



Faculty and Staff Benefits Committee Minutes

Minutes

Tuesday, February 10, 2026

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, Amber McClure,

Voting Members Absent-Excused: Trudi Flynn, Cassandra Figgs

Ex-officio, Guests, and Minutes: Kevin Stevenson, Brenda De La Pena, Sidney Mason-Coon, Carol Bernhard, LaVern Rodriguez, Damion Terrell, Dimiter Vassilev, Gena Garcia

Meeting was called 3:33PM

Quorum was met.

Agenda

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

Minutes

A motion was made by Amy and seconded by Dina to approve January minutes

FY27 Benefit Increase Projections

- Kevin Stevenson and Brenda De La Pena spoke about the updated, projected health benefit change for FY27.
- The legislation has approved a 1% compensation increase
- Premium increase scenarios were shared:
 - A. Baseline, no plan changes - 20.1% premium increase
 - B. Medical/Rx out of pocket changes - increase deductible, increase out of pocket maximums and increase Rx co-insurance – 17.1% increase
 - C. Remove Anti-Obesity Medication (AOM) for weight loss – Remove coverage for GLP-1 meds – 13%
 - D. Medical/Rx changes and remove AOM – combo of changes in scenarios B and C – 10.1% increase

CAP Subcommittee

Amie Ortiz, Cassandra Figgs, Shawn Berman, Mark Fischer, Jennifer Kavka

- Meeting coming up soon with Government Relations
- If anyone is interested in joining, reach out to Jennifer and she will send you an inv



Faculty and Staff Benefits Committee

UNM Benefits Strategy Group

Brenda De La Pena

- Scheduling a March meeting is in the process.

Voluntary Employee Beneficiary Association (VEBA) Committee Meeting

Shawn Berman

- Waiting for meeting to be scheduled

Budget Leadership Team

Jennifer Kavka

- BLT met January 22nd. the agenda was going over HED executive requests
- HED asked for 4.7% increase in I&G....
- LFC recommended 4.7% increase in the I&G
- Compensation increase will be 1%
- HED recommended a 1% increase in healthcare costs
- Millions in non-recurring requests like initiatives are being approved and going through

Policy Office

Sidney Mason-Coon

Policies out for comments

- 6110-Environmental Health & Safety out for comment

Constituent Comment

- 2205-Minors on Campus all campus comments next week

Coming Up

- 1100- Development and Approval of Administrative Policies
- Revision on campus comment- from 30 days to 21 days

Retiree Association

Janet Brierley

- HB 40 is stuck in appropriations. This bill is asking for \$16 million to offset loss in cost-of-living adjustment and a 13th check.

Human Resources

Brenda de la Pena

- Nothing to report other than the FY27 projection slides Kevin shared

Other Business: A question was raised about whether the committee would like to take a position on the projected premium changes for FY27. The committee could take a formal stance at the next BLT meeting, Thursday, February 12th. All agreed to take a stance. A statement will be written and circulated via email to vote on.

Next Meeting: March 10, 2026

Adjourn: 5:01 PM