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Andrea Gibbs is the plan director for The International Union, Security, Police and Fire Professionals of America (SPFPA)™ Benefit Trust Funds, which is made up of over 100 contributing employers. Gibbs is responsible for developing and implementing processes and procedures for daily operations to ensure the highest standard of service is met while adhering to all state and federal regulations. Prior to SPFPA, she served as the plan administrator for ACS, a third-party administrator that solely served Taft-Hartley funds. Gibbs is a Certified Employee Benefit Specialist® (CEBS®) through the International Foundation of Employee Benefit Plans and the Wharton School of The University of Pennsylvania as well as a graduate of the International Foundation's Administrators Masters Program (AMP®). She is currently pursuing her SHRM-CP. Gibbs earned a bachelor of science degree from Middle Tennessee University and is IT Infrastructure Library (ITIL) certified by the Horizon Learning Center.