

STAFF COUNCIL AGENDA

Friday, March 7, 2025

8:30am – 11:00am

Virtual Google Hangouts

General Matters

- Welcome & Roll Call
- Minutes Approval (Transcription attached to every calendar invite of meeting recording)

Business Reports

- *Chancellor's Office:* **Dr. Jeff Nasse**
- *President of Campuses:* **Dr. Aubrey Conover**
- *Provost's Office:* **Dr. Ian Roark**
- *IT:* **Isaac Abbs**
- *Human Resources:* **Tina Neil**, Assistant Vice Chancellor for HR
- *Facilities:* **Rene Reichardt**
- *Finance Admin:* **Dr. David Bea**, Executive Vice Chancellor for Finance & Administration

Committee & Task Group Reports

- *All College Council:*
- *Benefits Work Group:*
- *AERC:*

Employee Group Reports

- *AFSCME:* **Celia Tapetillo**
- *ACES:* **Aurie Clifford**

Medical Benefits Costs

- College is facing a significant increase in the costs of our Medical EPO and PPO plans. The shortfall we are looking at is approximately \$1.7 million and the College can't cover this full cost, though Dr. Bea has agreed the College can cover approximately \$1 million of this increase.
- Thus, for the first time since 2017, employees who are enrolled in the EPO and PPO plans for 2025/2026 will have to pick up a greater share of the deficit between their contributions and the cost to the College. The High Deductible Health Plans - HDHP

(which come with an HSA for those not receiving medicare and social security) have no additional cost to the College so employees enrolled in these two plans will not incur any additional costs.

- The Benefits Working Group has discussed four options for managing this deficit. You can view the total increase in each proposal in the attached document. To summarize:
 - The first proposal requires that EPO and PPO members pick up the remaining full cost of the plan increase but there are no changes to deductibles and copays; as you can see, the College would have to cover an additional \$365,000 which may not be possible.
 - In the second proposal, the employees would pay the full increase and deductibles and copays would also increase.
 - In the third proposal, there is an incremental increase: some of the increase would occur in the coming fiscal year, and some would be delayed until the following year.
 - In the fourth proposal, there is the same incremental increase that we see in the third proposal, along with a 'carrot' - an increase in the College's contribution to the HDHP each month. This option would be to encourage employees to take a serious look at changing to the HDHP program; additional education forums or other communication would also roll out from ESC about this option.

Open Forum & Discussion

- *Planned Guests:*
- *Staff Council Members:*

Staff Council Business

- *Representative Reports*
- *Constituent Feedback:*
- *Governing Board Update: Don Harp*
- *Treasury Report:*

Sub-Committee Reports

- *Bylaws Committee: Revised Bylaw Discussion **Dr. Erika Elias and Cody Watts***
- *Election Committee: Please welcome our newly elected Staff Council Officers:*

Vice Chair: Cody Watts

Governing Board Representative: Don Harp

Secretary: Jade Pena

Communications and Outreach: Himelda Davidson

Treasurer: Katie Joyce

Roll Keeper: Vanessa Romero

Volunteers are needed for the elections committee. An email will be sent out.

Meeting Announcement:

- **Next Meeting: Friday, April 4, 2025**

Virtual Google Hangouts

Adjourn