



NMSU | DOÑA ANA COMMUNITY COLLEGE

MEMORANDUM

TO: President Cruzado
FROM: Kelly Brooks, ACAP Chair *KB*
DATE: March 9, 2009
SUBJECT: Recommendation from ACAP

At the February 19th ACAP meeting Lori McKee did an excellent presentation on behalf of the NMSU Health and Wellness Committee discussing their strategic plan for wellness at NMSU. She requested ACAP's support of this plan as well as the potential for implementation of an employee fee structure to support the overall wellness plan at NMSU. Attached please find a copy of this Wellness Plan.

Some of the important features of this plan include: 1) ensuring the availability of wellness activities and staffing to support them. 2) Providing state-of-the-art facilities. 3) Promoting of wellness and coordination with internal and external wellness partners. 4) Infusing NMSU with a culture of wellness that complements the University's mission. 5) Developing a funding mechanism to sustain the wellness program.

It is the funding mechanism of this program that is the most controversial. In the past, student fees have supported the programs and facilities related to wellness at NMSU and employees have paid nothing. In order to support a sustained wellness initiative to include faculty and staff, one option is to implement a user fee for employees.

The Wellness Committee recommended a potential fee structure of \$120/yr for employees and \$180/yr for a spouse/partner. This fee would enable the employee and/or spouse/partner to access services at both the activity center and the natatorium. Further, a fee was developed for children to access just the natatorium for \$42/yr. Regular employees would be able to take advantage of payroll deduction to pay for these fees.

While ACAP members noted concern that employees may perceive this as further deterioration of their employee benefits, it was determined that the fee is affordable, especially with payroll deduction, and is less than what is charged in the community for comparable services. In addition, in order for employees to receive adequate access and benefits from these services, the full cost cannot and should not be borne by students. As there are no other viable options for funding at this time, ACAP members voted unanimously to recommend approval of this important initiative including the implementation of an employee user fee.

Thank you for your consideration of ACAP's recommendation.

/klb

Attachment

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