

Employee Benefits Advisory Committee

Minutes from the February 23, 2017 Meeting AO Room 403A

Members in Attendance:

Mark Lacey (Chairperson)
Jametoria Burton (APC)
George Coleman (Faculty Alternate)
Denise Giarrusso (APC)
Christina Goodell (Faculty)
Steve Milczanowski (Faculty)
Belinda Potts (Career)

Resources in Attendance:

Randi Brokvist
Akilah Cooper
Anita Kovacs
Debbie Monnserratt
Bonnie Mosley
Judy Robbins
Steve Stanford
Dawn Swed

Absent:

Tameiko Grant (APC Alternate)
Al Little (Resource)
Amanda Miller (Career)
Robbie Peebles (Career Alternate)

The meeting commenced at 2:00 p.m. A quorum was confirmed to be present.

Introductions (Lacey)

Chair Lacey opened the meeting by confirming the items on the agenda.

Online Open Enrollment (Lacey) (Robbins)

- Approximately 500 benefit transactions took place during open enrollment.
- Chair Lacey asked about any issues mentioned by employees.
 - APC member Giarrusso noted that some employees were concerned about communication that dependents were removed due to not turning in required documents.
 - Faculty Alternate Coleman noted his confusion about when overage dependents would be removed from coverage; Resources Robbins and Mosley advised that Benefits would follow-up with him.
- APC member Giarrusso noted that many employees found the process easy to navigate.

Insurance Plans Update (Lacey)

- Long Term Disability – Chair Lacey reminded the Committee that the elimination period was reduced from 180 days to 90 days effective 1/1/2017.
- Unum Long Term Care – Chair Lacey reminded the Committee that Unum requested an increase for LTC premiums through the Insurance Commission. The Insurance Commission approved the increase.
 - Increase breaks down to approximately \$18 for years 4 – 10, with no

- increase for years 5 – 10.
- It is unclear at this point whether or not and how this will affect our employees currently covered, which numbers about 60 employees.
- Will provide further information when available.

Benefits Contracts - Renewals (Lacey)

Chair Lacey advised the Committee that there is a possibility of changing the current third-party administrator, Medcom, which handles flexible spending accounts, COBRA administration and retiree billing. Medcom's contract expires at the end of 2017; would like to explore other options due to administrative concerns with the current services being provided. Chair Lacey advised that if a change occurs, it will not impact employees' ability to elect an FSA during open enrollment. Faculty member Goodell and Career member Potts both voiced concerns about current process Medcom uses for auditing claims and requesting documentation; resource Robbins advised that Benefits will research and get back to them.

Health Insurance RFP (Monnseratt) (Brokvist)

Resource Monnseratt reported that the subcommittee completed an RFI October 2016. The College received five proposals, which were then narrowed down to three consultants: Aon, Robinson Bush, Inc. and Gallagher Benefit Services. The subcommittee met with consultants from each company and through a consensus vote, chose Gallagher Benefits. The subcommittee is currently finalizing the RFP and it should be released the week of February 27, 2017. The subcommittee is requesting bids to be returned by the middle of April.

Benefits Enrollment Review (Robbins [handouts])

Resource Robbins reviewed current enrollment numbers for each benefit category. All plan and participation information is available on the handout.

Wellness Plan Update (Lacey [handout])

Chair Lacey recapped features of the Wellness Plan and the strong participation during 2016. Advised that if participation equals 35%, the College would receive \$5,000 from the Consortium; possible higher dollar amounts for higher employee participation. Reviewed upcoming wellness activities for 2017. The College will be participating in the YMCA First Coast Games this year.

Other Items/Open Discussion (Lacey)

No other items noted.

Next Meeting (Lacey)

The next meeting of the EBAC will most likely be in August.

There being no further business, the meeting adjourned at 2:56 p.m.