

## Staff Advisory Committee

January 13, 2021

**Attending:** Donna Cassario, Sarah Irizarry, Laura Danner, Arlo Del Rosario, Jillian Leclerc, Amy Meyer, Angela Taylor, Sarah Ayers, Allie Biagioni, Lee Karnbach, Tina Ellet, Dan Welch, Jennifer Nessmith, Regine Diehl, Cheryl Leblanc, Steve Czagas and Charles Cherrito.

The meeting was called to order at 9:31 am by Chair, Donna Cassario. December 9, 2020 minutes were approved.

- Donna offered polling of the SAC committee to help support enrollment because we're a diverse group representing many departments across campus.
- Congratulations to Angela Taylor for being promoted to Controllers office.
- Congratulations to Arlo on the video on Amazon Prime.
- Workday seems to be going well.

### Guest Speaker Melissa Huggins from HR:

- Updates on all aspects of benefits
- Open enrollment is Feb 1-8-HARD STOP ON the 8<sup>th</sup>! NO EXCEPTIONS!
- Open enrollment fair will be all virtual, no vendors
- Get familiar with workday so you can make your selections for benefits
  - Make sure your contact and emergency information is up to date
- All communication will be by email
  - Facilities and café staff need to make sure they check their email
  - Only item that is printed is the postcard that was sent home, all other info will be on the HR site
  - The open enrollment header is on emails so they stand out in email blast which will be short and frequent
- Presentation will be online including from ICUBA
  - Videos will be short and specific to dental/health/eye etc.
  - Melissa may do a video of going online and through the actual <clicking> as to where to go to enroll
- Open enrollment can be done on the Workday app
  - Video won't be on the app
- HR can see when enrollment is done by an employee and can also see if someone hasn't done it yet
- Job aids in WD
- Email blast around Jan 14-15 to go into WD and enter beneficiary info
- Increase in medical cost. Florida Tech picked up most this cost
- The cheaper level of insurance will be highlighted but a warning to be careful about this selection unless you have extensive knowledge about health insurance
- Still two Medical Plans to choose from. Intro an enhancement to coverage
  - Hinge Health is new and connected to "Surgery Plus"
  - A program to help make a change in life style before going to surgery
- Increase to Rally max for the year for on-site events, now \$330
- My Health Novel-mental health programs, weight loss, smoking etc.
  - Get \$10 in Rally
- Dental provider changing to Delta Dental
  - Larger network
  - 2 plan option-no DHMO
  - All PPO
  - Premier and PPO network

- PPO providers have the best coverage and then the Premier is next best. Both plans have out of network coverage.
- Cost did go up
- Dental won't roll because it's a new company so it's an active enrollment
- If you don't go in and enroll you will lose dental coverage
- The cost will be approximately \$24/\$42 for employee only
- Vision- slight increase in premium
  - Enhancement of \$130 allotment for glasses and contacts
  - Extra savings for using "Contacts Direct"
- Health Savings Account (HSA)-Discovery Benefits
  - New card was received but this is not part of Open Enrollment
  - Receipts are being requested for services charged on the card. This may seem like a new practice but it is an IRS requirement for our vendor to ask for these as we can be audited
  - Receipts typically only have to be done once from the same doctor, but if an amount stands out, they will request a receipt
  - Employees likely won't hear from Discovery Benefits and need to check their account for messages
  - Mailed letters will be sent if no response to email requests
  - Can be sent to personal email if one was provided during account establishment
  - Don't send receipt unless asked by Discovery but keeping all receipts is a good idea because an audit could happen up to 3 years later
- FSA and HSA are the same card
  - Funds are pulled from FSA first and receipts are still needed
  - Medical insurance is gateway to use HSA-i.e. if spouse is on dental but not on medical, the spouses dental out of pocket charges cannot be charged on the HSA
- Nationwide pet insurance
  - Very few people utilize this
  - ICUBA got involved and pick up Nationwide and offer their discount code to our members
  - Instead of payroll deduction it will be a bill
  - The current payroll deduction will be phased out
- Legal shield is being phased out
  - Instead utilize EAP for discounts, financial advice and info available to everyone in the household
- All COVID testing is covered on our plan

### **Subcommittees-no updates this meeting**

Benefits Subcommittee – **Angela Taylor and John Meyer, Co-Chairs:** Dan, Cheryl, Tina and Sonny

Communications Subcommittee –**Arlo Del Rosario and Jillian Leclerc, Co-Chairs:** Sarah Ayers, Dan, Regine and John

Membership Subcommittee – **Donna and Sarah Irizarry, Co-Chairs:** Allie, Lee, Andy, Laura and Elizabeth

Outreach Subcommittee –**Jennifer Nessmith and Regine Diehl, Co-Chairs:** Tina, Sarah A., Laura and Elizabeth

Safety/Security Subcommittee –**Amy Meyer and Sonny Cherrito, Co-Chairs:** Steve, Allie, Lee, Jillian and Andy

## **Other/Open Discussions**

- Donna met with Nesnas
  - Faculty senate contact is Carvalho
    - Nasri meets with Carvalho weekly and is an open forum for anyone with questions
    - Contact Becky Crook to set up as we are a President committee
    - Angela has recordings of Faculty-Senate meetings to see the format
      - Link to the faculty senate zoom meeting is sent to a few people so it may be better to sit in and watch first
      - Angela to check if he has a link to watch old recordings

No submissions to our online Suggestion Box

**Next meeting: February 10, 2021 @ 9:30AM**

Adjourned 11:02am

Submitted by Donna Cassario