

ST. JOHNS RIVER STATE COLLEGE
DISTRICT BOARD OF TRUSTEES

Health Insurance Information Board Workshop
August 14, 2019

MEMBERS PRESENT:

Mr. Sam Garrison, Chairperson
Mr. Wendell Davis, Vice-Chairperson
Ms. Leslie Dougher
Mr. Brian Keith

MEMBERS ABSENT:

Rev. Bobby Crum (illness of family member)
Mr. Jim Reid (illness of family member)

OTHERS PRESENT:

Joe H. Pickens, J.D., Executive Secretary
Mr. Ron Brown, Attorney for the Board

The Health Insurance Information Budget Workshop was held in the Criminal Justice Multipurpose Room J-149 at the St. Augustine Campus and began at 1:10 p.m. Chairperson Garrison called the meeting to order.

President Pickens remarked that the College has been exploring various health insurance options. The College currently pays completely for the cost of the PPO Plan for single coverage at a cost of about \$8800 per employee per year. The College has been researching moving to a PPO/HSA Plan, which would save the College about \$3400 per employee per year. He has received feedback from employees who expressed concerns about the College moving to the HSA Plan. For current employees, the recommendation is to keep paying for the PPO Plan. However, employees who move to the HSA Plan will receive incentives. Also to be recommended is that for new employees who are hired on January 1, 2020, the College will pay for the HSA Plan and the new employee has the option to buy up to the PPO Plan. These recommendations will not affect faculty because of collective bargaining that is ongoing. The Board will be asked to make a decision at the September Board Meeting.

Dr. Powers then introduced Gary West from Health Equity, Greg Ferguson from Florida Blue, and Natalie Dyksterhouse from the Florida College System Risk Management Consortium.

Mr. West presented information on the HSA (health saving account). He explained the triple tax benefit, eligibility, and eligible expenses.

Dr. Powers noted information sessions have been held for employees. Employee forums are being scheduled in September.

Dr. Powers overviewed plans that are currently being offered to employees. She presented data on the current employee plan choice (non-bargaining unit employees only). She discussed health insurance cost history.

Dr. Powers presented the recommendations to the Board (Non-bargaining unit FT employees only):

- Continue to pay employee portion regardless of health plan choice (current employees only)
- New employees hired on or after January 1, 2020 can choose any currently offered health plan but College only pays up to the HSA rate.
- Employees currently on HSA plan or those who switch during open enrollment – College will contribute \$2,000 in January 2020, 2021, and 2022 as an incentive.
- Consortium contributes \$500 for single coverage and \$1,000 for single +1, and \$1,500 for single +2 or more.
- Any other future contributions from the College into an employee's HSA plan may be considered subject to budget priorities.
- Employees will not be penalized for switching back to the PPO or HMO from the HSA plan during open enrollment in 2020 and 2021. Thereafter, employees who switch back will be handled the same as new employees.

Chairperson Garrison made remarks and discussion followed.

Dr. Powers then discussed compensation recommendations for FY 19-20 (non-bargaining unit employees only):

- Award a non-recurring (one-time) salary supplement to all eligible FT staff of \$2,500 to be paid in November 2019.
- Award a non-recurring (one-time) salary supplement to all eligible PT non-faculty staff of \$1,000 to be paid in November 2019.
- Award a recurring (added to salary base) raise of 2% + \$1,000 to FT employees employed as of December 31, 2019 in January 2020.
- Increase adjunct pay to \$675 per credit hour regardless of degree (not applicable to FT faculty overload, but does apply to professional overload).

Dr. Powers discussed the projected cost of the compensation recommendations.

Discussion followed.

Chairperson Garrison adjourned the Workshop at 2:10 p.m.