

Employee Benefits Advisory Committee

Minutes from the March 21, 2013 Meeting ATC, Room 116

In attendance:

Christine Arab (Chairperson)
M. Kathy Ebener (APC)
Steve Milczanowski (Faculty)
Gerald Orso (Career)
Belinda Potts (Career)
Steve Stanford (APC)

Peggy Boord (Resource)
Steve Bowers (Resource)
Mia Jeckel (Resource)
Stan Jurewicz (Resource)
Janet Meigs (Minutes Recorder)
Sonya Polke (Resource)
Dan Richardson (Resource)
Larry Snell (Resource/APC Alt)
Dawn Swed (Resource/CEC Alt)

Absent:

John Fields (Faculty Alt)
Yvonne Horner (Retirees)
Ken Whitten (Faculty)

External Presenters:

John Robinson – RobinsonBush
Shawntae Hardy – RobinsonBush
Lowell Walters - GrayRobinson

The meeting commenced at approximately 1:08 p.m.

Welcome and Introductions (Arab)

Those in public attendance (Dr. Albrecht, Ms. Baldwin, Dr. Cabral-Maly, Ms. Miller) were acknowledged and thanked for their interest. Everyone present introduced themselves to the group. Dan Richardson was announced to be the EBAC Chairperson effective with the next meeting.

Affordable Care Act (ACA) (Richardson/Robinson/Hardy/Walters)

An extensive overview of the Affordable Care Act (aka Health Care Reform) as it pertains to employer requirements and the resulting impact on the College was presented (presentation attached). Key topic points included:

- Health Care Reform Provisions (2013)
- Patient Centered Outcomes Research Fee
- Exchange Notice
- Health Care Reform (2014)
- Shared Responsibility – Pay or Play

- Pay/Play Penalty – Employers with 50+ Employees
- Employee Classifications
- Full-time Equivalent Employee (FTE): Safe Harbor Method
- Full-time Employee: Safe Harbor Method
- Administrative Challenges
- Cost Impact
- Impact on 2014 Health Plan
- Decision
- Employer Upcoming Actions

During and following the presentation, a general Q&A session ensued.

Upcoming RFPs (Snell)

Group Life Insurance Plan with Minnesota Life has one final year of renewal at the same rate, which the EBA supported it to not be re-solicited until 2014 for implementation in the 2015 plan year.

Several group benefit plan contracts are scheduled to expire this plan year (dental, vision, LTD, EAP) requiring new request for proposals to be solicited in 2013 for each benefit to be implemented for 2014. EBAC volunteers were solicited for all as reviewers with the following confirmed:

- Belinda Potts – Dental
- Sonya Polke – Dental
- Steve Milczanowski – LTD
- Gerald Orso – LTD
- Stan Jurewicz – LTD
- Lisa Moore, EAP
- M. Kathy Ebener – EAP
- Mia Jeckel – EAP
- Dan Richardson – Dental, Vision
- Judy Robbins - Vision
- Steve Stanford – Vision

Adjournment

There being no further business, the meeting adjourned at approximately 3:40 p.m.