



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, November 10, 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
Shawn Berman	Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Gene Henley	Public Administration
Scott Sanchez	Alumni Relations
Marcia Sletten	Health Science Center
Sidney Mason-Coon	Business and Finance
Dimiter Vassilev	Mathematics/Statistics
Jodi Perry	College of Pharmacy
Elizabeth Elia	School of Law

Excused:

Absent:

Trudi Flynn	Payroll
Theresa Ramos	Faculty Contracts
Anil Shetty	Plastic Surgery
Dorothy Anderson	Human Resources
Nancy Shane	Staff Council President

Guests:

N/A

Minutes:

Felisha Martinez

Office of University Secretary

Meeting called to order @ 3:32 PM.

Quorum was met

Agenda:

Motion to approve agenda for 11/11/20 made and seconded. Approved by unanimous decision.

Minutes:

The committee discussed a change be made to the October 2020 meeting minutes to include clarification of the health care reserves presentation. The committee provided suggestions of how to phrase said changes and decided to move the approval of the October minutes to November 2020 meeting.

Election of Co-Chairs

Fran Wilkinson

A survey has been disbursed via email to the committee in order to vote for FSBC staff and faculty co-chairs. Majority of voting members, 11 individuals in total, will determine who is elected. Dr. Wilkinson



Faculty and Staff Benefits Committee

will remain on the committee until December 31, 2020. She reported both nominees have been on the committee for more than one year, however all meeting minutes are posted online for review if needed.

Lobo Health Strategies Working Group

Fran Wilkinson

There was not an updated report as the group has not met since previous FSBC meeting, however, will be meeting before FSBC meeting on December 4, 2020. Dr. Wilkinson stated Jodi Perry will be replacing Mark Maddaleni on the working group as he has since left the university in October 2020.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Fran Wilkinson

There was not an updated report as the group has not met since previous FSBC meeting. Dr. Wilkinson reported someone on the FSBC will be replacing her as VEBA representative. This is a presidential appointee and the chair has been notified that Dr. Wilkinson is retiring by January 2021. Dr. Wilkinson stated the review of VEBA policies will continue. Mr. Evans reported the review has been placed on hold at this time, however, will be completed by 2021.

Budget Leadership Team (BLT) Meeting

Gene Henley

Mr. Henley reported BLT met last week and a presentation was done on the comprehensive capital plan. He explained that the presentation lays out the process on for capital improvement/expenditures from begin to end. Mr. Henley said there was focus on how to differentiate between capital and maintenance projects. He reported the university is introducing the group to larger components of the budget to better understand how money is spent and how to better build a budget for the next 5 years. Mr. Henley stated the tuition and fee schedule is not easily interpreted by those outside of the university and BLT is interested in simplifying this. Enrollment Management presented on the current schedule and explained the structure. He said the Tuition and Fee Committee will work on revising the tuition and fee schedule in the next year to make it more comprehensive.

Policy Office

Sidney Mason-Coon

It was reported that Mr. Evans discussed the definition for immediate family member with Dorothy Anderson regarding Policy 3515 Leave with Pay, specifically related to bereavement. Ms. Mason-Coon stated the bereavement policy differs from the sick leave policy's definition. She said they are looking to expand the definition to include great grandchildren, great grandparents, aunts, uncles, nieces, nephews and anyone living in the household. Ms. Mason-Coon reported this is how immediate family member is defined in the sick leave policy.

Retiree Association

Leslie Easom

Dr. Easom reported the 65+ open enrollment took place. Mr. Evans stated there were a few people who attended the virtual meetings. He stated they were fortunate that the Medicare retirees' premiums stayed flat or declined. Mr. Evans stated he felt things have gone well and has not received any negative feedback about open enrollment. Dr. Easom reported the Retiree Association is following the ERB and comparison to PERA. She stated that this legislative committee is busy at the present time.

Human Resources

Joey Evans

Mr. Evans reported on the voluntary retirement incentive option. He stated there have been 176 total employees submit interest in the incentive option, which include 141 staff and 35 faculty. Mr. Evans stated 151 have moved forward with the process. There are various reasons as to why others did not.



Faculty and Staff Benefits Committee

Some individuals pulled out as they could not retire due to pension, others did not qualify, etc. Mr. Evans said some requests are still in review. He reported 135 are slated for retirement in December 31, 2020 and January 31, 2021. He stated three to four employees usually process retirement, however at this time have had eight employees in total assisting. One committee member raised the question of the opportunity to have a better retirement deal in the future. They reported on a retirement incentive in the past in which some individuals did not get as good as a retirement deal as those after them. Mr. Evans stated at this time he does not see staff and faculty getting a better deal as the university would like as many people as possible to take advantage of this option.

Mr. Evans went on to report the main event flu shot clinic. He stated 1296 vaccinations were given in a course of two days, 738 of which were students. Mr. Evans said they will be hosting another clinic at Lobo Village and Rainforest. These clinics are meant to assist with the upcoming “twindemic” that includes flu season and COVID. One committee member asked if there was any program in place to provide PPE such as masks to students and employees. Dr. Wilkinson stated many people are opting to bring their own masks. She reported Safety and Risk Services are providing low cost masks available to faculty. Mr. Evans said the goal was to keep employees at home as much as possible. He said the KN95 masks are being saved for health care workers encountering patients. Most people are providing their own. One committee member reported some graduate students are having to teach classes and are not provided with PPE. Dr. Easom stated her best advice is to use surgical masks inside homemade masks, as people are using homemade masks. She reported providing masks is difficult due to supply. Dr. Wilkinson reported she would bring this to the attention of her committees to see if it would be possible to supply students PPE.

Next Meeting:

December 15, 2020

3:30 PM

Via Zoom

Adjourn: 4:30 PM