



NAVIGATING YOUR BENEFITS 2025 OPEN ENROLLMENT

PRESENTED BY **BENEFITS & EMPLOYEE WELLNESS**

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Housekeeping

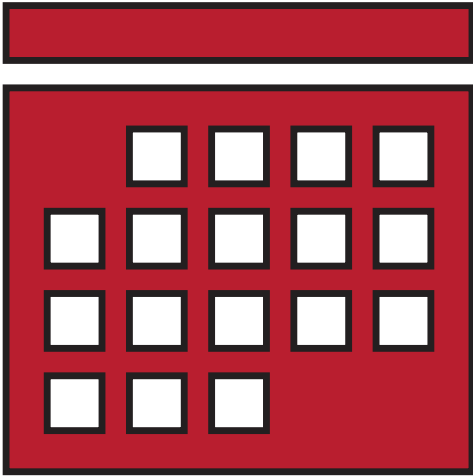
- Please mute your microphone upon entering the workshop
- Select “To: Everyone” when you submit questions in the chat, so that a Benefits expert can answer and all participants can learn.
- Submit your questions in the chat during and after the presentation. The presentation will be approximately 25 minutes, with 25 minutes for Q&A based on questions in the chat.
- Questions in the chat will be answered by Benefits experts in the order entered in the chat.
- Email HRBenefits@UNM.edu and Wellness@UNM.edu if there is more we can do to help.
- A copy of the PowerPoint slides will be posted to the Open Enrollment website at goto.unm.edu/oe.



Agenda

- Open Enrollment Details
- Cost Drivers for Medical
- Plan Highlights
- Discuss opportunities to maximize your benefits during Open Enrollment
- More Benefits for Faculty & Staff

Open Enrollment Details



Dates: April 23 - May 9



Changes Effective July 1



Changes are made
online, access through
LoboWeb



After OE, changes to
medical, dental, vision
and/or FSA can only be
made if you experience a
qualified change of
status event

As you probably know...

- A wide array of options are available to benefits-eligible employees, their spouses and domestic partners, and dependent children:
 - **Medical**
 - **Prescription Drug**
 - **Dental**
 - **Vision**
 - **Flexible Spending Accounts (FSA)**
 - **Life Insurance**
 - **Accidental Death & Dismemberment Insurance (AD&D)**
 - **Short-Term & Long-Term Disability Insurance (for employees only)**
 - **Long-Term Care Insurance (available to you and family with health underwriting approval)**

Your benefits work in tandem to improve overall well-being for you and your family, including financial!



Open Enrollment Overview

- **Medical Plans: UNM LoboHealth & Presbyterian**
 - Medical plan rates are increasing and will vary according to salary and which plan you elect
 - Plan design including copays, deductibles, and out of pocket maximums remain the same
- **Prescription Drug Plan – CVS Caremark**
 - Medical premium rates include prescription drug plan coverage
- **Dental Plans: Delta Dental of New Mexico**
 - No rate increases
- **Vision: VSP (Vision Service Plan)**
 - No rate increases
- **Life Insurance, AD&D, and Disability Insurance: The Hartford**
 - No rate increases or changes to the plan designs





Cost Drivers for Medical

Here are some main Drivers of Cost Increases*

- Medical inflation impacting the cost of care delivery
- New high-cost treatments, therapies and technology
- Increased treatment due to aging population and rise in obesity
- Increase in specialty drugs, primarily due to utilization of new high-cost specialty drugs replacing lower-cost therapies
- Greater emphasis on detection and diagnoses
- Regulatory changes that impact administrative costs

Despite these external challenges, UNM is dedicated to finding solutions that balance our health care plan needs with financial considerations for employees and remains committed to exploring options to address these challenges.

**Information based on [2025 Segal Health Plan Cost Trend Webinar](#)*

FY26 Plan Highlights

Medical coverage through LoboHealth and Presbyterian plans

- LoboHealth offers \$10 Copays all MDLive virtual visits
- Presbyterian offers \$10 Copays for Urgent Care 'Video' visits through Virtual National Carrier 24/7, a contracted Presbyterian provider. *(This does not include virtual visits with regular Presbyterian PCP or Specialty providers, these Copays match the office-visit Copays)*
- LoboHealth and Presbyterian plans offer a fitness program that provides discounted membership options to you and your covered dependents for a nationwide network of fitness facilities

Dental coverage through Delta Dental of NM

- 24/7 access to licensed dentist in emergency situations when your regular dentist is not available-[DeltaDentalNM.com/Virtual-Visits](https://www.DeltaDentalNM.com/Virtual-Visits)

Vision coverage through VSP

- Savings on popular frame brands and contact lenses, discounts on LASIK
- \$130 allowance for contacts, every 12 months
- \$180 frame allowance for prescription glasses; OR, non-prescription sunglasses or non-prescription blue light filtering glasses, every 24 months

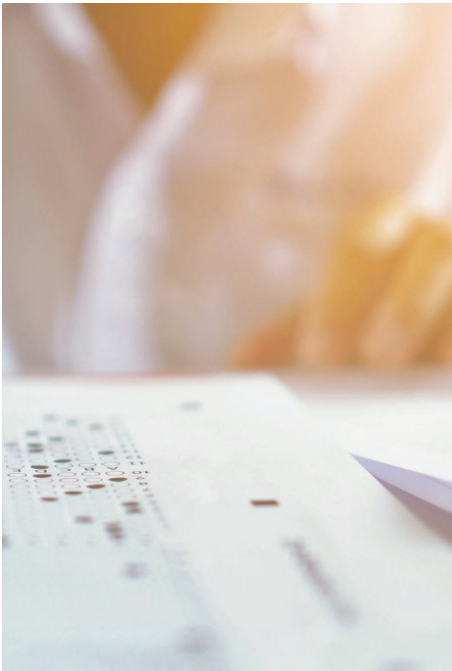


Flexible Spending Accounts (FSA)

- Flexible Spending Accounts
 - Medical
 - Set aside funds through pre-tax payroll deductions for qualified medical expenses
 - FY26 Maximum Election: \$3,300
 - FY26 Carry over \$660 reduces potential for “use it or lose it” rule
 - Use for deductibles, copays, coinsurance, qualified over-the-counter health expenses, glasses/contacts, etc.
 - Dependent Care
 - Child and/or elder daycare
 - Maximum is \$5,000 single/married filing jointly or \$2,500 if married filing separately



Life, Disability & Long-Term Care Insurance



- OE Specific Opportunities
 - Enroll in basic life insurance with no underwriting
 - Enroll in or increase supplemental life insurance by 1 level up to the guaranteed maximum with no underwriting
 - Enroll in long-term disability with no underwriting
 - Pre-existing condition exclusion still applies
 - Enroll in or increase AD&D
- Ongoing Opportunities
 - Short-Term Disability
 - Longer benefit elimination period applies
 - Long-Term Care
 - Underwriting applies

Life and AD&D Beneficiaries

- A beneficiary is the person who will receive the proceeds of your life or AD&D insurance should you pass away. You can choose anyone as your beneficiary and change your designation at any time.
- Review your beneficiary choices from time to time
 - Choose (designate) or change your beneficiary or beneficiaries by logging into [The Hartford Beneficiary Management portal](#)
 - [Login Instructions](#)
 - Beneficiary Login Assistance- 1-855-396-7655
- When you add or change a beneficiary online, your designation becomes effective immediately.



More Benefits for Faculty and Staff!





Employee Wellness

Our purpose: Help UNM faculty and staff stay healthy through a holistic approach to wellness so you feel better and live longer.



Employee Wellness

You have access to:

- Complimentary [Fitness & Nutrition Coaching Consultations](#)
- Online Courses for [weight management](#) and positivity
- University-Wide Challenges
- Stretch Breaks and a weekly zoom workout

As well as access to:

- The [Exercise Physiology Lab](#) – fitness assessments
- [Recreational Services](#) – PackFit fitness classes

Visit [Employee Wellness website](#) for more information!

Contact: wellness@unm.edu



Voluntary Retirement Plans

Voluntary Retirement Plans

403(b) and 457(b) – Defined Contribution Plans

- 100% voluntary, funded by employee payroll deductions
- Pre-tax *and* After-Tax Roth contributions available
- Investments from COREBRIDGE, FIDELITY, TIAA, and VOYA
- Customize payroll deductions as often as monthly through [Retirement at Work](#) (No minimum contribution)
- Participate in *either* or *both* plans
- Subject to IRS annual *maximum* contribution limits, which may change annually
- To enroll, register at [Retirement at Work](#) (Any month)
 - [User Guide](#) available for Login, Enrollment & Account Review
- For more, visit [403b and 457b Voluntary Retirement Plans](#)





Retirement Plans – Resources

Visit the [HR Retirement Plans website](#) for details about the UNM-offered Voluntary Retirement Plans:

- [403\(b\) and 457\(b\)](#) (includes enrollment instructions)
- Complimentary financial planning at no charge and by appointment, including retirement planning, from [Corebridge, Fidelity, TIAA, Voya, and Nusenda](#)



Education Benefits



Tuition Remission does *not*
cover books and course fees

Tuition Remission- Policy #3700

Fall and Spring – 8 credit hours each*

Summer – 4 credit hours*

**not to exceed the equivalent of resident undergraduate or resident graduate tuition & mandatory fees*

Eligible courses include:

- Courses taken for academic credit
- Courses taken from UNM departments for non-credit professional development
- Courses taken from New Mexico State University
 - 6 credit hour max per semester/3 credit hours for summer semester



Tuition Remission- Policy #3700 (Cont'd)

Approved Health & Fitness classes and/or Personal Enrichment classes

- In addition to the 8 hours for professional development / academic credit
- Equivalent of 3 combined credit hours per year, at the undergraduate resident rate
- These classes are **taxable** to the employee

Spouse/Domestic Partner Benefit

- 4 credit hours per semester for UNM academic courses only
- Spouse graduate courses, and all courses taken by Domestic Partners are taxable



Dependent Education Scholarship- Policy #3700

- Pays UNM ***undergraduate*** tuition* for up to 8 semesters for spouse, domestic partner, and/or dependent children
**at the resident undergraduate tuition rate*
- Does not pay for mandatory or course fees
- Does not include summer session
- Enrollment occurs twice yearly
- *For more information or to apply:*
<https://hr.unm.edu/benefits/dependent-education-program>

Upcoming Webinars

Lunch & Learn: Utilizing Your Education Benefits

- Learn more about UNM's Education Benefits: Tuition Remission & the Dependent Education Scholarship
- Wednesday May 14, 2025
 - 12 p.m. – 1:30 p.m. (Q&A 1 p.m. – 1:30 p.m.)
- [Register Now](#)

Financial Wellness Workshop: Investing Essentials

- 5 Principles to Invest with Confidence Webinar by TIAA
- Tuesday May 6, 2025
 - 12 p.m. – 1:00 p.m.
- [Register Now](#)



Your Benefits & Employee Wellness Resources

Websites

hr.unm.edu/benefits

hr.unm.edu/wellness

goto.unm.edu/oe

Questions?

505.277.6947 or HRBenefits@unm.edu

Wellness@unm.edu





It's Time for Questions!

