

Employee Benefits Advisory Committee

Minutes from the February 11, 2019 Meeting AO Room 403A

Members in Attendance:

Mark Lacey (Chairperson)
Jametoria Burton (APC)
Denise Giarrusso (APC)
George Coleman (Faculty Alternate)
Christina Goodell (Faculty)
Steve Milczanowski (Faculty)
Jill Bradberry (Career Alternate)
Matt Wetzel (Career)

Resources in Attendance:

Randi Brokvist
Al Little
Debbie Monnserrat
Timothy Nelson
Judy Robbins
Steve Stanford

Members Absent:

Amanda Miller (Career)
Tameiko Grant (APC Alternate)

The meeting commenced at 1:32 p.m. A quorum was confirmed to be present.

Introductions (Lacey)

Chair Lacey opened the meeting welcoming everyone and by confirming the items on the agenda.

Contract Renewals (Lacey/Brokvist)

EAP – Chair Lacey stated this was the last year of the contract with West/Health Advocate Solutions. Per Randi Brokvist, the College's EAP services are exempt from bid requirements. The College has had West/Health Advocate Solutions since 2013 with no price increases.

Chair Lacey informed the Committee that Human Resources (HR) and Purchasing reviewed the EAP proposal and, in comparing the College's current rates and services to the Consortium's EAP plan, found our current and future premium rates to be less. Additionally, the services offered by West/Health Advocate Solutions for FSCJ employees are richer than the Consortium's plan. There is also the importance of having continuity with the same provider for our employees. During their due diligence process, HR will confirm all current services remain the same for the next three years at a rate of \$1.26, and will work with Purchasing for a new contract.

Ms. Giarrusso posed the question of who does the Consortium use. The answer was New Directions.

Motion: To support moving forward with the current EAP program. Motion passed unanimously. (Moved by Mr. Milczanowski, seconded by Ms. Giarrusso.)

Mr. Little requested of Chair Lacey that if issues are found during the due diligence process, to please inform the group.

Dental – Ms. Brokvist explained that the RFP would be conducted in-house, and it needed to be ready to present at the August District Board of Trustee’s meeting. The College has had Delta Dental since 2013 and the last RFP received four bids. The RFP committee will be responsible for assisting with the development of the RFP, reviewing bids received, and comparing bids against the Consortium’s plan design and rates. The bid specs will include, but not limited to, networks and services offered and a comparison of pricing on different procedures and administrative fees.

Ms. Giarrusso asked if the Consortium offers dental coverage. Ms. Brokvist confirmed they do and stated the EBAC discussed those options last fall at which time a decision was made to continue with our plan as we had one remaining year on the contract. Additionally, the College’s plan offered richer benefits.

Mr. Little stated that the College plan is self-funded and that there was no guarantee of there not being a rate increase. He felt it was advantageous to go to the Consortium’s plan because they underwrite the plan.

Mr. Milczanowski stated adding dental implants would be a good idea, but in the past Blue Cross stated that those were experimental and not covered under the plan. This was when it was under Florida Combined Life. He stated he was not sure that we could get that benefit if we go with the Consortium’s plan.

Ms. Brokvist stated that line of service could be added to the RFP to get quotes.

Chair Lacey encouraged the EBAC to identify a representative who would be interested in serving on the RFP subcommittee no later than February 22, 2019. Chair Lacey stated timeline to have the RFP released would be early April.

HDHP/HSA Update & Benefits Enrollment Review (Lacey/Robbins)

Chair Lacey provided an update on the new HDHP plan stating 136 employees enrolled in the HDHP/HSA for 2019. The College is putting \$1,000 toward each account during the course of the year, and the Consortium is prefunding \$500 for employee, \$1000 for employee + one; and \$1500 for employee +2. In addition, employees are contributing around \$180,000 into their HSAs. In total over \$425,000 is going into HSAs from all the contributions. This is a good start to the plan.

Ms. Giarrusso asked what the enrollment numbers are for the PPO and HMO plans. Ms. Robbins distributed a spreadsheet showing the enrollment data for January 2019. Ms. Robbins informed the Committee that the Open Enrollment numbers included active employees, retirees and Cobra participants.

Chair Lacey stated no negative feedback has been received from employees due to the BlueOptions PPO Plus plan no longer being offered. He also stated he recently attended a statewide conference where each College spoke on their enrollment numbers for the HDHP/HSA plan. FSCJ had the second highest HDHP enrollment. Some colleges decided to include an employee premium on their other medical plans, which could have contributed to the reason for employees enrolling in their HDHP plan.

Mr. Milczanowski asked a question regarding the Sick Leave Pool (SLP) enrollment number. Ms. Robbins explained several SLP members retired and/or separated during 2018 lowering the number of current participant memberships. However, eight new eligible employees enrolled into the SLP during Open Enrollment.

403b/457 Plan (Lacey)

Chair Lacey explained that we continue to look at the structure of our tax shelter annuity vendors. We are reviewing options to issue an RFP to consolidate provider choices to either one or two. Judy Robbins distributed enrollment information on the employees who have accounts with the 403b/457 plans.

Long Term Care (LTC) (Robbins)

Ms. Robbins provided an update on the timeline of rate increases for the Unum/LTC insurance. The first rate increase took effect July 1, 2018. The next incremental increase is July 1, 2019 with an approximate increase of 18%. The third incremental increase will be July 1, 2020. During the 4th through the 10th years there will be no rate increases.

Wellness Update (Lacey)

Chair Lacey reminded the Committee that the College partners with the Consortium for the Wellness program. He informed the Committee of the Wellness Fair scheduled for March 1, 2019 to be held in the ATC. The Fair will offer biometric with an online survey for a gift card of \$15. It was a success last year and, hopefully, will be again this year. Encourage your peers to attend.

The biometric screenings will also be held at Deerwood on March 27th, Kent Campus on March 28th, South Campus on April 3rd and North Campus on April 4th. This will allow and encourage more employees to participate in this valuable wellness benefit.

Chair Lacey stated Steve Beard is getting information on a Corporate Run/Walk, and the College will pay the registration fees for up to 10 participants. The College will also participate with the First Coast Games with an estimated 100 employees participating with a variety of teams and activities such as softball, bowling, volleyball, etc.

Other Items/Open Discussion (Lacey)

Mr. Milczanowski brought up the subject of Life Scan Screening. He mentioned police officers receive this valuable benefit; however, it is very expensive but it does help save lives and get people on the correct track to maintain a healthy life style.

Next Meeting (Lacey)

The next meeting of the EBAC will be scheduled for either late June or in July 2019.

Adjournment

The meeting was adjourned at 2:23 p.m.