



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, December 14, 2021

3:30PM to 5:00 PM

Via Zoom Video Conference

Voting Members Present: Shawn Berman, Grace Faustino, Marcia Sletten, Dimiter Vassilev, Rafael Fierro, Cynthia Pierard, Texanna Martin, Jodi Perry, Elizabeth Elia, Fran Wilkinson, Gene Henley

Voting Members Absent-Excused: N/A

Members Absent-Unexcused: N/A

Ex-officio, Guests and Minutes: Joey Evans, Sidney Mason-Coon, Felisha Martinez

Meeting called to order @ 3:32 PM.

Quorum was met.

1. Agenda

Gene Henley was not present for the beginning of the meeting, therefore Texanna Martin will provide the BLT update. A motion to approve the December 14, 2021, agenda as amended was made and seconded. The motion approved unanimously.

2. Minutes

A motion to approve November 9, 2021, meeting minutes was made and seconded. The motion approved unanimously.

3. 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.

4. 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.

5. Budget Leadership Team

Texanna Martin and Gene Henley

The BLT met on November 18th. The December meeting was cancelled, and the BLT will meet on January 13th and 27th. The Student Fee Review Board (SFRB) presented and voted on 26 applications for recurring funding, 17 applications for an increase in funding and 6 applications for one time funding. The BLT recommended \$5.8 million in recurring total requests and \$153K one-time total requests.



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Mandatory student fee reserve balances were discussed. Information Technologies (IT), Student Health and Counseling (SHAC) and Athletics were removed from the SFRB and now have mandatory student fees. There was an approved increase to those fees of 1%. This increase will now move to the University President and Regents for approval. IT, SHAC and Athletics still have to go through the presentation process with BLT and approval despite being removed from the SFRB process.

UNM is a \$4 billion enterprise, \$3.5 million of which comes from patient services, contracts, and grants. Main campus obtains \$200 million from the state, \$134 million from tuition and fees, and \$29 million from investment income. The last 3-4 months have been laying the foundation for the more substantive discussions in the spring. There will be a 7% increase for educators. The goal from this increase is to restore the cuts made last year and rebuilding base budgets.

The next BLT meeting will be to review departmental Provost reports.

6. Policy Office

Sidney Mason-Coon

The inclement weather, separation of employment and leave with pay policies are with the constituent review committee. Changes have been made to the inclement weather; however, they were minor changes. These policies will be with the committee until December 22nd and will then go out for campus comment after the winter break.

There was a group of 25 departments that are working on the Policy Office process. They will meet before winter break to go over the processes. They will demo the forms and review their changes. The new forms will be rolled out sometime next year.

A committee member asked if there is input for the union regarding changes to UAP policies. It was stated that these changes are for the University as a whole, while changes to workload is through the collective bargaining agreement (CBA). These changes to the CBA will replace what is currently in the faculty handbook. The CBA does not affect benefits. Administrative policy is not included in the faculty handbook and is more for the UAP. There was a meeting with Barbara Rodriguez after the union was formed and the FSBC was told that nothing in the CBA covers benefits at this time. The committee member was advised to reach out to the union with concerns to things like faculty workload expectations. Unless there are benefit specific implications, it would not go to the benefits committee. Another committee member suggested making an invitation to a union member for the next FSBC meeting. Another member suggested inviting a staff representative as well.

7. Retiree Association

Dr. Fran Wilkinson

The goals of the Retiree Association benefits subcommittee were presented. See the table below.



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BENEFITS GOAL #1: Inform the Board of any actions that will impact retiree benefits.		
TACTICS	DESIRED OUTCOME	LEAD
Continuously monitor what is happening to benefits through the Faculty Staff Benefits Committee.	Ability to be pro-active and correct or avoid any negative impact to retirees.	Benefits Co-Chairs
BENEFITS GOAL #2: Provide information on all UNM benefits available to retirees in one place. Enhance communication on post-65 insurance and networks.		
TACTICS	DESIRED OUTCOME	LEAD
Enhance the current over 65 Vendor Fair. Possibly extending the open enrollment period.	Increased information for retirees.	Benefits Co-Chairs
Work closely with HR and the Office of Academic Personnel.	Refinement of processes to ensure retirees have access desired benefits.	M. Dougher: work with Provost Office;
Develop the Benefits section of the Board promotional video to inform retirees of all the things UNMRA does for them. Think promotional video is on hold.	Increased involvement by retirees in the activities and advocacy actions of the UNMRA.	Benefits Co-Chairs
BENEFITS GOAL #3: Seek more flexibility in insurance benefits to allow for a lapse in coverage for both retirees and employees who can be covered by a spouse's or other insurance plan <u>while still having the ability to sign up for UNM coverage at a later date when the need arises.</u>		
TACTICS	DESIRED OUTCOME	LEAD
Determine any impact on VEBA and how to mitigate any problems.	An understanding of the impact on VEBA.	Benefits Co-Chairs
Get insurance data from HR to determine current costs by category for employees and retirees.	Develop a spreadsheet that can be used to determine potential savings for UNM.	Benefits Co-Chairs
Conduct a survey of staff, faculty, and retirees to determine how many could get coverage under an alternate plan.	Data to develop a spreadsheet for a cost/benefit analysis.	Benefits Co-Chairs
Based on survey-- identify individuals in each group that could provide specific insurance costs/savings.	Develop individual models as examples to management on specific costs savings.	Benefits Co-Chairs

8. Human Resources

Joey Evans



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Staff leave processes have recently transitioned from client services to benefits. HR was working over the fall to create an absence management team. They are working towards collaboration with supervisors, managers, HR agents, etc. regarding FMLA. Getting into spring they will find better ways to make the programs more efficient and take the pressure off the department itself. They are also working on disability concerns. Employees are out and want to submit a short-term disability claim. HR assists with submitting the claim. The goal is to provide support to all parties involved. Take bereavement for example. There are different circumstances and HR will not make the decisions for the department but can provide consultation. They can investigate all variables and see how other leave policies apply, such as FMLA.

There may be a 2% increase for FY23 health care premiums. This is a preliminary projection. HR is working through plan design recommendations as there are costs to plan design changes. There will be the hearing aid exclusion as well as reductions in cost shares for mental health and substance abuse services.

A committee member stated they heard there will be no co-pays for mental health services. Will UNM absorb that cost? Joey reported that UNM is not subject to Senate bill 317 and it will not be fully implemented. Why waiver cost shares in mental health and substance use when not making the same waiver for diabetes, heart conditions, etc.? They should be on the same level as primary care.

Next Meeting:

January 11, 2022
3:30 PM
Via Zoom

Adjourn: 4:48 PM