

Employee Benefits Advisory Committee

Minutes from the June 26, 2019 Meeting AO Room 403A

Members in Attendance:

Mark Lacey (Chairperson)
Christina Goodell (Faculty)
Denise Giarrusso (APC)
Mandi Miller (Career)
George Coleman (Faculty Alternate)
Jill Bradberry (Career Alternate)
Steve Milczanowski (Faculty)
Lori Cimino (APC)

Resources in Attendance:

Anita Kovacs
Al Little
Debbie Monnserrat
Timothy Nelson
Judy Robbins
Steve Stanford

Members Absent:

Jametoria Burton (APC)
Matt Wetzell (Career)

The meeting commenced at 9:00 a.m. A quorum was confirmed to be present.

Introductions/Minutes (Lacey)

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

Motion: To approve the EBAC minutes from 5/08/19.

Motion passed unanimously 5-0. (Moved by Ms. Giarrusso, seconded by Ms. Miller).

HDHP/HSA Update (Lacey)

Chair Lacey discussed the primary reason for the meeting was to discuss the survey results from the employees currently enrolled in the High Deductible Health Plan (HDHP).

Mr. Little wanted to share the discussions he had with the District Board of Trustees in late May. Mr. Little recommended a salary increase to offset the employee premium buy-up for the PPO and HMO plans, should the College recommend the HDHP as the base plan, as well as discontinuing dependent premium subsidies. He informed the Board of the EBAC recommendation to wait one year before making the HDHP the base plan. Mr. Little indicated the Board members felt strongly about moving to the HDHP for plan year 2020. The Board was supportive of eliminating the dependent premium subsidies.

Ms. Giarrusso asked whether the \$1,000 FSCJ HSA contribution would continue if the College implements the HDHP as the base plan. Mr. Little responded that the recommended \$3,000 buy-up salary increase to all impacted employees' base salary (AP&C) would replace the \$1,000 FSCJ HSA contribution.

The question was asked by Ms. Miller whether the HDHP survey results were presented to the Board. Mr. Little responded no, because the survey results were not available when he met with them. Ms. Miller then asked if the survey results would be presented to the Board in the future. Mr. Little responded that he did not know.

Mr. Milczanowski asked if it is possible to have a representative from Florida Blue to come out and talk to the EBAC. Mr. Little confirmed HR would arrange a meeting. Chair Lacey added that Florida Blue has care advocates who can talk to individual employees to advise them on their plan at any point.

Circling back to Mr. Little's comments, Ms. Goodell asked for clarification on the \$3,000 salary increase to the base pay. Chair Lacey responded the College saves about \$3,000 total on each employee on the HDHP. The \$3,000 would be added to the employee's base pay. If an employee elected the PPO plan, the employee portion to buy up would be approximately \$250 per month. If the employee elected the HMO plan, it would cost approximately \$293.00 per month.

Ms. Giarrusso asked what the timeframe for a decision from the Board. Mr. Little responded it will be made by September.

To confirm her understanding, Ms. Goodell asked why the College is desirous of switching to the HDHP as the base plan. Chair Lacey responded it is based on long-term savings for the College.

Mr. Milczanowski asked if the prescription plans were different between the two plans (HDHP and PPO). Ms. Robbins responded the prescription plan is the same for both the HDHP and the PPO plans. However, the difference on the HDHP is once employees reach their deductible, employees have a zero copay for prescriptions.

In connection to the survey, Ms. Miller asked about a response regarding out-of-pocket maximums. Chair Lacey stated the HDHP per person/family aggregate is \$6,850/\$9,000.

Concern was expressed by Ms. Giarrusso about the Career employees on the lower end of the pay scale. Chair Lacey responded he and Mr. Little have discussed a possible loan program for employees on the HDHP plan who may have high medical bills before their HSA has time to accumulate funds.

Ms. Goodell asked how many Career employees are hitting their out of pocket maximums. Chair Lacey responded 36 employees on the PPO plan have hit their max out-of-pocket maximum. The average out-of-pocket expenditure in 2018 was \$926 for employees on the PPO plan and \$341 for employees on the HMO plan. The average deductible was \$200.75. For the PPO plan, 472 employees met their deductible in 2018.

Ms. Robbins added that 68 of 138 employees on the HDHP plan completed the survey. The survey shows a high satisfaction level. The majority of employees indicated the reason they chose the HDHP was due to the employer contribution. 87% of the employees were pleased with the information sessions that were provided. 61% of employees have had a positive experience with the HSA. 67% of employees would re-elect to have the HDHP. Mr. Milczanowski pointed out that 80% of employees did not use their HDHP.

As an additional point, Ms. Kovacs stated the HealthEquity representative said that if you have a bill from January you could wait to submit the bill for reimbursement so that you have the funds available in the HSA.

Ms. Goodell stated that the prescriptions have not been at the full rates. Chair Lacey reminded the Committee prescriptions are contracted at a set price.

As expressed by Ms. Miller, employees continue to contact her in hopes the College is not moving toward the HDHP as the base plan. The sentiment being expressed is that they cannot afford to pay any more than they are paying now. A handful of Career employees indicated they might choose to leave the College to seek employment elsewhere.

Ms. Cimino added that the hardest hit are employees who make less than \$30,000. What can we do, as an institution, to support those employees that are the hardest hit? In response Chair Lacey advised the \$3,000 added to their base salary could be put into the HSA to have it available for medical expenses.

As a follow-up, Ms. Cimino asked how the switch to the HDHP as the base plan would affect employees of age 65 or over. Chair Lacey responded that per IRS guidelines, employees who are Medicare eligible are not eligible for the HDHP/HSA plan. Medicare eligible employees will, therefore, have to buy up into the PPO or HMO plans.

It was then requested that when the Florida Blue representative comes to talk to the EBAC, they have scenarios prepared for each tier.

Dental RFP Update (Lacey)

Chair Lacey discussed the dental RFP advising there were six bids.

403b/457b RFP (Lacey)

Chair Lacey conveyed the RFP was released and the proposals are due back July 8.

Adjournment

The meeting was adjourned at 10:30 a.m.