

Employee Benefits Advisory Committee

Minutes from the August 31, 2016 Meeting AO Room 403A

Members in Attendance:

Mark Lacey (Chairperson)
Luther Buie (APC Alternate)
Jametoria Burton (APC)
Denise Giarrusso (APC)
Christina Goodell (Faculty)
Linda Ludwig (Career Alternate)
Amanda Miller (Career)
Belinda Potts (Career)

Resources in Attendance:

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

Absent:

George Coleman (Faculty Alternate)
Steve Milczanowski (Faculty)

The meeting commenced at 1:03 p.m. A quorum was confirmed to be present.

Approval of Minutes (Lacey)

Chair Lacey noted that when editing on the previous meeting's minutes are complete, they will be voted on by utilizing the "vote" feature in Outlook.

2017 Plans (Brokvist) (Handouts)

Draft agenda items intended to be presented to the DBOT (Board) at their 9/13/16 meeting were presented for review/discussion.

Medical Insurance:

- Reviewed previous week's items: 4.48% increase for FSCJ, 8% overall national increase in costs.

Dental Insurance:

- Follow-up from last week: What is the difference between the Consortium's PPO network and the current network offered through FSCJ's Delta Dental plan?
Answer - Consortium and FSCJ networks are identical (both utilize PPO Premier Network).
- Follow-up from last week: How many employees typically reach the max out of pocket in the first six months of 2016 (Robbins)
Answer -
 - \$900 - \$1199: 34 employees.
 - \$1200 - \$1500: 26 employees.
 - \$1500+: 30 employees.
 - In all of 2015, 229 employees maxed out at \$1500 or above.

- Awaiting numbers from Delta Dental to verify the number of dependents on PPO plans.
- Even if the Consortium dental plan is adopted, employees will not be forced to adopt their medical plan (Little).
- Absolutely no change to the DHMO plan (Lacey).
- The Committee requested that the D/V rates be added to the Board agenda item. Brokvist will ensure they are added prior to going before the Board.

Vision Insurance:

- FSCJ is moving from a self-insured to a fully-insured plan with Humana.

FSA:

- No changes – admin fees are the same; \$720 contribution from College remains the same for employees who opt out of the College’s medical plans.
- No information as to what the IRS plan contribution limit will be for 2017. When that information is available, plan documents allow the change to be made upon notification (Lacey).

Chair Lacey called for a motion on whether or not the Committee agrees to keep the current PPO dental plan or move to the Consortium PPO plan. **Motion by Miller to keep the current plan. Seconded by Giarrusso. After opportunity for discussion, motion carried by majority vote of five.**

Chair Lacey called for a motion on whether or not the Committee recommends presenting the medical premiums noted in the Agenda Item to the Board during the 9/13/16 meeting. **Motion by Giarrusso to present the noted premiums to the Board. Seconded by Miller. After opportunity for discussion, motion carried by majority vote of five.**

Wellness Plan Update (Lacey)

Chair Lacey noted strong participation in the Blue Rewards program. Currently, 40% of all eligible employees are participating in Blue Rewards. Chair Lacey clarified that all employees, including opt-out participants, can participate in Personal Health Assessments (PHAs). In 2016, 314 employees participated in PHAs, accounting for 23% of all full-time employees. Chair Lacey reviewed some of the changes enacted by the Wellness Committee, chaired by Steve Beard, including healthier snack items in the vending machines.

Open Enrollment (Lacey/Robbins)

Open enrollment will take place between October 17 – 28. The Benefits team will be on campuses the week of October 17. Vendors are being invited to participate during the week of October 17. There will also be flu shots available for all employees, and dependent flu shots for \$25. This year is a passive enrollment. Current elections will roll over to 2017 if no changes are made, including FSA pledges from 2016 to 2017.

Medical Insurance RFP Subcommittee (Little/Brokvist) (Handout)

Resource Brokvist noted that three Committee members are needed to serve on the subcommittee regarding a Request for Proposals on health insurance. EBAC members Giarrusso, Miller and Goodell volunteered to serve on the subcommittee. EBAC members and resources were given a timeline handout for review.

Benefits Enrollment Review (Lacey/Robbins) (Handout)

Benefit plan enrollment numbers were reviewed. All plans and participation information is available on the handouts.

Other Items / Open Discussion (Lacey)

In respect of the time, no other items were presented.

Next Meeting (Lacey)

The next meeting of the EBAC will most likely not take place until February 2017. However, the subcommittee will be contacted for meeting times as necessary.

Adjournment (Lacey)

There being no further business, the meeting adjourned at 2:04 p.m.