Dear EBAC members and the SMC community:

Minutes from our EBAC meeting held on October 23, 2014.

**Agenda:**

1. Welcome / Introductions – EBAC Update
2. Affordable Care Act / Legal Updates
3. Timeline Renewal Status / Renewal Financials / Contribution Modeling
4. SEC 125 carry forward provision options
5. Wellness – initial program discussion
6. Next Steps and Future Topics

**Highlight of minutes:**

**Affordable Care Act (ACA) update**

Jon began by providing an update on the College’s Affordable Care Act (ACA). A taskforce of staff and faculty representation are working on pulling together a list of recommendations for tracking hours of lecturers and other variable hour workers. The taskforce is in the process of drafting a proposal to share with the Provost, VP for Finance and eventually to the Cabinet for approval. The final recommendations will then be communicated to the Staff Council, Faculty Welfare Committee, Academic Senate and also communicated in the Campus Bulletin. Richard Carp committed to share the recommendations at the Dean’s Council as well.

**Health Care Renewals:**

Jon reported that he was able to negotiate a very favorable rate increase with Kaiser and with United Health Care. He indicated that the overall increase in premium could be entirely accommodated by the College's budgeted 8% increase in its employer share with approximately 1.4% left over. Jon therefore recommend that the College not increase or decrease the employee contribution for 2015. The Committee unanimously voted to support no change in last year’s employee contributions and to apply any residual surplus against our Wellness initiative and to potentially subsidize the fees associated with the Alioto Recreation Center.

**Flexible Spending Accounts:**

Jon and Ann Kelly provided an overview of the current status of our Flexible Spending Accounts. Jon indicated that there are now 2 options for handling contribution balances at the end of the year.
1. 2 1/2 Month Extended Grace Period (current method)
2. $500 Balance Carry forward (new option)

There was a motion that we go with the carry over option. The Committee unanimously voted to go with the carry over option.

Wellness Program:

Jon indicated that the College has secured a Wellness Consultant to assist us with our overall wellness strategy and implementation plan. We will generate an education campaign which will be comprised of three (3) parts:

1. Utilization of preventive services
2. Suggested screening / testing
3. Know your numbers

In the November meeting we will review a draft interest survey as well unveil the education campaign material. Also think about if we want to ‘brand’ the wellness initiative in some way. Lastly, we will ensure Lisa our Wellness Consultant meet with Marty Storti to begin discussions around usage of the Alioto Recreation Center.

Communication:

We concluded the meeting with a discussion on communication. Eduardo mentioned we will continue to place the minutes and PPT slides on our EBAC web site. We will also endeavor to place something about the renewals and wellness initiative in the Campus Bulletin. We should also structure some communication through the Academic Senate and Staff Council.

Eduardo

Eduardo Salaz, M.A.
Associate Vice President,
Chief Human Resources Officer
Saint Mary’s College of California
1928 St. Marys Road
Moraga, CA. 94575
925 631-4530 (Office)
els3@stmarys-ca.edu