



Faculty and Staff Benefits Committee

Final

Minutes

Tuesday, February 14, 2023

3:30 PM to 5:00 PM

Via Zoom Video Conference

Voting Members Present: Grace Faustino, Dimiter Vassilev, Jonathan Davis-Secord, Jodi Perry, Cynthia Pierard, John Trotter, Marcia Sletten, Gene Henley, Shawn Berman, Rafael Fierro

Voting Members Absent: Texanna Martin, Mohamed El-Genk

Members Absent:

Ex-officio, Guests, and Minutes: *Ex-officio:* Sidney Mason-Coon, Joey Evans, Emily Luhman, Trudi Flynn, Gena Garcia (minutes)

Meeting called to order @ 3:35 PM.

Quorum was met.

1. **Agenda**

A motion and second was made to approve agenda.

2. **Minutes**

A motion and second was made to approve amended.

December minutes.

3. **Lobo Health Strategy Group**

Joey Evans

No update

4. **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

Dr. Shawn Berman

No update

5. **Budget Leadership Team**

Jodi Perry & Gene Henley

Requests for FY24 were grouped into four broad categories:

1) Must Funds, 2) Critical Strategic Investment, 3) High Need, and 4) Other

- **Must Funds: \$2.195M**

Includes funding for faculty promotions, Academic CBA management OAP, and Faculty commitments.

- **Critical Strategic Investments: \$2.875M**

Includes funding for Student Affairs reorganization, A&S Faculty Replacement / Deficit Management, Academic Administrative Alignment & Support, Critical instructional needs (UC and CFA), Faculty recruiting & retention, and A&S Dean



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Salary adjustment.

- **High Need: \$6.929M**

Includes A&S Deficit Management Acceleration and pools to advance instruction, student support and scholarship

Total \$12M in core funds requested for Academic Affairs

\$8.6M in “Other” category are not being requested from BLT in FY24.
Legislative Session Funding Pro

6. Policy Office

Sidney Mason-Coon

- 3245- Remote Work- waiting on final recommendations and drafts.
- Holiday Policy- Juneteenth- waiting on approval.
- Ethics Policy- no additional work from last meeting.
- Foreign Gifts, Limited English Proficiency, COI/COC will be made at UAP level.
- Department of Equity and Inclusion have a policy task force to review almost 180 policies.
- The Regents endorsed the new UNM Mission Statement.

Coming up:

- 3215- Performance Improvements
- 7710- Property Management--routed for endorsement this week.
- 6140- Video Security Systems in final draft. PRC made recommendations. It will be going out to constituents and campus comment by the end of the month.

New requests:

- Limited English Proficiency
- Conflict of Interest
- Conflict of Commitment
- Foreign Gifts

7. Retiree Association

John Trotter

- UNM Health Insurance is required when you retire or lose your option to take it. The reason is that this is actuarial and to avoid adverse selection. Choosing to select UNM when their healthcare increases.
- VEBA- need to be a member 5 years preceding retirement to be eligible. For more information: [VEBA Post-Retirement Health Benefits :: Human Resources | The University of New Mexico \(unm.edu\)](#)
- The Retiree Association Board would like Joey to attend another meeting to answer questions for members.

8. Human Resources

Joey Evans

An overview with a few scenarios was shared with the committee for discussions/feedback on preliminary health plan design changes and salary tier



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contribution with increases of either 9.2 or 9.8%. If approved, the increases would go into effect July 1, 2023.

Other Business

Next Meeting:

March 14, 2023

3:30 PM

Via Zoom

Adjourn: 4:39 PM