

Employee Benefits Advisory Committee

Minutes from the February 26, 2020 Meeting AO – 403A

Members in Attendance:

Mark Lacey (Chairperson)
Christina Goodell (Faculty)
Steve Milczanowski (Faculty)
Matt Wetzel (Career)
Mandi Miller (Career)
Jametoria Burton (APC)
Denise Giarrusso (APC)
George Coleman – Alternate (Faculty)

Resources in Attendance:

Al Little
Steve Stanford
Debbie Monnserrat
Diana Crigger
Randi Brokvist
Tim Nelson

Members Absent:

Lori Cimino – Alternate (APC)
Jill Bradberry – Alternate (Career)

Resources Absent:

Judy Robbins
Anita Kovacs
Glenda Parrish

The meeting commenced at 3:00 p.m. A quorum was confirmed to be present. Chair Mark Lacey opened the meeting by welcoming everyone and thanking them for their attendance.

Approval of Minutes (Lacey)

Motion: To approve the August 26, 2019 meeting minutes as presented. (Moved by Ms. Mandi Miller, seconded by Professor Christina Goodell.)

The motion was passed by unanimous vote.

Contract Renewals

Chair Lacey updated the Committee on contract renewals for the upcoming year. There are no benefits related renewals for 2020. The College's vision and long-term disability contracts are up for renewal in 2021.

HDHP/HSA Enrollment and Survey Review

Chair Lacey provided a packet of handouts that included the HDHP medical plan & HSA enrollment data, HDHP survey results, savings plan elections and benefits plan enrollment data.

Discussion ensued on the College's decision to front-load the HSA college contributions. Mr. Al Little commented one of the benefits of the Committee is that the feedback and perspective that is brought to the meetings is taken under consideration adding the Committee plays a vital role for the employees.

Mr. Matt Wetzel expressed appreciation for the College front-loading the HSA contributions. Mr. Wetzel also stated that some employees commented, to him, if they knew beforehand that this was an option, they would have enrolled in the plan.

Chair Lacey reviewed the HSA enrollment data as well as explained the HDHP survey details with the results being that 93% of employees remained in the HDHP plan. A synopsis detailing the differences in the questions and responses received on the HDHP survey results was provided.

Professor Steve Milczanowski asked whether Florida Blue can provide a usage report of those who use the PPO plan versus the HDHP plan to include the claims history. Chair Lacey stated that Florida Blue will provide a summary of the data, but it is not yet available.

403b/457b Savings Plan Enrollment Review

Handouts were distributed showing enrollments as of three dates ranging from October 2019 to January 2020 detailing the increased enrollment. The trend in increased enrollment is contributed to the planning sessions that were presented.

Chair Lacey stated with the RFP results, the number of vendors went down to two, AIG and TIAA, with enrollments up by 35%. Over 200 employees attended the presentations, and individualized meetings were set up with AIG and TIAA financial advisors.

Benefits Enrollment Review

Chair Lacey reviewed the handout of the benefit plan enrollment data as of January 1, 2020.

Ms. Denise Giarrusso suggested a survey be conducted of all employees, similar to the HDHP survey, to get feedback on how the employees feel about the other plans as well.

After discussion, it was recommended that three (3) members of the Committee draft a series of questions to survey all employees with a target date of April or May. Ms. Giarrusso, Mr. Wetzel and Professor Chris Goodell will get together to draft a series of questions.

Long-Term Care (LTC)

Chair Lacey reminded the Committee that UNUM, the provider for the Long-Term Care policy, will have its last increase effective July 1, 2020, and will have a moratorium on rate increases for the next seven (7) years. There are very few employees on the plan.

Wellness Update

Chair Lacey reminded the Committee of upcoming wellness events. There is a wellness fair on February 28th, National Wear Red day, as well as the First Coast Games. This year there are 100 employees signed up to participate in the First Coast Games.

Other

No other items were presented.

Next Meeting

The next meeting will be held in July or August.

Adjournment

There being no further business, the meeting adjourned at 3:52 p.m.