



Faculty and Staff Benefits Committee Minutes

Minutes

Tuesday, October 14, 2025

3:30 PM to 5:00 PM

Via Zoom Video Conference

Voting Members Present: Shawn Berman, Mark Fischer, Amber Trujillo-McClure, Jessica Serna, Jennifer Kavka, Amie Ortiz, Anil Shetty, Deirdre Caparoso, Dina Hill

Voting Members Absent-Excused: Janet Brierley, Cassandra Figgs

Ex-officio, Guests, and Minutes: Kevin Stevenson, Deborah Donaldson of Segal Consulting, Trudi Flynn, Brenda De La Pena, Sydney Mason-Coon, Gena Garcia

Meeting called to order 3:30PM

Quorum was met.

Agenda

A motion was made and seconded to approve the October agenda

Minutes

A motion was made and seconded to approve the September minutes

Benefits Update

- Kevin Stevenson, Vice President of HR, was invited to give an update on benefit projections—this was a preliminary outlook.
- Members voiced concerns about removing GLP-1 access from the Rx plan or requiring a coaching program to maintain access.
- Concerns about taking the conversation away from the patient and provider with the potential of offering an HRA fund for employees to go outside insurance to obtain the medications commercially.
- Members would like to see information on a possible fourth salary tier.

Lobo Health Strategy Group

Shawn Berman, Brenda De Le Pena & Jessica Serna

- No report due to Benefit update and discussions

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Shawn Berman

- No report due to Benefit update and discussions



Faculty and Staff Benefits Committee

Budget Leadership Team

Jennifer Kavka

- No report due to Benefit update and discussions

Policy Office

Sidney Mason-Coon

- No report due to Benefit update and discussions

Retiree Association

Janet Brierley

- No report due to Benefit update and discussions

Human Resources

Brenda de la Pena

- No report due to Benefit update and discussions

Other Business:

Next Meeting: November 11, 2025

Adjourn: 4:55PM