on their compensation. He reported the goal should be to look at creative solution, identify problem and simple solutions. Mr. Gregg also stated it would be helpful to discuss moving the probationary period for employees to reflect the following: three months to six months for transfers and six months to one year for new employees. Mr. Gregg stated this would help the turnover rate. It was reported this could be added to agenda for discussion during next meeting.

**Other Business:**

* None.

**Next Meeting:**

October 8, 2019

3:30 PM

Zimmerman Library, Room B-48 (basement level)

**Adjourn: 5:12PM**