



# ***Board of Trustees***

## **SPECIAL MEETING**

### **MINUTES**

**November 10, 2021 • 8:00 a.m. • Room 512**

The Clovis Community College Board of Trustees held a Special Meeting on Wednesday, November 10, 2021, at 8:00 a.m. in Room 512. This meeting was held with COVID-safe practices as prescribed in the current Public Health Order. Due to limited seating capacity in the Board Room, the meeting was also livestreamed via Zoom.

#### **MEMBERS PRESENT**

Trustees Jan Bradburn, Lora Harlan, and Terry Martin were present in the Board Room. Trustee Laura Leal participated via virtual meeting access. Trustee Carolyn Spence was absent.

#### **MEETING PARTICIPANTS**

Clovis Community College employees who participated in the meeting from the Board Room were Charles Nwankwo, Robin Jones, Norman Kia, Robin Kuykendall, Heather Lovato, Beverly Aragon, Richard Benavidez, Bob Dart, Regina Dart, Perla Herrera, Rex Regnier, and Marcus Smith. Also present in the Board Room was Kameron Barnett, CCC legal counsel.

#### **VIRTUAL ATTENDANTS**

Based on details from the Zoom attendance report, virtual meeting attendants were Pam Cornelison, Winona Johnson, Nancy Meadows, Al Potthoff, Santana Sena, Brandi Varnado, Kellyann Weber, Laura White, and Kevin Wilson.

#### **ROUTINE MATTERS**

*Declare a Quorum:*

Madam Chair Harlan called the meeting to order at 8:00 a.m. and declared a quorum.

*Approval of Agenda:*

The agenda was approved as submitted.

**ACTION: Martin moved to approve the agenda as submitted. Leal seconded and upon roll call vote the motion carried (4-0).**

*Approval of Minutes:*

The Board approved the minutes of November 3, 2021 as submitted.

**ACTION: Martin moved to approve the minutes of November 3, 2021 as submitted. Bradburn seconded and upon roll call vote the motion carried (4-0).**

#### **OLD BUSINESS**

There was no Old Business.

## NEW BUSINESS Instructional Matters

There was no New Business Instructional Matters.

## NEW BUSINESS Non-Instructional Matters

### *Employee Benefits Renewal 2022:*

The Board was presented with the 2022 proposal for the Blue Cross/Blue Shield benefit package. Blue Cross/Blue Shield provided the College with a 19.3% increase in the renewal rate for the grandfathered Custom PPO Plan and HDHP HSA 100 Plan. The high-rate increase is due to a number of factors including claims paid on behalf of employees in 2021, the passage of New Mexico Senate Bill 317, and general healthcare plan increases stemming from COVID-19. The plans will continue to provide the same high level of services and benefits as in 2021, with additional mental health services and benefits required by the passage of New Mexico Senate Bill 317. In order to mitigate the impact of the large rate increase in 2022 for the employees, Human Resource Services and the Administration Team proposed a 5% decrease in the percentage rate of the total premium paid by employees. This would change the percentage rate paid by employees, based on salary tiers, to 15%, 25%, and 35% (down from the previous rates of 20%, 30%, and 40%). Rates will remain unchanged for the BlueSecure Supplemental Plans for retirees for 2022. The renewal rates are for the contract year January 1, 2022 through December 31, 2022. Inclusive in the rates are the Affordable Care Act taxes and fees. The listed supplemental plans will continue to provide the same benefits as 2021. The 2022 BlueCare Dental plan rates and services will remain unchanged for active employees. The plan is no additional cost for the College. All dental premiums are to be paid by employees electing coverage. As a point of information, Human Resource Services will be required by New Mexico procurement regulations to submit a Request for Proposal (RFP) in January 2022 seeking bids on healthcare packages to be active on January 1, 2023; with the hope of the RFP yielding reasonable alternative plans for review and selection. It was requested that the Board of Trustees approve the continuation of the current Blue Cross/Blue Shield grandfathered Custom PPO Plan with a \$15/\$25/\$40 prescription program, HDHP HSA 100 Plan, BlueSecure Plan, and BlueCare Dental Plan for the contract year of January 1, 2022 through December 31, 2022, and the proposed 5% decrease on the employees' contribution percentage.

**ACTION: Martin moved to approve the continuation of the current Blue Cross/Blue Shield grandfathered Custom PPO Plan with a \$15/\$25/\$40 prescription program, HDHP HSA 100 Plan, BlueSecure Plan, and BlueCare Dental Plan for the contract year of January 1, 2022 through December 31, 2022, and the proposed 5% decrease on the employees' contribution percentage<sup>1</sup>. Bradburn seconded and upon roll call vote the motion carried (4-0).**

## OTHER BUSINESS

There was no Other Business. Dr. Nwankwo will provide President's Remarks at the next regularly scheduled meeting.

## ANNOUNCEMENTS

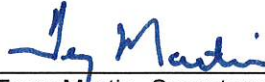
The next regular Board meeting is scheduled for December 1, 2021, at 8:00 a.m. in Room 512. The in-person meeting will be held in compliance with the prevailing Public Health Order. However, should the Public Health Order change between now and the next meeting, a virtual

meeting will take place instead. Proper notification of the meeting format will be shared with the public.

The meeting adjourned at 8:12 a.m.

**ACTION: Martin moved to adjourn the meeting. Bradburn seconded and upon roll call vote the motion carried (4-0).**

Respectfully submitted,



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Terry Martin, Secretary  
Board of Trustees

Approved December 1, 2021