

# MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

February 26, 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, Jennifer Katz – NFP / ShawHankins  
Keisha Johnson, Amaris Belt  
CareATC: Absent**

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**CALL TO ORDER: REATHER HOLLOWELL (10:00AM)**

## AGENDA AND DISCUSSIONS

- The meeting was called to order.
- Questions regarding EBC committee prior to member introductions: “Are there by laws?”  
Answer: There are currently no bylaws; the EBC ordinance serves as the bylaw for the committee.
- The minutes from June 26, 2019 meeting were reviewed and approved.
- The committee was advised to be prepared to elect a chair and vice chair at the next meeting.
- Vanessa Stephens - NFP gives an overview of the 2019 CCG Open Enrollment Analytics update. The 2019 Open Enrollment update included enrollment activity, overview of elections, health plan claims experience, a 2019 claims review, and the enhanced care model for 2020. Overview: Call Center average talk-time (6min 54sec) with a 95% service level.
- New method used by NFP to better reach employees during enrollment: Incorporating webinars/videos.  
*Suggestion presented: Add benefit resource center link to the Call Center card for accessibility.*
- Noted that there is a positive spike in vision participation due to moving Assurant patients to BCBS Plan.
- Telemedicine product discussed: 24/7 medical doctor availability.  
*Costs: registers (\$6.12/month or \$2.82/pay period).*  
*Suggestion presented: Allow for the information regarding Telemedicine to be more effectively communicated so that employees will be more likely to participate in its services.*

NOTE: Reather Hollowell – The services provided by the Health and Wellness Center are not a separate health plan but rather a health incentive.

- Question presented by Holli Browder in regards to seeing primary health care physician and that of the Health and Well Center in relation to receiving a release from coaching meetings.  
Answer: Tammi Starkey - NFP – Many occurrences are on a case by case bases; NFP will present the question again to see if they can more formally define what would require/warrant a release.
- Goals in relation to NFP: Increase enrollment participation / stabilize the cost of medical and prescription drug claims.
- Vanessa Stephens presented on behalf of CareATC – Update on 2019 PHA’s  
***Overall PHA participation has increased by 1% (currently 51%) with a 1% change in employee participation and a 21% change for spouses.***  
***Overall repeat participation: 79%***
- Noted: Increase in spousal medical claims in 2019.
- Question presented in regard to individuals pay rate and health coaching:  
Answer: Reather Hollowell – Individuals who fail to respond to coaching by April 1<sup>st</sup> will begin to pay at a higher premium rate and remain at that rate for the duration of the year.

Additional Notes: Call – In number for EBC meetings will be added to the meeting invites and/or agenda for convenience.

- Additional questions and concerns discussed; no votes were taken.
- There being no further business, a motion was made to adjourn. **(11:45AM)**

*Next Committee Meeting: Wednesday, April 22, 2020, 10:00AM*

Respectfully Submitted,

Amaris Belt  
HR Administrative Assistant