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**University of New Mexico**

**STAFF COUNCIL MEETING**

**March 20, 2012**

**SUB, Lobo A&B**

**Members Present:** Elisha Allen, Elsie Baldwin, Marsha Baumeister, Rhonda Bofman, Nissane Capps, Michael Chavez-Kerr, Bob Christner, Mary Clark, Marjorie Crow, Renee Delgado, Mike Gatchell, Nancy Gettings, Susan Hessney-Moore, Merle Kennedy, Lisa Kiscaden, Juan Larranaga, Ana Parra Lombard, Karen Mann, Suzanne McConaghy, Linda McCormick, Shannon McCoy-Hayes, Kathy McKinstry, Amie Ortiz, Mark Reynolds, Ann Rickard, Joni Roberts, Andrea Rodgers, Tom Rolland, Candy Romero, Fred Rose, Michael Snyder, Kathie Thannisch, Chelsea Beth Walker, Tracy Wenzl and James Wernicke.

**Members Excused:** Carol Bernhard, Theresa Everling, Carolyn Hartley, Karen Kinsman, David Luna, Cindy Mason, Lee McGehee and Bridgette Wagner-Jones.

**Members Absent:** Natalie Bruner, James Clayton, Maria Daw, Annabeth Fieck, Janisha Garcia, Gene Henley, Andra McClung, Debbie Ruiz and Josh Saiz.

**Parliamentarian:** Adam Hathaway, Professional Registered Parliamentarian, excused.

**Call to Order:** at 1:00 p.m. by Speaker, Linda McCormick.

 **Agenda, approved with changes.**

**Minutes of February 21, 2012, approved.**

**Constituent Comments:** None.

**President’s Report, President, Mary Clark:** UNM students are protesting the possibility of a tuition increase by collecting signatures on a petition. The Legislative Finance Committee stated that if universities raised tuition more than 5%, they will be charged a tuition credit in the next budget cycle. The Budget Summit will take place on Friday, 3/23/12. The Provost has proposed a five-year academic plan to hire new faculty, increase GA/TA positions, increase the number of advisors and reduce faculty salary compaction. However, there was very little discussion about hiring additional staff. UNM administration may propose a 1.25% one-time payment supplement for all staff and faculty. Governor Martinez does not support a permanent pay increase for educational state employees. The Regents will also propose an increase in student fees. Councilors were asked to submit questions to HR regarding the proposed changes to the UNM Health Plans (Attachment 1). Some of the questions submitted will be forwarded to Vice President of HR, Helen Gonzales. Many New Mexico legislators will not seek re-election so the composition of the legislature will change significantly and UNM will need to engage with new legislators.

**Executive Committee Report, Shannon McCoy-Hayes:** McCoy-Hayes thanked Council Committee Chairs for responding to her request for information on their committee work. Self-nomination ballots for Staff Council Precinct elections have been distributed and the election will take place the week of 3/26/12. Committee discussions centered on the UNM budget, the Budget Summit, a tuition increase, a compensation increase, changes to the UNM Health plans and the restoration of full tuition remission benefits. A constituent requested information on the number of non-competitive hires at UNM and was concerned that these hires may not meet OEO requirements. The Executive Committee will follow up on this issue. An Ad Hoc Committee was formed to study safety issues and non-motorized vehicles on campus. They will seek to partner with Student Affairs on this issue.

**Speaker’s Report, Linda McCormick:** McCormick reminded councilors that campus safety issues need to be promptly reported to their managers, UNM Safety and Risk Services Office or PPD.

**Guest Speakers:**

Joey Evans, Manager of Human Resources Benefits Services, answered questions about anticipated UNM Health Plan changes.

Tanya Giddings, Government & Community Relations Officer, gave a brief post legislative update.

**New Business:**

Discussion on Compensation, Mary Clark: President Schmidly requested Staff Council’s input about ideas on how to distribute a possible one-time pay supplement to staff. Two options were proposed by President Schmidly. The first option would give all staff the same percentage based on their base salary. The second option would tier the percentage amount, with lower grades receiving a higher percentage. A vote was taken and the Councilors voted 16 to 13 in favor of option one. Clark will inform President Schmidly of this vote.

**Committee Reports:**

Communication – Mark Reynolds: The Staff Councilor Handbook has been reformatted by Councilor Bridgette Wagner-Jones and is now posted on the Council’s website. The Committee is working on the Council brochure, Staff Council Motto and Mission, the Agenda for the New Councilor Orientation and Staff Appreciation Month events.

Compensation – Suzanne McConaghy: Over the past several years, the Committee analyzed several components of an employee’s experience with respect to compensation. Factors that affect compensation also affect UNM’s ability to hire and retain the best and brightest staff. These factors include the percentages that employees pay for health insurance premiums. Last year, the Committee studied and presented a Resolution to the Staff Council addressing this issue. Although the Resolution did not pass, HR may have been influenced by this because they are now proposing changes to the tier structure of health insurance premiums. In addition, last year the Committee presented a Resolution to Staff Council which offered time off in lieu of raises. McConaghy stated that the HSC Faculty Council is planning to bring forth a duplicate proposal to HSC. Currently, the Committee is studying the issue of ERB vs. PERA. McConaghy presented a document that analyzed the difference between ERB and PERA and how each calculate average salary, the multiplier and the COLA (Attachment 2).

Student Success – Ana Parra Lombard: The Committee is working on the following upcoming events, Read to Me, Staff as Students and the Pancake Breakfast.

**Councilor Comments:**

Marjorie Crow commented on the idea of reviving the Employee Rights & Policy Review Committee. She asked Councilors interested in this committee to contact her or the Staff Council Office.

Tom Rolland commented on the Employee Rights & Policy Review Committee.

Suzanne McConaghy commented on the Staff Council Precinct Elections and the fact that some Precincts have no staff representation.

Tom Rolland, Tracy Wenzl and Shannon McCoy-Hayes commented on the Precinct Elections.

Merle Kennedy commented on the Staff Council Government Relations Committee and also thanked Councilor McConaghy for her document ERB/PERA document and also commented on ERB solvency and the NM legislature.

Suzanne McConaghy commented that the purpose of the ERB/PERA document was to raise awareness about the differences in the two retirement funds.

Ana Parra Lombard announced the recipients of the Provost Committee for Staff Awards.

Hans Barsun (Staff Chair of the Faculty Staff Benefits Committee) and Tom Rolland commented on ERB/PERA.

**Motion to adjourn, adopted at 2:45 pm**.

Minutes submitted by Kathy Meadows

**The meeting, in its entirety, can be viewed by going to** [**http://staffcouncil.unm.edu**](http://staffcouncil.unm.edu)**.**

ATTACHMENT 1

3/20/12

Questions From Councilors Sent to HR Regarding Anticipated Health Plan Changes (unedited by Staff Council Office)

1.Would HR consider a survey of staff to determine what plan design change is most acceptable to faculty and staff-- deductibles, copay, coinsurance, premiums ? A survey was done before but I don't remember the results and how/if the components of the plan were changed. Each component of the cost sharing affects the employees differently and they need to have a voice in the outcome.

2. Would UNM consider paying 100% for the employee and having the employee pick up the cost of family coverage? This might have a positive impact on productivity and absenteeism.

3. What does the data show about use of Lobo Care as it relates to the medical plans?

4. The largest portion of costs is outpatient hospital--what types of costs are included here?

Since I am a statistics person, I would like to see a trend in premiums for the last 3-5 years, if not more (i.e., average change in premium increase in numbers not %ages). A general growth model would be adequate, but using a regression approach, a project model that could predict future outcomes would be really nice to see. A comparative model would be helpful in order to see a general progression of premiums compared to other plans outside of UNM. In addition, a cost-benefit analysis would be nice to see the actual breakdown of %age of money UNM staff pay each month in premiums and how this is related to out of pocket expenses on an annual basis (i.e., what %age of a staff's income goes to premiums and how much would then need to go to out of pocket expenses). I would also like to see the staff attrition rates in the UNM plan from the drastic changes last year.

I think health education is very important for all staff.  However, some of my constituents are hesitant to attend classes or ask for help because they feel they are being monitored or targeted.  **For instance, if they have high blood pressure and attend a class are you tracking the fact that they have high blood pressure and what are you doing with that information?** Signing up for a class does not mean that the staff member suffers from that illness.  They could be gaining information for someone else.  If I have high blood pressure I am already working with my doctor.  Learning Central isn't easy to navigate.  Can't staff just sign up at the door?  More staff would sign up for classes if it wasn't so complicated.  **What can HR do to assure staff that they are trying to really help us and not target us?**  For the most part, staff do not trust HR to operate in our best interest.   In the past, we have been railroaded and have lost confidence in HR.  **What can HR do to promote transparency and regain the trust of staff at UNM?**

**Why can't UNM acquire better insurance options?**  There are many companies, much smaller that UNM, and they have healthcare options that don't cost near as much as UNM.

1. Why does the University continue to be self insured when we are not the size of companies that can afford to do so?  Large claims end up in higher premiums for all
2. Why is the use of Express Scripts not promoted more - per the HR presentation this are a low number of people that use this service to save on prescription medicine
3. Promoting Health and preventing health issues with a Risk Assessment - good idea but how, what would be the matrix for this approach and the tiers for this support
4. How soon with we know when the co-pay may go away and the "insurance like plan" is implemented ?  From my understanding from the presentation this would be a determined amount of funds each of use would have to bare, followed by the insurance kicking in after this threshold?
5. Is the University partnered with the Retiree Health Care Authority, if not why not so Retirees have other options and could eventually move to this plan taking the weight off of the University providing continued support for the retired community - is there value in doing this?
6. How will UNM stay solvent for 10-20 years - what is the strategic plan , what team is formed to review this and how do you gain input from UNM staff, faculty for this plan

Coverage of this so far has indicated that HR is touting that there were no increases to the cost of plans last year. For those of us with families (and there are quite a number of us at UNM), the cost of plans did, in fact, increase last year. I would appreciate acknowledgement of this in communications about plan changes. For those of us who are seeing the spiraling cost of healthcare and are increasingly wondering about the value of maintaining it given the cost, I wonder if HR would consider giving employees more plan choices so that staff could select a lower payment plan with higher deductibles and/or out of pocket maximums, or opt in to a higher monthly payment plan with more coverage depending on each employee's family and financial situation. I am currently paying $5289.60 a year for a service that my family (thankfully!) never uses.

Why isn’t wellness a University Value on the Performance Evaluation? Many organizations are promoting wellness programs to combat unhealthy lifestyles that cause illness, which thus drive up the cost of health insurance for all of us. The only way to decrease illness is to promote wellness and that means putting that “value” on the performance evaluation. Until I see it on the PE, I don’t believe UNM is doing everything possible to decrease health insurance costs!

What kind of premiums will we be looking at and when will we know?

