

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, June 24, 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, Cynthia Holliman, Desiree Adderley
Keisha Johnson, Erin McDill and Amaris B. Fryer**

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

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from February, 26, 2020 meeting were reviewed and approved.
- Reather Hollowell yields to the committee for them nominate a chair and vice chair.
- Nancy Boren nominates Lance Deaton as chair in his absence. Committee (all in favor) votes Lance Deaton as chair. Shannon Hubbard nominates Holli Browder as vice chair. Committee (all in favor) votes Holli Browder as vice chair.
- Reather Hollowell addresses the United Way Campaign - employees contribute via payroll deduction.
- Vanessa Stephens - NFP gives an update/overview on the TASC benefits (flexible spending platform). TASC has decided to transition to a new technology platform called Universal Benefits Account. During the transition period to the new platform, the current debit card for flexible spending was suspended on June 16th. New debit cards have been sent and are ready for utilization. Tammi Starkey gives a reminder that if participants have any issues using their new debit cards or processing their claims under the new platform, they may contact NFP as NFP will work on it on their behalf. Prescription discount program overview given by Tammi Starkey. Note: Open enrollment coming soon in October.
- CareATC update regarding changes to the PHA process was given by Desiree Adderley. PHAs will begin July 1st and extend to October 31st. PHAs will be held **at the Health and Wellness Center only** in order to remain compliant with the COVID-19 social distancing recommendations. PHAs are available to schedule at this point. It is recommended that all

patients schedule an appointment; walk-ins will not be permitted due to COVID-19 social distancing implementations. Patients will be provided with masks post entering the facility.

- Comment given by Pam Hodge – An employee called in to the 1-800 number to schedule an appointment prior to the July 1st opening.

Answer: Changes have been made internally by placing blocks on the schedule so that patients will not be scheduled for appointments outside of the set window.

- Question presented by Reather Hollowell concerning coaching for a patient deemed “at risk”. (Must a patient, post seeing a physician/healthcare provider, visit the health and wellness center to see a health coach?)

Answer: Yes; the health coach aides in the accountability aspect and management of a patient’s chronic disease or risk factor in a way that the provider does not have the time to do so.

**Additional explanation provided through a forwarded email to the committee.*

Additional Notes

- Troy Vanerson addressed a concern regarding vacation and sick time.
(Reconsideration request provided concerning employees being able to donate their sick time/leave to other employees who are in need of it instead of donating vacation time.)
- Questions presented by Nancy Boren regarding change of the retirement system.
Points of discussion:
 - a. Increase the age of retirement for public safety higher than that of 55.Additional questions presented:
 1. How many public safety workers are taking advantage of the age 55 retirement provision?
 2. How many employees are staying long enough to reach said age?
- Angelica Alexander and Pamela Hodge spoke on the stability of the pension plan in terms of its current funding.
- Additional questions and concerns discussed; no votes were taken.
- There being no further business, a motion was made to adjourn. **(11:10AM)**

Next Committee Meeting: Wednesday, August 26, 2020, 10:00AM

Respectfully Submitted,

Amaris B. Fryer
HR Administrative Assistant