



## Faculty and Staff Benefits Committee

**Final**

### Minutes

Tuesday, September 8, 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; Office of Sponsored Projects
Shawn Berman	Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Gene Henley	Public Administration
Scott Sanchez	Alumni Relations
Trudi Flynn	Payroll
Marcia Sletten	Health Science Center
Elizabeth Elia	School of Law
Jodi Perry	College of Pharmacy
Sidney Mason-Coon	Business and Finance
Dimiter Vassilev	Mathematics/Statistics

***Excused:***

***Absent:***

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

***Guests:***

N/A

***Minutes:***

Felisha Martinez

Office of University Secretary

**Meeting called to order @ 3:32 PM.**

**Agenda:**

Quorum was met. Motion to approve agenda for 9/8/20 made and seconded. Approved by unanimous decision.

**Minutes:**

Quorum was met. Motion to approve meeting minutes for 7/14/20 made and seconded. Approved by unanimous decision. FSBC did not have meeting minutes for the month of August as meeting was cancelled.

**UNM Lobo Health Strategy**

*Fran Wilkinson and Mark Maddaleni*

Mr. Maddaleni stated the most recent meeting was two weeks prior and that the focus was improving care management and cost savings. There was a presentation on telemedicine, as the growth of telemedicine use has increased due to current pandemic. He reported New Mexico has stringent rules regarding



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telehealth which had previously kept telehealth adoption from progressing quickly in New Mexico. During the pandemic these restrictions have been eased/suspended which has helped improve telehealth access for individuals since March. Mr. Maddaleni stated the group is moving forward and meeting on monthly basis. Mr. Evans reported telehealth complexities around billing and regulations have been temporarily relaxed by federal government due to the pandemic. Currently, there is no distinction between telehealth and face-to-face billing. Some questions were raised by the Lobo Health group regarding incentives for telemedicine use in the future. Are there potential disparities for those who do not have resources? Would it be appropriate to lower co-pays for telehealth? This may cause issues for the plan design. Mr. Evans stated it would be further examined.

### **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Fran Wilkinson*

Dr. Wilkinson did not have an updated report as the group has not met since previous FSBC meeting.

### **Budget Leadership Team (BLT) Meeting**

*Gene Henley*

Mr. Henley reported the university budget has been cut by 7.1 % (\$21 million) for academic affairs, which is well distributed between the schools. He stated 7.34 % would be coming out of central academic units. There was a 9.5% (\$6.7 million) cut to finance and 9.8% cut (\$1.2 million) in the university president's office. A 5% cut is expected for next legislative session. Mr. Henley reported departments are finding ways of dealing with cuts as they are permanent cuts. There have been reductions in staff and programs. He stated that the BLT will be meeting more frequently to address the upcoming cuts and dealing with current financial realities. Mr. Henley reported on the voluntary retirement option, put in place to help address short-term and long-term costs. Faculty and staff received letters for early retirement option. Mr. Evans reported 400 staff and 237 faculty were contacted. Mr. Henley reported there were a variety of scenarios presented which included 25% of faculty and staff taking advantage of the retirement option. This would result in \$3 million of recurring savings. If 10% of the eligible faculty and 15% of eligible staff take advantage of incentive option, there will be a \$1.5 million of recurring savings. He said he is not sure at this time if positions will be refilled or eliminated.

Mr. Henley reported on enrollment projections for fall 2020. It was reported that 100 new students indicated that UNM was not their first choice as out of state may have been their first option. The BLT is unsure if students will default to their preferred institution when current pandemic resolves. Mr. Henley stated that student fees are impacted by enrollment. There was a significant cut in fees of 18% and the this is with the university using one-time monies from contingency fund. Mr. Henley said there has been a 75% reduction in foot traffic on campus. The minimal presence of individuals on campus has mitigated outbreaks in comparison to other institutions. One committee member did ask if the university will be addressing infrastructure issues in the near future. Mr. Henley stated the university is behind on infrastructure changes, but this calendar year priority is for staff and faculty support.

### **Retiree Association**

*Leslie Easom*

Dr. Easom had questions regarding open enrollment for 65 plus Medicare plans. Mr. Evans reported HR is working on this. BCBS advantage premiums are decreasing, Presbyterian is staying flat, Humana is flat or decreasing and Aetna is increasing by \$3 a month. Information on supplement plans is pending as they are filing with each state department of insurance. Mr. Evans said that these plans are not expected to increase. Dr. Easom also inquired about vendor fairs. Mr. Evans said that as of last week, it had been recommended there be multiple options, as an in-person event is not possible at this time. Mr. Evans said HR has been working with Medicare plan account managers to see what ability they must conduct call ins. He is hoping a zoom meeting can also take place. Technology may be an issue for some individuals, which is the reason for multiple fair options. Mr. Evans reported that the plan design is not changing. He stated if a retiree is 65 years old as of 1/1/20 they are eligible for plan F. Plan N is very close to plan F,



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but the individual pays for part B deduction, which is \$134 a year. This is a sliding scale based on income. Annual gross income for two years prior to retirement is the following.

- \$87K or less: \$144.60
- \$87K-\$109K: \$202.40
- \$109K-\$136K: \$289.20

The cost on plan F or G depends on if you meet deductible.

Dr. Easom stated that a retiree had TIAA account trades issues with roll overs. She reported that the individual had difficulty resolving the issue which resulted in a financial loss for them. Mr. Evans said he is unsure what the specifics of this case would be that resulted in a financial loss. He stated he would look into it and report to committee for general knowledge.

### Human Resources

*Joey Evans*

Mr. Evans reported no one has declined enrollment in SAVON program. Currently there are 103 total participants, 13 of which are non-responsive. He stated letters have been sent and phone calls have been made to reach out to non-responsive individuals. The next step will be to make contact when they try to fill their next prescription. Mr. Evans said at this time there are three inactive individuals, whom either dropped coverage or left the university. He stated HR is still trying to recruit more participants.

Mr. Evans went on to discuss the retirement incentive. He reported that the option is to available to main campus and branch campus employees. This includes tenured faculty, lecture track faculty and staff, however, does not include those funded by external resources. It only impacts I&G money. The initiative amount is based on an individual's base salary and does not include supplemental administrative components. Timeframes for retirement are by December 31<sup>st</sup> for faculty and January 1<sup>st</sup> for staff. HR obtained Information from ERB to find individuals who meet the retirement eligibility dates. Each tier has their own rules for retirement deadlines. Mr. Evans stated those who are interested in the incentive need to respond by October 31<sup>st</sup>. It was highly recommended that individuals must report back as soon as possible in order to meet deadlines for Medicare application, to set up retirement applications, request an ERB audited estimate, etc. A voluntary separation agreement is due by November 24<sup>th</sup> for staff and November 30<sup>th</sup> for faculty. At this time, 73 people have expressed interest in retirement incentive. Mr. Evans reported that there is a confirmation of employment information to ensure that an individual can retire. One committee member reported there has been concern from faculty regarding deadline of retirement. Twelve-month faculty can retire at any time while 9-month faculty can only retire on January or July 1<sup>st</sup>. There was further discussion regarding the approval process behind retirement policy.

Mr. Evans reported on the tuition remission policy as Mr. Maddaleni had pointed out that there has been some concern regarding the policy with respect to residency requirements. Mr. Evans stated the university covers resident tuition. However, there has been issues with gaining residency or determining who is considered a resident. He reported this is overseen by the Higher Education Department. Mr. Evans stated that institutions can waive non-resident tuition requirement for six credit hours or less, although the decision was made ten years to not do this at UNM by Admissions Office. One committee member stated that some individuals have been with the university for significant amount of time but, do not qualify for resident tuition. The committee concluded there should be some further examination of this issue to find a way to rectify it. The committee has decided to carry on the discussion of this topic in upcoming meeting.

### **Next Meeting:**

October 13, 2020



3:30 PM  
Via Zoom

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**Adjourn: 4:38 PM**