

Employee Benefits Advisory Committee

Minutes from the July 20, 2017 Meeting

AO Room 403A

1:30 p.m. - 3:00 p.m.

Members in Attendance:

Mark Lacey (Chairperson)
Christina Goodell (Faculty)
Steve Milczanowski (Faculty via phone)
Jametoria Burton (APC)
Denise Giarrusso (APC)
Jill Bradberry (Career – Alternate)
Amanda Miller (Career)
Belinda Potts (Career)

Resources in Attendance:

Randi Brokvist
Deborah Bundy
Akilah Cooper
Anita Kovacs
Al Little
Debbie Monnseratt
Judy Robbins
Dawn Swed

Absent:

Steve Stanford
George Coleman (Faculty Alternate)
Tameiko Grant (APC Alternate)

Guests:

Ann Gebhard
Jimmy Kelly

The meeting commenced at 1:35 p.m. A quorum was confirmed to be present.

Introductions (Lacey)

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

Health Insurance RFP (Monnseratt handouts)

Debbie Monnseratt introduced the consultants from Gallagher Benefit Services (Ann Gebhard and Jimmy Kelly). The consultants were hired by the College to conduct a comprehensive RFP for group health insurance, working along with a subcommittee from EBAC, who met and made recommendations after a six-month deliberation process. Gallagher presented a detailed overview of the results to include RFP No. 2017-26 (LOT #1) United Health Care for a Fully-Insured Medical Plan and RFP No. 2017-26 (LOT#2) Aetna for a Self-Insured Plan, which included both companies' best and final offers. A side-by-side comparison with the College's current Florida College System Risk Management Consortium plan was provided and evaluated.

Motion: To continue with the Consortium fully-insured medical plan. Motion passed unanimously 6-0. (Moved by Denise Giarrusso, seconded by Jametoria Burton.)

Benefits Contracts – Renewals (Brokvist; handout)

Randi Brokvist reviewed the 2018 Plan year premiums for medical, dental and vision. A

handout was provided for the Consortium medical plans, showing a 2.2% rate increase for 2018. The dental and vision plans will not experience any premium increases or plan changes. The College is awaiting a response from The Hartford Company, which is evaluating the life insurance premiums. Discussion was had on approving the recommendation to the District Board of Trustees for 2018 medical, dental, vision and life rates with a request for the Administration to communicate back to the Committee if the life insurance rates increased more than 5%.

Motion: To recommend the proposed medical, dental, vision and life insurance rates as long as the proposal from Hartford is no more than a 5% increase. Motion passed unanimously 6-0. (Moved by Giarrusso, seconded by Burton.)

Flexible Spending Account (FSA) Plans (Lacey)

Chair Lacey updated the Committee regarding the possibility of changing the current third party administrator, Medcom, which handles flexible spending accounts, COBRA administration and retiree billing. The College received a proposal from Payflex that offers bundled services the College is seeking, with the potential of a piggyback solution to a Lee County contract. The College continues to review the options and will update the Committee if and when a decision is made.

Open Enrollment (Lacey) (Robbins)

- Open enrollment was confirmed for October 16-27, 2017.
- Passive enrollment with the exception of Flexible Spending Accounts (FSA).
- FSA will be reset to zero. Employees must enroll for this benefit.
- Health and 403(b) vendors will be invited to attend the first week of open enrollment.
- Flu shots will be coordinated through the Consortium for the first week.

Wellness Plan Update (Lacey; handout)

Chair Lacey provided an update on the wellness program with a comparison chart highlighting the turnout for 2016 vs. 2017. The overview also referenced the involvement for the Wellness Seminars, Blue Rewards usage and various events that have gained widespread support from employees and partners.

Other Items/Open Discussion (Lacey)

No other items noted.

Addendum Added:

- The Hartford Company provided no change in current rates and a two-year rate guarantee for life and disability products.
- The Consortium's Operations Committee will recommend a 2.1% increase in medical premiums instead of the original proposed 2.2% increase.

Next Meeting (Lacey)

The next meeting of the EBAC will be in February.

There being no further business, the meeting adjourned at 3:01 p.m.