



## Faculty and Staff Benefits Committee

**Final**

### **Minutes**

Tuesday, September 14, 2020

3:30PM to 5:00 PM

Via zoom

**Members Present:** Shawn Berman (FSBC Co-Chair; Anderson School), Fran Wilkinson (UNM Retiree Association), Grace Faustino (FSBC Co-Chair; Office of the Vice President for Research), Gene Henley (Public Administration), Marcia Sletten (Health Science Center), Elizabeth Elia (School of Law), Jodi Perry (College of Pharmacy), Dimiter Vassilev (Mathematics/Statistics), Rafael Fierro (School of Engineering), Cynthia Pierard (Library), Texanna Martin (Center for Teaching and Learning)

**Members Absent-Excused:** N/A

**Members Absent-Unexcused:** N/A

**Ex-officio Present:** Joey Evans (Human Resources), Sidney Mason-Coon (Business and Finance), Kevin Stevenson (Human Resources), Trudi Flynn (Payroll)

**Ex-officio Absent:**, Scott Sanchez (Staff Council President)

**Guests:** N/A

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

**Meeting called to order @ 3:36 PM.**

**Quorum was met.**

### **Welcome of New Members/Guests**

*Dr. Shawn Berman*

Introductions were made by the FSBC including the new members. There were three new FSBC members, Texanna Martin, Rafael Fierro, and Cynthia Pierard as well as a new HR representative by the name of Kevin Stevenson. New members were informed of the work the FSBC does, how each member is involved, such as Retiree Association, BLT representative, Policy, etc.

### **Agenda**

Motion to approve the September 14, 2021, agenda was made and seconded. Motion approved unanimously.

### **Minutes**

One minor change was made to the Lobo Health Strategy Group section as well as one change to the HR section. Motion to approve the August meeting minutes, as amended, was made and seconded. Motion approved unanimously.



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

*Dr. Shawn Berman*

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

### **Lobo Health Strategy Group**

*Jodi Perry and Shawn Berman*

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

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

*Gene Henley*

There was not an updated report as the group has not met since the previous FSBC meeting, however BLT is set to meet on September 23, 2021.

### **Policy Office**

*Sidney Mason-Coon*

Sidney said the Policy Office is working on drafts for university policies. Many policies will go out for campus comment soon.

### **Retiree Association**

*Dr. Fran Wilkinson*

Fran stated the Retiree Association is planning their retreat. They have drafted goals and will be finalized to take to the Retiree Association board. Joey reported on the Microsoft 365 issue. There are two licenses, A1 and A3. Retirees have the A1 license, which is for web-based access. The A3 license allows apps to be downloaded to a desktop computer. Access is not going away for retirees, but they will have a different license. Is there an opportunity to allow retirees to purchase the A3? Kevin said this is something HR is looking into. The one issue is that IT is migrating from A3 to A5. They will need to clean up and fine tuning the licenses in order to determine who gets what licenses. The Chief Information Officer (CIO) suggested giving IT more time for transition to settle. If the opportunity to buy up a license exists, how does it work? It was suggested having the CIO invited to the next FSBC meeting in October.

### **Human Resources**

*Joey Evans*

Joey reported on the status of the Interagency Benefit Advisory Council (IBAC). They are working on the pharmacy benefit manager RFP. They are working through the state procurement division on the fine details. Joey asked for participants from the FSBC on the RFP. Most of the work would take place in between mid-November and January.

Medicare open enrollment will begin soon. In the past there were in-person vendor fairs, however it was moved to virtual due to COVID. This format will continue for this year. HR is unsure of what date this fair will take place and they are trying to vary the dates with the different insurance companies. Not all companies will be available on the same day. There was no Retiree Association involvement last year, however, this will be different this year as staff will be present in the Business Center for walk in hours.



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A committee member asked if the moratorium on hiring out of state is going to continue for a while or if the University is considering opening back up as people who have moved out of state are familiar with UNM systems, procedures, etc. Kevin stated this is designed to be temporary. Will there be risk by jumping back into it. There are different rules and regulations of other states. What is the taxation and contributions for staff member in different state? He said he hopes to have more updates as HR gets further into the semester. A committee member stated there could be an issue with allowing out of state remote work due to access to technology. Kevin did state these sorts of decisions would be left to the department.

Grace stated that the September 30 deadline for the vaccine mandate is fast approaching. What about those who have special exception application and waiting on the process for that? Kevin said so long as they are complying with COVID safe practices, such as weekly testing, they will not be negatively affected by the deadline if they are waiting on their exception to be reviewed. However long it takes for exception process it has no effect on the September 30<sup>th</sup> deadline. A committee member stated there will be a help desk in Zimmerman Library on Tuesday's and Wednesday's. They will answer questions and aid with uploading vaccine documents for students and employees. A link was provided in the Zoom chat regarding questions about the vaccine, mask requirements and testing (<https://bringbackthepack.unm.edu/protecting-the-pack/vaccination-testing-and-masking-requirements.html>). It was reported that UNM is not offering on-campus asymptomatic surveillance testing for meeting the testing requirements associated with exemptions to the vaccine requirement. It was also reported that the mail-order test from Vault Health is a good option for those who don't drive or are unable to leave their homes.

A committee member said they have a staff member who requires fitting for their hearing aids. They were told insurance would not cover the fitting. They were told they can apply for a flex spending account, but their needs are not covered in an FSA. This staff person was told that New Mexico law says that hearing aid fittings do not need to be covered for those over age of 18. Joey said this would have to be a plan design change. HR looks at the cost and other factors to see if the University can make those changes. He stated this is something they can look at in the near future. Outside of that, the staff member can reach out to him then to see if they can figure out another solution. The committee was told to send any concerns to HR directly. They do not need to wait until an FSBC meeting. Plan design changes are good conversations for the committee to have, but other more specific questions can go straight to them.

### **Next Meeting:**

October 12, 2021  
3:30 PM  
Via Zoom

**Adjourn: 4:51 PM**