

Pathway Goal: Infrastructure and Shared Governance **Report:** Year-End: May 2018
Action Item # 4-3

Action Item Description:

Benefits:
 Work to develop an improved array of benefits for the UNLV community, including communications of benefits.

Submitted By:

Name	Department
Shaun Franklin-Sewell, Co-Chair	Performing Arts Center
Jason Wasden Co-Chair	Office of Government Affairs

Working Group Members:

Name	Department
Shaun Franklin-Sewell	Performing Arts Center
Jason Wasden	Office of Government Affairs
Douglas Unger	English/Faculty Senate
Liliana Magana	Office of Human Resources
Patricia Pablo	Mathematics
Raven Sumner	Financial Aid and Scholarships Client Services

Process and Timeline: Provide a brief summary of the year-long process for your working group.

- The committee will continue to advocate for improved employee benefits.
- Goals and Objectives
- Review PEBP agendas and attend board meetings to offer public comment when necessary. (watch for regular agenda postings, meet to review agenda, prepare and deliver comment)
 - Draft and send a healthcare survey to employees. (draft survey, work with system administration to send, receive results and report)
 - Advocacy efforts include:
 - Working directly with PEBP to address member issues and complaints as necessary.
 - Working with the committee’s HR representative in communication HR / PEBP events
 - Advocating at all levels of university governance (internal and external) for improved benefits, including healthcare and other benefits.

Describe what has been accomplished so far this year.

1. The committee has reviewed and discussed PEPB agendas, various committee members have attended the PEPB meetings, and the committee has provided public comment on significant agenda items.
2. The committee has completed a draft of a healthcare survey to send to employees.
3. Committee members continue to advocate on multiple levels:
 - a. UNLV's FAST clinic is close to finalizing a deal with HealthScope Benefits to allow UNLV employees to use the clinic and to have costs attributed to employee deductibles and out of pocket maximums.
 - b. Human Resources (Pat LaPutt and Lily Magana) arranged a day-long session with the HealthScope Client Relations Manager. The Client Relations Manager did a public presentation and had appointments available for employees throughout the day. 9 of 11 available appointments were scheduled. 4 employees also had issues directly addressed without appointments. 26 faculty and/or staff attended the day's events.
 - c. The committee co-chairs are working with the Administrative Faculty Committee and the Women's Council to support their efforts in resolving equity salary review issues at the university.
 - d. The committee has established a positive working relationship with the PEPB Executive Director, allowing for improved communication throughout the year.

Identify next steps.

1. The committee will have to pay very close attention to the PEPB board meetings during the remainder of the year, as changes are afoot which could cause increases or decreases to deductibles, maximum out of pocket expenses, and other health insurance options for employees. The January and March meetings will be especially important.
2. Co-chair Franklin-Sewell needs to follow up on the healthcare survey with system HR representatives; the survey will likely now be distributed in the spring, with results reporting to follow.
3. Continued advocacy will include:
 - a. Helping the FAST clinic promote the new agreement once finalized.
 - b. Quarterly informational sessions with HealthScope / PEPB and Health Plan of Nevada.
 - c. Follow up with administration on the work of the compensation (equity salary review) task force and implementing any recommendations.

What will your final product be at the end of the year? Such as, what metrics which will be used to assess your progress/achievement, will a report be generated, etc?

As required by the Top Tier Initiative leadership, we will submit a final report. Additionally, survey results will be reported and used to guide our continued work.

You may have reference material to attach to this report. Select from the list.

No additional reference material

OR

Any material generated by this working group (if completed at this time)

Additional information to include (optional).

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End of Mid-Year Report
Remainder of the report will be completed in May.

Year-End

This portion is to be completed in May.

2017-18 Accomplishments.

Continued advocacy with the PEPB Board.
Adding co-chair to Employee Benefits Advisory Committee.

SWOT Analysis: Determine the strengths, weakness, opportunities, and threats presented in the data.

Strength(s)	Good relationship with PEBP staff.
Weakness(es)	Relationships with PEBP staff and board members have not translated into improved health benefits (like a mid-level PPO).
Opportunity(ies)	Legislative session coming up in 2019. Can advocate for more money to be provided for health benefits for all state employees.
Threat(s)	Presidential leadership transition. Uncertainty about UNLV being able to advocate for the UNLV community to have a better benefits package.

2018-19 recommendations and next steps

- **What does the SWOT analysis reveal?**
- **What should the goals / activities be for the subcommittee?**
- **Who should be responsible?**

- **What does the SWOT analysis reveal?**
 - SWOT analysis reveals continued advocacy, but an inability to achieve goals with PEPB only.
- **What should the goals / activities be for the subcommittee?**
 - Preparing a strategy for direct legislative advocacy, if allowed.
 - Exploring how to make our committee permanent, as it is likely we will always need to monitor benefit changes.
- **Who should be responsible?**
 - Shaun Franklin-Sewell will explore making our committee permanent.
 - The committee, as a whole, will work on a strategy for direct legislative advocacy. We will identify a leader for this task when next we meet.

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End of Report