

# Employee Benefits Advisory Committee

Minutes from the March 22, 2023 Meeting

4:06 p.m. – 4:47 p.m.

Virtual via WebEx

## **Members in Attendance:**

Mark Lacey (Chairperson)  
Christina Goodell (Faculty)  
Jeniah Jones (Faculty)  
Steve Milczanowski (Faculty)  
Denise Giarrusso (APC)  
Tara Haley (APC)  
Jennifer Mullings (APC alternate)  
Phillip Delacruz (CEC)

## **Resources in Attendance:**

Randi Brokvist  
Tabitha Butler  
Wanda Ford  
Vicki Lowe Kelsey  
Darci Lanaghan  
Steve Stanford

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The meeting commenced at 4:06 p.m. A quorum was confirmed to be present. Chair Mark Lacey opened the meeting by welcoming everyone, introducing new members, and thanking all for their attendance. Chair Lacey also mentioned EBAC APM 02-1911 and encouraged everyone to read it.

## **Approval of Minutes** (Chair Lacey)

The August 22, 2022 minutes were sent as an attachment to all current committee members and were approved.

## **Contract Renewals** (Randi Brokvist)

Randi stated that we expect to receive the dental rates for 2024 around August. Both Group Life and Long-Term Disability contracts are from The Hartford, and the rates are expected to be requested around June. The hope is to have all 2024 rates ready for the August EBAC meeting. Randi also stated that there will be no changes to the Humana Vision contract for the upcoming year. She went on to say that Payflex and the EAP are ready for extension, and that she and Darci Lanaghan will be working together on those. Randi also briefly discussed Long-Term Disability changes which took place in 2022.

## **Wellness Recap** (Chair Lacey)

Chair Lacey discussed the Wellness Recap that was sent to each committee member prior to the meeting. He shared how the Wellness Program will be enhanced by having Wellness Champion representatives from each campus. Chair Lacey also indicated that Steve Beard and Lithesha Holloman co-chair the wellness program, however, all wellness responsibilities are slowly being shifted from Steve to Lithesha. He went on to say, “we are looking to work with each campus Dean to try to bring more things to all campuses throughout the year.” Chair Lacey then encouraged each committee member to share any wellness ideas that they may

have with Lithesha Holloman or anyone in Human Resources. HR will continue to send out a Wellness Connection a few times per year. A reminder was then given about the upcoming Wellness Fair to be held on March 30 from 9:00am- 12:00pm in the ATC. Chair Lacey then explained to the committee that we still have the opportunity with the Consortium to receive \$5,000.00, which gives us money to use toward wellness. If at least 25 people do the Biometric Screening, we have the opportunity to receive an additional \$1,500.00 from the Consortium. He then encouraged all committee members to participate and encourage other employees to do the same.

Jeniah Jones then asked “Do you have a lot of people volunteering to do check in? A lot of faculty have said that they are looking for opportunities to support the college, and I think this would be a good opportunity.” Chair Lacey replied, “Lithesha said that there will be a signup sheet for volunteers. If they can’t attend the Wellness Fair, have people email Lithesha Holloman expressing their interest in being a Wellness Champion.”

#### **Benefit Plans - Enrollment Data** (Chair Lacey)

Chair Lacey discussed the Benefit Plans Enrollment Data. (An attachment of the Benefit Plans Enrollment Data was also sent to each committee member.) He reviewed the spreadsheet with the committee detailing the changes which have occurred with the HD/HP medical plan in 2023. Chair Lacey stated, “The college reduced the contribution to the HSA from \$1,500.00 to \$1,000.00 in 2023 due to the increased cost of the HD/HP medical plan. As the cost of the HD/HP plan continues to increase, the contribution to the HSA by the college will continue to decrease.”

Chair Lacey stated that information regarding the 403b and 457b plans will not be discussed in today’s meeting as that information was not included on the Benefit Plans Enrollment Data spreadsheet. However, that information will be given to everyone soon after the meeting. He then reiterated that we will try to focus our attention back on wellness, especially financial wellness in an effort to encourage more participation. He advised everyone that VALIC/AIG has changed their name to Corebridge, and any correspondence being sent out will have the name VALIC/AIG written in parenthesis behind the name Corebridge.

#### **New Business** (Chair Lacey)

Chair Lacey stated that Dr. Avendano is looking for an opportunity to get on the State Health Insurance plan. Wanda, with her effort in talking with business officers in getting information from the Consortium and the State, is trying to get information on the cost structure. The legislative session has started. However, no further information has been given at this time. He reassured the committee that he would share more details once received.

Chair Lacey also expressed his aim to start having EBAC meetings in person, with the intent of conducting the next meeting which is intended to be held in August, in person.

Chair Lacey asked if anyone had any questions. Chris Goodell stated that she was asked why the payout to those who take the medical buy-out (and get their medical benefits elsewhere)

has not increased over the years? Mark Lacey stated that making changes to the buy-out are dependent upon lots of things, but also FSCJ wants employees to participate in the medical benefits and not encourage them to choose the buy-out. Increasing the buy-out would work against that.

Chris Goodell stated that she recalled there was talk of a Request For Proposal (RFP) for Medical, Dental, and Vision plans. Mark Lacey stated that our benefits plans have been changing, and everyone knows how difficult and long an RFP is and can take. If we as a group decide that we are not happy with the Consortium, we could pursue an RFP. FSCJ did an RFP 4-5 years ago and went with the Consortium. We also looked in-depth at being both fully-insured and self-insured. We had comparative data that gave percentages of increases for the market versus the Consortium. A new RFP will need at least one year and a consultant, but we cannot start an RFP this year, as the discussion of joining the State Health Insurance is out there. Whatever comes of that will determine what we do. Around August we will know more and can discuss an RFP for later this year, looking at 2025 to possibly switch. Chris Goodell stated Mark's explanation makes perfect sense.

#### **Next Meeting**

The next meeting will be held in August of 2023.

#### **Adjournment**

There being no further business, the meeting adjourned at 4:47 p.m.

**BENEFIT PLANS - ENROLLMENT DATA**  
February 2023

**FLORIDA BLUE - MEDICAL**

Plans	Employee	Employee + Spouse	Employee + Child(ren)	Family	Total
BlueOptions PPO Gold Base	678	67	96	71	912
BlueCare HMO Gold	78	11	17	13	119
BlueOptions HDHP Silver	86	5	9	3	103
BlueOptions HDHP Silver Retiree	6	2	0	1	9
BlueOptions PPO Gold Retiree	24	6	0	1	31
BlueCare HMO Gold Retiree	0	0	0	0	0
Senior Solutions Full Plan Retiree	7	2	0	0	9
Senior Solutions RX Only Retiree	0	1	0	0	1
BlueOptions HMO Gold COBRA	0	0	0	0	0
BlueOptions PPO Gold COBRA	0	0	0	0	0
<b>Total</b>	<b>879</b>	<b>94</b>	<b>122</b>	<b>89</b>	<b>1184</b>

**Delta Dental PPO**

Member Class	Employee	Employee + Spouse	Employee + Child(ren)	Family	Total
Active Employees	598	141	112	115	966
Retirees	209	105	1	7	322
COBRA	0	0	1	0	1
<b>Total</b>	<b>807</b>	<b>246</b>	<b>114</b>	<b>122</b>	<b>1289</b>

**Delta Dental DHMO**

Member Class	Employee	Family	Total
Active Employees	96	74	170
Retirees	28	11	39
COBRA	0	0	0
<b>Total</b>	<b>124</b>	<b>85</b>	<b>209</b>

**Humana Vision**

Member Class	Employee	Family	Total
Active Employees	743	393	1136
Retirees	207	5	212
COBRA	0	1	1
<b>Total</b>	<b>950</b>	<b>399</b>	<b>1349</b>

**D/V Plan**

Member Class	Employee	Employee + Spouse	Employee + Child(ren)	Family	Total
Active Employees	87	27	7	18	139
Retirees	5	8	0	5	18
COBRA	0	0	0	0	0
<b>Total</b>	<b>92</b>	<b>35</b>	<b>7</b>	<b>23</b>	<b>157</b>

**FSA**

Member Class	Total
Health Care	264
Dependent Care	8
<b>Total</b>	<b>272</b>

**UNUM Long Term Care**

Member Class	Total
Active Employees	25

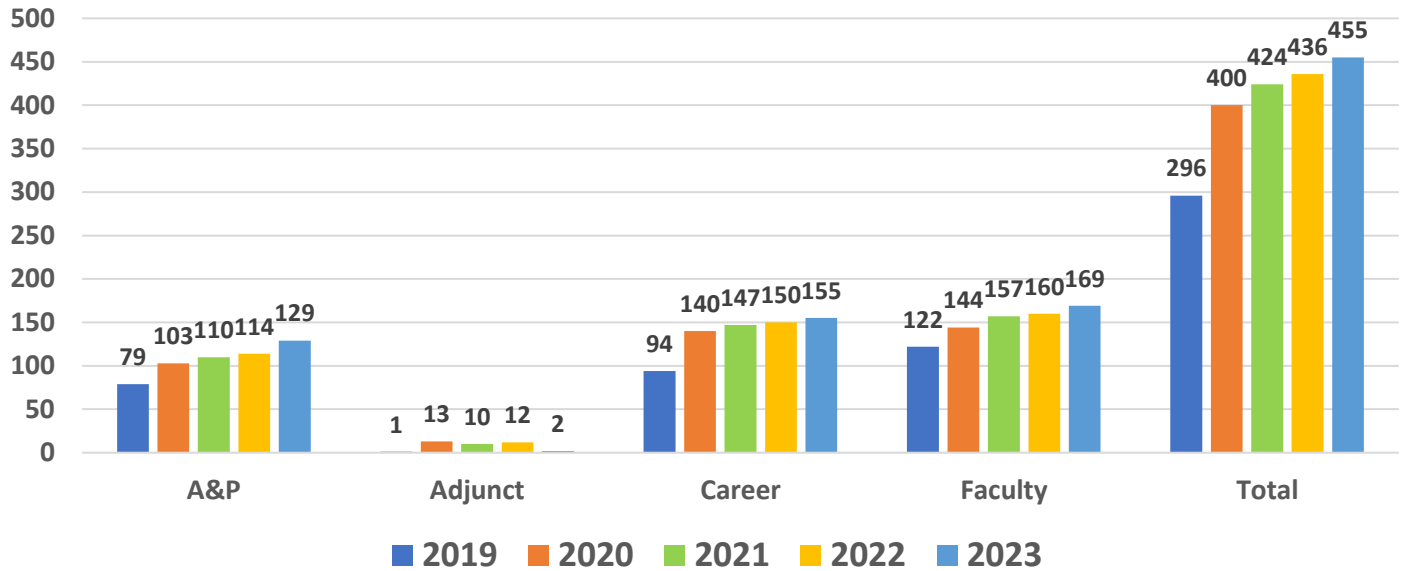
**FRS/CCORP**

Plans	Employee
DROP	46
Pension	693
Investment	427
CCORP	70
UA	8
<b>Total</b>	<b>1244</b>

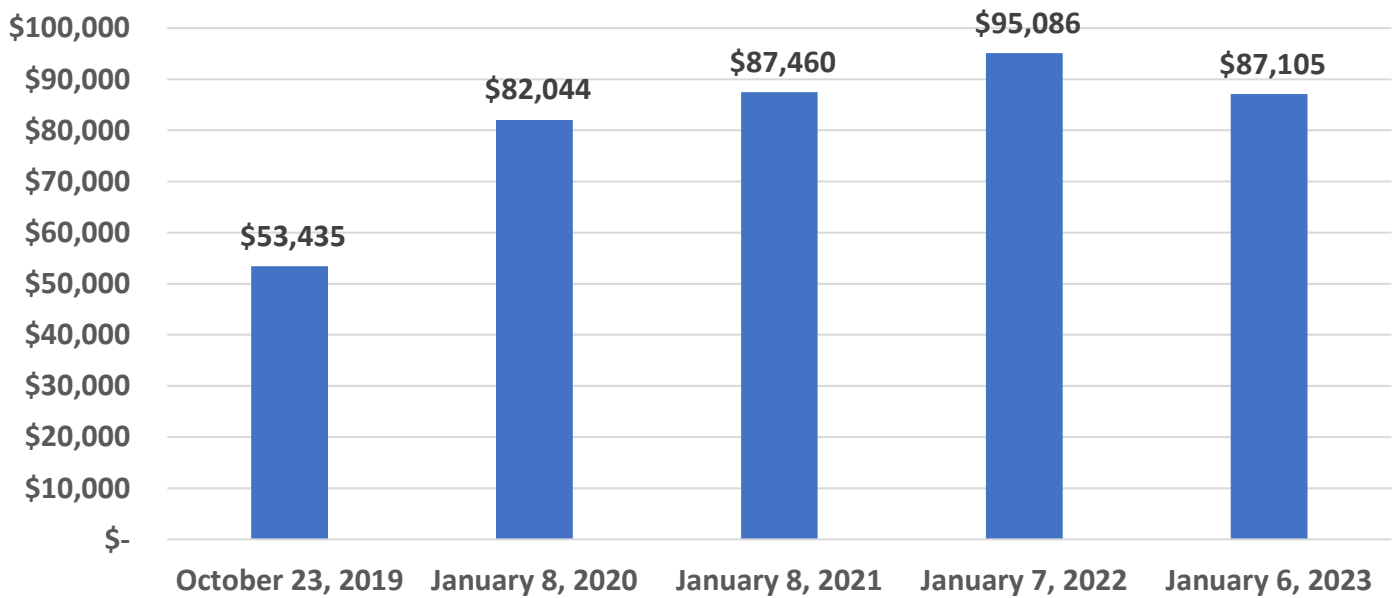
**Sick Leave Pool**

Membership	Employee
Active Employees	223

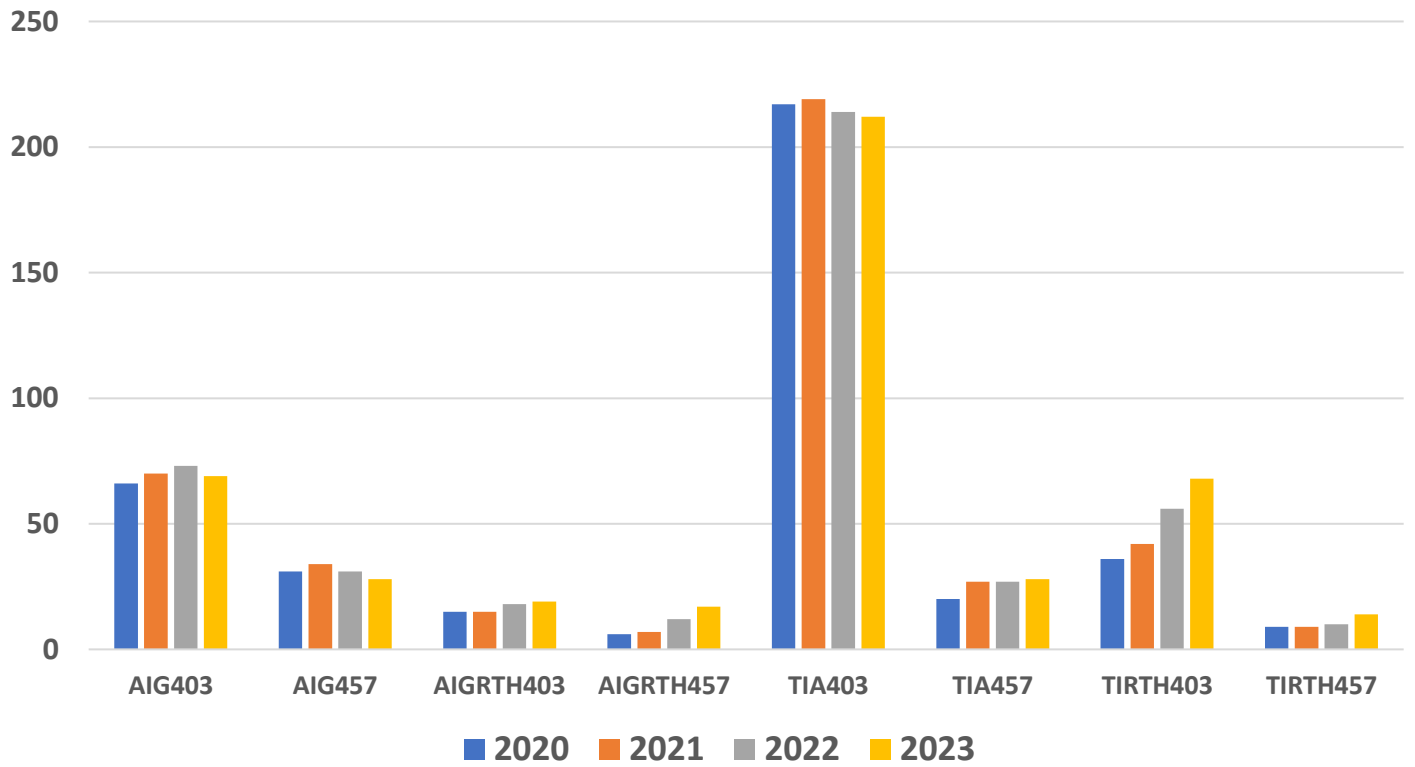
### Savings Plan Number of Employee Plan Elections



### Total Employee Savings Plan Contributions



### Savings Plan Providers - 403(b) / 457(b) and Roth Enrollments



# Wellness Recap 2022-2023

## ➤ FSCJ Program Partnerships

Partnered with the Cosmetology Program for a Mini Spa Day (May), Culinary and Hospitality programs for Smoothie Bar (May) and Employee Halloween event (October).

## ➤ Various Campus Wellness Activities

Tai Chi courses at South Campus.

Health and wellness webinars & seminars.

myLearning course to help employees earn the \$140 FL Blue reward incentive.

## ➤ Spring & Fall Employee Wellness Connection (Newsletters)

Provides more information to employees about various wellness resources and events.

## ➤ Heart Walk 2022

Supported the American Heart Association Heart Walk held on September 10 and team FSCJ raised close to \$10,000 with 184 registered participants.

## ➤ Jacksonville Corporate Run

College employees participated in the October Jacksonville Corporate 5k Run and placed 1st in the Education Division.

## ➤ National Wear Red Day

On February 3 FSCJ participated in the fight against heart disease in women with the First Coast American Heart Association (AHA).

## UPCOMING

### Employee Wellness Fair - March 30



Add Event to Calendar

Sign Up for Biometric Screening

The 2023 Wellness Fair will be held Thursday, March 30, 2023, from 9 a.m. - noon at the Advanced Technology Center. This year's theme is "THRIVE", and the event will feature multiple vendors along with the following highlights:

- **\$200 and \$100 gift card** drawings for all employees who attend this event.
- **\$125 gift card** drawing for full-time employees who complete an on-site biometric screening.
- **Door prize giveaways** from iFLY Jacksonville, Autobahn Indoor Speedway, and many more sponsors.
- **Manicure services** available to all employees provided by the FSCJ Cosmetology Program.

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*The Employee Wellness Committee also known as the "Wellness Champions" continue to meet on a quarterly basis to create additional wellness activities and share valuable health resources.*