



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, January 12, 2020

3:30PM to 5:00 PM

Via zoom

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

Shawn Berman	FSBC Co-Chair; Anderson School
Leslie Easom	UNM Retiree Association
Joey Evans	Human Resources
Elizabeth Elia	School of Law
Trudi Flynn	Payroll
Grace Faustino	Office of the Vice President for Research
Gene Henley	Public Administration
Sidney Mason-Coon	Business and Finance
Jodi Perry	College of Pharmacy
Scott Sanchez	FSBC Co-Chair: Alumni Relations
Marcia Sletten	Health Science Center
Dimiter Vassilev	Mathematics/Statistics

Excused: N/A

Absent:

Dorothy Anderson	Human Resources
Nancy Shane	Staff Council President
Anil Shetty	Plastic Surgery

Guests:

N/A

Minutes: Felisha Martinez Office of University Secretary

Meeting called to order @ 3:35 PM.

Quorum was met

Agenda:

Mr. Scott Sanchez will initiate a discussion at the end of the meeting regarding FSBC long-term goals. This was added to the agenda. A motion to approve agenda for January 12, 2021, as amended, was made and seconded. The motion was approved by unanimous decision.

Minutes:

Dr. Shawn Berman reported a few changes were needed for the December 2020 meeting minutes. This included a title change for a co-chair, Scott Sanchez, and one grammatical error to the section regarding co-chair elections. Ms. Grace Faustino also reported a change was need regarding her department title. A motion to approve December 2020 meeting minutes, as amended, was made and seconded. Motion was approved by unanimous decision.

Lobo Health Strategy/Future Health Strategy

Dr. Shawn Berman and Jodi Perry



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There was not an updated report as the group has not met since previous FSBC meeting, however, one committee member did have a personal question regarding Lobo Health. They were wondering if the expanded network of doctors under Tier 1 allows for someone to obtain a physical and not be required to pay a co-pay. Mr. Evans said preventive health screening are covered, however, if anything else is discussed (i.e., specific health concerns) it could turn into a co-pay. The committee member stated during a routine physical, routine labs were run, and they were billed for an office visit. They were told a virtual visit is considered an office visit. They were working between BCBS as well as Optum to find a solution to the billing issue and they were advised to take the issue to the fraud department. Mr. Evans suggested they discuss this issue one-on-one to obtain dates of service, etc. He went on to explain the process of billing and how a credit could be added if someone is charged inappropriately.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Dr. Shawn Berman

There was not an updated report as the group has not met since previous FSBC meeting.

Budget Leadership Team (BLT) Meeting

Gene Henley

Mr. Henley stated two main items were discussed during the last BLT meeting. The first was related to the Tuition and Fee Committee recommendations. There was a recommendation of an increase to tuition rates for undergrads by 2.2%. A tuition increase of 5% is currently in effect for graduate level students, which is going on to its second year of the 3-year plan. The purpose of the tuition increase is to get tuition rates where the market is and use the increase in revenue towards faculty and staff compensation as well as other items. There have been no recommendations to increase student fees. The current reality of COVID has resulted in the recommendation the online course fee of \$100 be replaced with an across the board fee of \$50 each semester. This is related to student fees and not departmental fees (tuition differential). The Student Health and Counseling (SHAC) is wanting to implement a flat fee for all students and be taken out of the from the Student Fee Review Board (SFRB) process all together. This could be the trend for other departments in the future. The committee is working on simplifying language for various university websites, so students better understand what their tuition and fees are going towards.

BLT also focused on educating the group on the UNM debt model. University debt has been paid, since 2010, using refinancing. It was explained it is better to refinance for a lower interest rate rather than borrowing additional money. University savings have been put into the future budgets. The university's debt situation is good for now, however due to declining student enrollment; this will not cover ongoing debt service for student related items. Such debt is paid from student fees. A committee member asked if there will there be a change to the opportunity scholarship to compensate for tuition increases. Mr. Henley reported he was not sure, however will look into it.

Policy Office

Sidney Mason-Coon

There was not an updated report as the group has not met since previous FSBC meeting, however, is hoping to have updates for February meeting.

Retiree Association

Dr. Leslie Easom

There was not an updated report as the group has not met since previous FSBC meeting.

Human Resources

Joey Evans



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Mr. Evans reported IT is in the process of implementing a multi factor authentication (MFA) for retirees. This would allow them to access Lobo mail, their bursar account, etc. The University has used Microsoft and Duo, the two-factor authentication app. The University is looking to implement the MFA on February 11, 2021. HR is working on the communication process to inform retirees. The Bursar Office is adding the information on their bills to inform retirees of the MFA. The VP Office is providing support to the Retiree Association and directly to retirees. The MFA registration process is simple and easy to use in the app. The MFA can also be used to implement on all applications (i.e., Zoom). A committee member asked about the current methods of authentication. Mr. Evans said people can download the app or register and receive a phone call or text for the code for authentication. A committee member suggested the university provide training sessions, so retirees know how to use the MFA. Mr. Evans reported HR will work with IT and the plan is to have them work with retirees over the phone.

He went on to discuss the preliminary projections for FY22 employee premiums. It is likely that the University will be able to hold premiums flat. However, the University is still looking at the data. There was an ERB stakeholder meeting prior to winter break. There is a bill being pre-filed to increase employer contributions to 1% increase each year for next 4 years, for a total of 18.15%. Previous bills submitted had the ARP participants going into the ERB unfunded liability and not the ARP participant's fund. The University is looking at funding to cover 1% increase.

The return to work statute ends in 2021 and the clarification is coming from ERB legal counsel in order to find what this means. At this time, the return to work statute only applies to the requirement for an employee to sit out of employment for 1 year and return with full pension and salary or apply to what used to be known as return to work exceptions. This includes 0.25 or less, sitting out for 90 days and return with making less than 15K. The current statute is unclear, and HR is hoping to have clarification this week. The true return to work statute that requires an employee to sit out for 12 months, is not as impactful to the university. There are only 30-40 employees in this category, however those working 0.25 or less affects over 100 people.

A committee member had a question regarding expenditures for the health care plan. They were wondering if there was a decrease in utilization. Mr. Evans reported there was a reduced utilization in some areas while others were not affected as much. He stated there has been a migration to the University's Health System, which is a lower unit cost. Into FY22, the University will have pent up care and will see an increase in utilization. The University plans to work through the claims fluctuation reserve to make sure everything is even. HR is working with Aon to make this happen. The hope is to have individuals delay elective surgeries.

Mr. Evans went on to discuss the Life Steps program, which is an employee wellness program that partners with HSC wellness. It is a 16-week intensive program and has a long waitlist due to the one on one support provided during the program. Employees have heavily utilized the program, however, does not have the current number of participants. It is estimated around 100 people each year. The program did limit the number of participants per class. The University is hoping to have a program for the spring that includes a class for Main Campus and another for HSC. A committee member asked if HR will be able to hire more instructors to increase the number of participants. Mr. Evans reported they are hoping to work on this in the future, however, the university is not currently able to expand on the number of people due to resources. Instructors need to be certified to teach the Life Steps program. Although, the University can teach on other classes regarding lifestyle changes. Prior to COVID, the university had been looking into providing a hybrid model to increase the number of enrollments. The challenge of an in-person course is making it work for participants work schedules. They have received positive feedback regarding the online platform.



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A committee member asked a question about flex spending account (FSA) deadlines. They said the deadline is not listed on the app. Another committee member checked the website format and reported the final service date is 6/30/21 and final filing date is 12/2/21, as it is loaded by the fiscal year. Mr. Evans went on to discuss that the FSA is based on a plan year where expenses can be incurred. Dependent care has a grace period of 75 days after the end of the plan year. Medical expenses have a \$500 carry over from the prior plan year in perpetuity, if you remain a benefits eligible employee. The CARES Act has allowed for more flexibility during this plan year. The recent stimulus package may have some additional changes that will need to be sifted through.

A committee member asked about parking and fees and why they continue to incur despite most people working remotely. Mr. Henley stated the university still must pay for buses and equipment as well as their staff salaries. A committee member reported other universities have been using different parking fee structures due to alternative hybrid models currently being used. Another committee member stated there was talk of suspending parking passes, however people fear of losing their current passes since waitlists are long. It was suggested some accommodations should be considered for those who are not on campus.

Other Business

Scott Sanchez

Mr. Sanchez initiated the conversation regarding long-term goals of FSBC. He asked the question, what does FSBC look like long term when the union produces a Collective Bargaining Agreement (CBA) and signs on with the University? By statute, will they be the only unit to negotiate with the University regarding benefits? Mr. Evans stated HR has not heard of any benefits provisions that will be a part of that CBA. It was reported HSC could produce their own benefits committee since HSC faculty will not be part of the faculty union. The committee discussed some issues FSBC addresses is not just contract related. It would be good to address these issues that could be affected and work with university counsel as well as Dr. Finnie Coleman. Another committee member stated it would be good to include Barbara Rodriguez regarding the faculty union. It was suggested to expand the committee by having a representative from the union since the committee is faculty and staff. It was also suggested FSBC could create a one-page summary to provide to administration and the union representatives. The purpose of the summary would be to inform them what the committee does and how it functions.

Next Meeting:

February 9, 2021

3:30 PM

Via Zoom

Adjourn: 4:48 PM