

## NEW MEXICO STATE UNIVERSITY

Fringe Benefits Committee

Meeting Minutes, Rev. 3

Wednesday, April 20

Members Present: Charles Pfeifer, Cathy Thomas, Jim Anthony (Chairperson),  
Gretchen Van Doren, Ethel Lynch, Cherri Lambeth, Richard Waugh

Members Absent: Kari Bachman

Ex-Officio Members: Diana Quintana, Janet May

Ex-Officio Members Absent: Tina Byford, Tammy Anthony

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### OPENING

The regular meeting of the Fringe Benefits Committee was convened on  
Wednesday, May 18, 2005, at 1:30 p.m..

A motion was made and seconded to accept the minutes, with recommended  
changes to the language in the first paragraph under New Business, from the  
April 20, 2005 meeting. The motion passed.

### OLD BUSINESS

The Committee continued discussions regarding Sick Leave Bank (SLB)  
enrollment policy. Human Resources reviewed email of 4/29/05 and the  
established enrollment policy. The Committee had a carry-over question  
from the last meeting on whether there was a new carrier for Long Term  
Disability and if their enrollment policy had been modified. Human  
Resources advised that a new carrier had been identified but that the  
enrollment policy would remain the same.

Information pertaining to the newly formed "Faculty Fund" established by  
the Faculty Senate and organized through the Foundation Office was  
discussed as an alternative resource for employees who do not qualify for  
SLB enrollment. Additional information to the Committee will be reviewed  
under "New Business" next year.

A motion was made that no recommendation be made to ACAP to change the

existing SLB enrollment policies; it was seconded and the Committee passed the motion.

## NEW BUSINESS

Two new inquiries were made verbally regarding additional fringe benefits for retirees which would include discounts on computer software and computer hardware. Preliminary information was presented from Software licensing and Distribution in the ICT Business Office and Purchasing. The existing policy indicates that retirees do not qualify as either students or employees and could not qualify for discount programs currently offered through NMSU. During Committee discussions, there seemed to be some grey area on identifying "students" and also "working from home" situations.

A clarification of the student/employee software licensing programs and how retirees might qualify under either category will be presented in a future meeting. The Committee will also ask about computer hardware purchases and if retirees could be included in either licensing or hardware purchase plans.

## NEXT MEETING

Tentatively the next meeting is scheduled for the start of Fall semester 2005. If ACAP meets during the summer and remands a topic to the Committee, we will meet either in June or July, where appropriate.

## ADJOURNMENT