



## Faculty and Staff Benefits Committee

**Final**

### Minutes

Tuesday, February 9, 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:***

Dubra Karnes-Padilla	Retiree Association Legislative Committee Co-Chair
Pamela Pyle	Business Council Chair; Music

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

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

**Quorum was met**

### **Agenda**

A motion to approve agenda for February 09, 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 January 12, 2021 meeting minutes. This included a change to a sentence to the BLT section to include the addition of fees along with tuition on page 2, paragraph 1. A motion to approve January 12, 2021 meeting minutes, as amended, was made and seconded. Motion was approved by unanimous decision.

### **Business Council**

*Professor Pamela Pyle*



## Faculty and Staff Benefits Committee

Faculty Senate Business Council chair Pamela Pyle spoke with the committee regarding the function of the Business Council. The council was created to work between committee chairs and the Faculty Senate President. Professor Pyle wanted to speak with the committee regarding Governmental Relations. She posed a few questions to the group. How can we help legislators see UNM as an intellectual resource? Can we create a database of expertise for legislators to refer to? How can we build relationships with those legislators? She gave the example of bill tracking and sending what she felt was important to the committee's work.

Professor Pyle provided the committee with Senate Bill's to review via email prior to the committee meeting. Senate Bill 42 is focused on increasing the educational retirement contribution. It proposes employee increases to the Education Retirement Fund. House Bill 37 is focused on the Paid Sick Leave Act while House Bill 38 is focused on the Paid Family Medical Leave Act. She asked for the committee's feedback regarding the bills. She said she is not sure what the committee can do about this, but the committee can have this on their radar. Mr. Sanchez said in the past, they have tried to work with Governmental Relations, so committee priorities are taken seriously. He felt feedback on the bills are fine but will work through Barbara Damron to provide the feedback. Professor Pyle said she would like to help with communication through her function as the Business Council chair. Mr. Henley stated there have not been any discussions through BLT of how the contribution will be funded since changes like this are usually not funded the first time around. Pension reform has been ongoing for the last 10 years and it is usually the second or third round that proposals are approved.

Ms. Karnes-Padilla said she attends the stakeholder meetings and was last called to a meeting in October 2020. This is an unfunded mandate. Higher education is a smaller stakeholder of ERB members (34.7% of stakeholders) compared to K-12 (63.8% of stakeholders). When funded the 1% in compensation, there is 52.8% of that 1% is covered by the State while the rest is an unfunded mandate. Mr. Evans said it is closer to 25% since the rest of funding comes from tuition as well as Instruction and General (I&G) funding. Ms. Karnes-Padilla said there is a chance that the increase in contributions will pass because it is an unfunded mandate. The University has been looking at this since 2013 due to the inflation rate and when changes were made for retirees. There has been a comparison of ERB to PERA (Public Employees Retirement Association), which can be found on the ERB website. The contributions of employees and employers for ERB does not compare to the contributions through PERA. It hurts UNM to have an unfunded mandate. The legislator only thinks of K-12 rather than higher education. Whether higher education use PERA or ERB has been confused, which has led the University having to educate legislators. Mr. Evans said after 4 years, there is a recurring cost increase of \$30 million after the 4% is fully phased in. The proposal approved by stakeholders, transfers from general funds based on membership so that it was not an employer's unfunded mandate. Dr. Berman said comments can be sent to Professor Pyle via email and the committee will continue to receive updates from BLT through Mr. Henley.

### **Lobo Health Strategy/Future Health Strategy**

*Dr. Shawn Berman and Jodi Perry*

Dr. Berman stated he attended his first Lobo Health Strategy meeting. He reported there has been a Tier 1 update. Hospitals that serve branch campuses will be included. Another topic discussed was the committee issue of priority access. UNM employees should get priority. It was reported the committee has not heard of any issues regarding priority access compared to previous years, but it is an issue they would still like to focus on. Mr. Evans said the Tier 1 expansion started July 1, 2020. He reported things have changed with COVID and the health system needs to quickly adjust to telemedicine and strategic plans to use telemedicine in the future. To what extent to do we feel employees are still a priority? Providing the right care at the right place and at the right time. Progress was made by tracking care and access, but COVID has caused a problem with this.



## **Faculty and Staff Benefits Committee**

A committee member discussed a personal experience regarding their child. There were issues with getting their child access to a specialist when they went from being a minor to a legal adult. The process of doing this was difficult and took 6 months to transition within the UNM hospital system. How hard would this be for someone outside of UNM? They said there were a lot of hoops to jump through. People who helped her said this is a problem within the UNM health system. Mr. Evans said this is something to get more details on to problem solve and get people in contact with the right individuals. It should not be that person has to call 20 other people and find their own way through the system. How can we make those challenges easier for employees and to the rest of the health system?

### **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. Dr. Berman did report the VEBA Committee has set a date/time to meet.

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

*Gene Henley*

Mr. Henley said BLT met on January 14<sup>th</sup> and 28<sup>th</sup>. They will now be meeting every two weeks. The main thing to report for this committee was health insurance for next year. There are no increases for employees, however there will be an 8.7% increase for students, which for the most part is paid by UNM (\$239,000 in total and an average of \$283 a student).

He then reported on the voluntary retirement incentive. Out of 690 population staff and faculty, 182 submitted interest and 116 accepted. This included 95 staff, 15 tenured faculty and 6 lecturers. This was a saving of \$7.6 million total salary, incentive cost of \$1.9 million and net of \$5.7 million over time. The bulk of people who retired were in management positions. Mr. Evans said there were more staff than faculty and the hope was for 25% of those eligible to take advantage of the incentive.

Proposals for the President's budget request have been made and the University is asking for more hearing officers and staff for compliance. This will cost \$250,000 and is a necessary cost. Athletics presented on their fee proposal. This was to address some student concerns and they are considering student requests. They are trying to go to the same model as IT by having a student population model. Student input is mitigated as the entire committee reviews concerns rather than BLT. They would like to create an advisory council. BLT is also bill tracking with Senate Bill 42.

### **Policy Office**

*Sidney Mason-Coon*

Ms. Mason-Coon said there was not an updated report related to benefits policy, however, did have policy related work to report on. The University has partnered with the Lobo Quality Improvement program from HSC. They had a full day process improvement session with 25 participants. They were working on how to streamline the policy process and make things more consistent. She used an intake form as an example. People can request new policies or changes to existing policies. The policy office is working on alignment of all policies such as UAP, Regents, Faculty Handbook and Pathfinder. She said she is working closely with the University Secretary, Nancy Middlebrook. The Policy Office is also trying to use technology to make the intake processes easier and more consistent, which she is also collaborating with IT. The Policy Office would like to have a standardized review and certification process every 3 years.

### **Retiree Association**

*Dr. Leslie Easom*

There was not an updated report as the group has not met since previous FSBC meeting. Primary focus is legislative with Dub is following.



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### Human Resources

*Joey Evans*

Through legislative session, the Paid Leave bill has circulated, House Bill 37 and 38. There is the competing House Bill 20 for Paid Sick Leave that excludes Federal and State definition of employer. The University has significant paid leave programs. Mr. Evans discussed the House Bill 38- Paid Family and Medical Leave. Last year there was a similar bill and if enacted employers have a plan that extends leave programs. The University offers paid parental leave, faculty have extended sick leave, staff have catastrophic leave and a significant sick leave program. There would be a cost to the University to put into a pool and have someone else manage it. House Bill 37- Paid Sick Leave looks to expand leave for students, graduate students, and on-call people. This bill proposes 1-hour sick leave per 30 hours worked, up to 56 hours per year. This would have a fiscal impact on the University. House Bill 42 is also being introduced. If passed, it increases employer contributions, which will go to the ERB unfunded liability, not the ARP participant's account. It will not change ARP participants retirement savings plan.

A committee member asked if people could contribute more to Catastrophic leave if they can. Mr. Evans said there is not a process for this at this time. It used to be 8 hours contributed every year and has gone down to 1-hour contribution. This leave provides 100% pay. What is covered under this leave program may expand over time.

A committee member asked about the status of the Pre-65 retiree premium. Mr. Evans said it is staying flat as well.

### Other Business

*Scott Sanchez and Shawn Berman*

Dr. Berman said they reached out to Emma Rodriguez and Barbara Rodriguez regarding the impact. Mr. Sanchez said they initially reached out to University Counsel who then referred them to Barbara Rodriguez regarding FSBC's role post Union Agreement. She said they are not talking about benefits in the negotiations. Right now, is the time to make sure they are on the benefits radar. North campus is not covered in the union negotiation and there are still staff to represent in Faculty and Staff Benefits. There may not be a benefits issue right now, however they will be kept in discussion in the future should they arise. Professor Pyle said she will be in contact with Faculty Senate President Coleman to ask more questions regarding FSBC and the union.

### **Next Meeting:**

March 8, 2021

3:30 PM

Via Zoom

**Adjourn: 4:34 PM**