

# Employee Benefits Advisory Committee

## Minutes from the October 23, 2008 Meeting MCC, Room 462

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### In attendance:

Christine Arab (Chairperson)	Yvonne Horner (Resource)
Bill Barfield (APC)	Stan Jurewicz (Resource)
Jerry Lewis (Career Alt.)	Janet Meigs (Minutes Recorder)
Steve Milczanowski (Faculty)	Judy Robbins (Resource)
Robert Peeples (Career)	Larry Snell (Resource/APC Alt)
Belinda Potts (Career)	Dawn Swed (Resource)
Jack Spears (Retirees)	Elaine Tisdale (Resource)
Kenneth Whitten (Faculty)	

### Absent:

Ron Allen (APC)	Steve Bowers (Resource)
Troianne Grayson (Faculty Alt.)	Sonya Polke (Resource)

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The meeting commenced at approximately 2:02 p.m. Chris Arab confirmed a quorum was present. The agenda was reviewed with the Committee and modified to reflect the deletion of *Wellness Update* and the Addition of *KidCare Update*.

### Approval of Minutes (09/11/08)

**Motion:** Approve the minutes as presented with noted corrections and changes suggested at the table. The motion was approved by unanimous vote.

### 403(b) Update

- IRS regulations regarding the administration of 403(b) accounts will change effective January 1, 2009.
- Changes to the regulations dramatically increase the administrative burden placed on the College by requiring we review all transactions to all accounts.
- Severe penalties will be assessed if accounts are not administered correctly.
- The 28 Florida community colleges joined together through the HR Council to leverage the power to not only negotiate but also demand provisions that best meets employees' needs.
- Through the ITN process, 11 companies were identified as eligible vendors.
- The Board agenda item was written in a way to allow the other community colleges to "piggy-back" on the negotiated deals.
- Contracts will be sent out to the successful 403(b) vendors. Once the contracts have been finalized they will be shared with the other community colleges.
- TSA Consulting Group will serve as the 403(b) administrator.
- Employees using a 403(b) vendor not on the approved list as of January 1, 2009 will need to change vendors to be able to continue to contribute.

- FCCJ, as well as the other community colleges, will have the option of selecting any/all vendors from the approved list.
- Two vendors, Vanguard and LSW, have significant participation by FCCJ employees but are not on the approved list.

**Motion:** A subcommittee be formed to analyze the pool of 11 authorized 403(b) vendors and those with significant FCCJ employee utilization with the purpose of developing a recommended list for EBAC action. The motion was approved by unanimous vote.

**Part-time Employee Website Options for Voluntary Purchase**

- The subcommittee will develop a document to solicit information from vendors as to any discounts for services offered to part-time employees.
- There will be no obligation on the part of the College and any fees will be paid directly by the employee (not through payroll deduction).
- The subcommittee is empowered to identify companies and provide the information to employees.

**FSA Cap Recommendation – November DBOT Agenda Item**

- It will be recommended to the DBOT that employees who opt out of the College's health insurance receive \$720 in a medical FSA.
- Employees are asking for an increase to the FSA cap for advanced dental surgery, greater tax savings, etc.

**Motion:** To raise the FSA medical cap for 2009 to \$8,400. The motion was approved by unanimous vote.

**Medical Insurance Dependent Premiums Revisited**

- Initial review of the health insurance dependent premiums did not reveal that the increase percentages were not equal among the determined salary groups.
- The increase in dependent premiums for employees in the lower salary range coupled with the increase in out-of-pocket expenses for health insurance services is too much to implement at one time.
- Keeping the increase percentages consistent would result in an increase of \$52,000 to the amount the College is subsidizing the insurance premiums but would lower the dependent premiums for employees with lower salaries.

**Motion:** To request the DOBT approve the proposed revisions to dependent health insurance premiums. The motion was approved by unanimous vote.

**Open Enrollment Calendar/Schedule**

- As there are no major plan changes for employees to consider, the Benefits team will be on campuses one week immediately following the November DBOT meeting.
- Open Enrollment will be open for three weeks only to allow for the timely processing of paperwork.

- All forms will be made available on the HR Web page and provided to campus business offices.

**KidCare (Florida Healthy Kids)**

- Recognizing that employees may choose to drop dependents from their health insurance during open enrollment, KidCare is an option for coverage.
- As it can take 2-3 months for coverage to be approved and implemented, approval would be seen as a life event and employees would be allowed to switch to KidCare mid plan year.

**Other Items**

- In checking, smoking cessation agencies will provide patches, counseling, literature, and in some cases Wellbutrin but will not provide Chantix.

The meeting formally adjourned at 3:25 p.m.