



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, June 9, 2020

3:30PM to 5:00 PM

Via zoom

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
Shawn Berman	Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Scott Sanchez	Emergency Medicine
Trudi Flynn	Payroll
Marcia Sletten	Health Science Center
Elizabeth Elia	School of Law
Jodi Perry	College of Pharmacy
Sidney Mason-Coon	Business and Finance

Excused:

Dimiter Vassilev	Mathematics/Statistics
Gene Henley	Public Administration

Absent:

Theresa Ramos	Faculty Contracts
Anil Shetty	Plastic Surgery
Dorothy Anderson	Human Resources

Guests:

N/A

Minutes:

Felisha Martinez	Office of University Secretary
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Meeting called to order @ 3:32 PM.

Agenda:

Quorum was met. Motion to approve agenda for 6/9/20 made and seconded. Approved by unanimous decision.

Minutes:

Quorum was met. Motion to approve meeting minutes for 5/12/20 made and seconded. Approved by unanimous decision.

UNM Lobo Health Strategy

Fran Wilkinson and Joey Evans

Dr. Wilkinson and Mr. Joey Evans reported on behalf of Mr. Mark Maddaleni who would be joining the meeting later. Dr. Wilkinson stated the group would be meeting once a month rather than every two



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weeks. Mr. Evans reported there is significant work to be done in regard to exiting data that will allow population health to do their work.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Fran Wilkinson

No updated report as the group has not met since previous FSBC meeting.

Budget Leadership Team (BLT) Meeting

Fran Wilkinson

Mr. Gene Henley was not present for meeting. Dr. Wilkinson reported on Mr. Henley's behalf stating there are no updates as BLT have not met since previous meeting. She stated June 18, 2020 is set for special legislative session. Dr. Berman stated best case scenarios have been discussed.

Retiree Association

Leslie Easom

Dr. Easom reported as of July 1, 2020 the retiree association will go into new presidency with Kevin Malloy. She stated they are planning the annual meeting and will have the Provost speak on reopening the university. Dr. Easom did ask question to HR regarding long term care insurance and a 7% increase. Mr. Evans reported retirees have been paying full premium since 2016. Dr. Easom stated a retiree contacted her and she relayed information presented at FSBC meeting last year. Mr. Evans stated because long term care is an insured policy, before an increase in premiums are applied it must be approved by the superintendent of insurance which indicates increase has gone through the approval process. He reported information can be taken to HR with any concerns.

Other Business

Mr. Joey Evans and Ms. Sidney Mason-Coon

Mr. Evans covered information presented last month on change to expansion of eligibility for disabled dependents on insurance plans. He reported the dependent would need to be on the UNM plan prior to turning 26 years of age in order to continue coverage thereafter. He stated a letter would go out to inform everyone of this change. Mr. Evans also reported language on leave without pay was revised to provide more specific details regarding current policy. Ms. Sidney Mason-Coon stated this change will be routed for approval rather than 30-day comment as they are minor administrative changes. She also wanted to provide clarification on flexible spending accounts, which included a change to fiscal year rather than calendar year.

Human Resources

Joey Evans

Mr. Evans said for the last 2 years HR has been trying to make changes to the voluntary 403B retirement plans. The changes were to restate the arguments which is now completed and ready to settle into a normal 6-year restatement cycle. He said they had been working towards reducing fund lineups as too many choices resulted in people delaying on making said choice. Mr. Evans said if people want to continue investing in a fund rather than going with core fund lineups, Fidelity will help them sell their current shares and repurchase them in the brokerage link. This will help prevent disruption and puts UNM at a lower cost in shares, which reduces fees for participants.

Mr. Evans discussed onsite preventive health program as stated in agenda. Mr. Evans said this program is meant to provide preventative screening. He reported this would be cancelled this year as the program would need to be in place from July to October. Mr. Evans said providers cannot be onsite at this time and have other health care needs present due to current COVID-19 pandemic. He said it could be possible to postpone the program until early 2021, however will have to see how events unfold in upcoming months. Mr. Evans went on to discuss some other concerns for the program related budget uncertainty with health



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plan increases each year. He reported there have been a few years in a row where reserves have been used to account for fluctuations. To ensure the university is meeting requirements for the regents' policy for IB&R and plans fluctuation reserve, the university would like to be above the 95% confidence level for plans fluctuation. Mr. Evans said the preventative health program costs \$600,000-\$700,000 a year and there is some concern of where this will put the university on the confidence level. He said they are looking to find a replacement in order to provide incentive for the primary care relationship since the preventative health program cannot go on for this year.

Next Meeting:

July 14, 2020

3:30 PM

Via Zoom

Adjourn: 4:00 PM