



**Faculty and Staff Benefits Committee**  
**Minutes**

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Tuesday, April 8, 2025

3:30 PM to 5:00 PM

Via Zoom Video Conference

***Voting Members Present:*** Shawn Berman, Mark Fischer, Janet Brierley, Angela Beauchamp, Dimiter Vassilev, Jessica Serna, Jennifer Kavka, Dina Hill, Sara Daykin, Amber Trujillo-McClure

***Voting Members Absent-Excused:*** Mohamed El-Genk, Laura Haniford

***Ex-officio, Guests, and Minutes:*** Chief Government Relations Officer, Mike Puelle, Chief HR Officer, Kevin Stevenson, Trudi Flynn, Brenda De La Pena, Gena Garcia

**Meeting called to order 3:32PM**

**Quorum was met.**

**1. Agenda**

A motion was made by Sara to approve the April agenda and seconded by Angela.

**2. Minutes**

A motion was made by Angela to approve the March minutes and seconded by Sara.

**3. Updates**

**Government Relations and Human Resources**

*Mike Puelle and Kevin Stevenson*

- Joining us to address our concerns on the 80/20 cap for state employee health benefit contributions was Mike Puelle from Government Relations as well as Kevin Stevenson from Human Resources.
- Two bills that considered state contributions for state employee benefits-one on the house side and Senate on the other. House side bill 575 did not pass and the other [SB376](#) passed although still on the Governor's desk for signing. She has 20 days to sign the bill. The 20<sup>th</sup> day will be Friday, April 11<sup>th</sup> at noon.
- Bills brought to the Governor this year did not recognize the provision of state contributions paid at a higher amount.
- Under current law, higher education is capped at 80%. FSBC can advocate for change and now is a good time to start the process of researching data to advocate for change, starting internally with BLT, where all UNM budget asks, and advocacy priorities are set.



## Faculty and Staff Benefits Committee

- NM is a member of two of the three trade associations that represent higher ed across NM. (1) Council of University Presidents, (2) NM Association of Community Colleges and another independent association. They all work closely together and recognize a joint unified effort We will want to work with these associations to adopt the desired priorities.

### **Lobo Health Strategy Group**

*Shawn Berman, Brenda De Le Pena & Jessica Serna*

- Segal is being implemented with UNM
- Brenda offered she will get data information from Segal and bring it to FSBC
- We plan to change the name from *Lobo Health Strategies Group* to *Benefit Strategies*

### **Voluntary Employee Beneficiary Association (VEBA) Committee Meeting**

*Shawn Berman & Angela Beauchamp*

- Shawn looked at the performance review and pointed out that we have been performing at the benchmark in the last three months. Due to using all low-cost index funds.
- Shawn will email the update to all FSBC members

### **Budget Leadership Team**

*Jennifer Kavka*

- The BLT committee met on March 13<sup>th</sup> & 20<sup>th</sup>
- Meeting on the 13<sup>th</sup> was to vote on budget recommendations to go to the President that included a 1.5% tuition increase and 4% salary increase for faculty and staff
- On the 20<sup>th</sup> those recommendations were presented to the President
- BLT will not meet again until September

### **Policy Office**

*Sidney Mason-Coon*

- 3210- Recruitment and Hiring has been tabled until the Fall. Still being worked on from suggestions that came in through the comment period. Only the hiring incentives are tabled until Fall
- 2720- were going to be revised and go out again for review-they will be going out for another comment period within this week. Including language will be put back in. Only affirmative action language is coming out or changing because of the Federal mandate with commitment to inclusive excellence.



## Faculty and Staff Benefits Committee

### Retiree Association

*Janet Brierley*

- Dr. Brierley reported on the February meeting
- There was a discussion on access to individualized information or education resources on Medicare 101 on Learning Central
- We talked with HR to have a dedicated representative
- RFP's for retiree plans will go out in 2027
- We would like to streamline the Advantage Plan tiers

### Human Resources

*Brenda de la Pena*

- Open enrollment April 23<sup>rd</sup> - May 9<sup>th</sup>
- Pre 65 and Resident open enrollment May 7<sup>th</sup> - 23<sup>rd</sup>
- We are going to ask Segal to look at our plans and propose options to give us the best of both
- 2026 or 2027 will be our 10<sup>th</sup> year with Delta Dental and will be going through an RFP process
- With increased costs to our pharmacy benefits manager, we will be going out to bid in the Fall to go into effect July 2026
- Brenda asked for volunteers for that process. Starting potentially in August.

### **Other Business:**

### **Next Meeting:**

May 13, 2025

Via Zoom

**Adjourn: 4:47PM**