



Faculty and Staff Benefits Committee
Minutes

Minutes

Tuesday, December 9, 2025
3:30 PM to 5:00 PM
Via Zoom Video Conference

Voting Members Present: Shawn Berman, Mark Fischer, Jessica Serna, Jennifer Kavka, Amie Ortiz, Deirdre Caparoso, Dina Hill, Janet Brierley, Cassandra Figgs

Voting Members Absent-Excused: Amber McClure, Anil Shetty

Ex-officio, Guests, and Minutes: Teresa Constantinidis, Kevin Stevenson, Trudi Flynn, Brenda De La Pena, Gena Garcia

Meeting was called 3:30PM
Quorum was met.

Agenda

A motion was made by Janet and seconded by Dina to approve the December agenda.

Minutes

A motion was made by Cassie and seconded by Amy to approve the November minutes

Benefits Update

- Per Brenda, hoping to meet again in February or March

Lobo Health Strategy Group

Shawn Berman, Brenda De Le Pena & Jessica Serna

- No report

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Shawn Berman

- No report

Budget Leadership Team

Jennifer Kavka

- BLT met on November 13 and December 4th.
- BLT heard from Mike Puelle, Kevin Stevenson and the Student Fees Review Board.
- Kevin Stevenson adds two scenario slides on the contributions cap
- Student Fees Review Board is recommending no increase in student fees next year.



Faculty and Staff Benefits Committee

- ISS reported that UNM's auxiliary units; housing, food, parking and transportation are self-sustaining businesses and receive no I&G funding from the State. They cover all operating costs for staff, debt, and capital renewal needs with their own revenues.
- Units are facing raising costs, aging infrastructure, and increased service expectations. Unit leadership is emphasizing needs to realign with available resources.

Policy Office

Sidney Mason-Coon

- Minors on Campus
- Campus Closure
- Out for campus comments:
 - Safety and Health

Retiree Association

Janet Brierley

- We have been looking at ERB. There are two state retirement agencies: ERB and PERA.
- Public employees have a better multiplier for cost of living after retirement.
- One option could be to receive a 13th check. More work is to be done on this possibility.

Human Resources

Brenda de la Pena

- Brenda forwarded to the committee the FY27 proposal presentation that Kevin Stevenson has been presenting to employees.
- Paid parental leave is being looked at as well as benchmarking other universities on their parental leave.

Other Business: Will start a "Cap Subcommittee" to lobby stakeholders and other NM institutions regarding removing the 80% insurance cap.

Next Meeting: January 13, 2026

Adjourn: 4:20 PM