

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, October 28, 2020
10:00 AM

| ATTENDEES | P | A | ATTENDEES | P | A |
|--------------------------------|---|---|--------------------|---|---|
| Lance Deaton | X | | Troy Vanerson | X | |
| Nancy Boren | | X | Ardria McGruder | X | |
| Captain Bill Rawn | X | | Shannon H. Hubbard | X | |
| | | | Holli Browder | X | |
| | | | | | |
| Angelica Alexander, Ex-Officio | X | | Pamela Hodge | X | |
| Reather Hollowell, Ex-Officio | X | | Lisa Goodwin | | X |

Others Present: Vanessa Stephens, Tammi Starkey, Keisha Johnson, Sheila Risper, Erin McDill and Amaris Fryer

CALL TO ORDER: LANCE DEATON - CHAIR (10:00AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from August 26, 2020 meeting were reviewed and approved. Motion moved by Troy Vanerson; seconded by Bill Rawn.
- Vanessa Stephens - NFP gave an update/overview on Open Enrollment (October 5th - October 23rd) and BSwift analytics. NFP reports a significant increase in Benefits Resource Center users for the open enrollment period. A total of 900 active employees completed enrollment with over half of the participants completing enrollment online. Post Open Enrollment Questionnaire revealed that 35% of participants prefer having the option to receive virtual enrollment assistant or on-site enrollment assistance.

**Individual Aflac products not housed in BSwift, were able to be discussed with a benefit councilor/Aflac representative during enrollment. [NFP presentation will be emailed post EBC meeting.]*

CareATC update regarding changes to the PHA process was given by Brian Kersh. PHAs began July 1st and extend to October 31st.

**A full (final) report on PHAs will be given the first of December for an accurate report.*

Requested Topics from October 28th EBC Meeting: Reviewed

1. Question presented by Troy Vanerson regarding the donation of leave time.

Answer: presented by Reather Hollowell – The ordinance concerning donation of leave time specifies the donation of vacation leave to employees in need in order for employees to retain their sick leave for unforeseen circumstances.

Troy Vanerson will draft a proposal concerning donation of sick leave for future review.

2. Discussion presented by Lance Deaton: Incentivize PHA for spouses and physical fitness for government employees.

**Resolution presented by council outlined that all full-time regular CCG employees on payroll as of 10/30/2020 will be given a one-time Covid-19 Bonus in the amount of \$650 – bonus paid on 11/13/2020.*

- There being no further business, a motion was made to adjourn. **(11:41AM)**

Next Committee Meeting: Wednesday, February 24, 2021, 10:00AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant