

**MINUTES OF THE  
EMPLOYEE BENEFITS COMMITTEE  
Special-Called Microsoft Teams Meeting  
Thursday, April 21, 2022  
10:00 AM**

<b>ATTENDEES</b>	<b>P</b>	<b>A</b>	<b>ATTENDEES</b>	<b>P</b>	<b>A</b>
Lance Deaton	X		Troy Vanerson	X	
Nancy Boren	X		Ardria McGruder	X	
Timothy A. Smith	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 - NFP  
Keisha Johnson and Sheila Risper**

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**CALL TO ORDER: REATHER HOLLOWELL – EX-OFFICIO (10:00AM)**

**AGENDA AND DISCUSSIONS**

- The meeting was called to order.
- No meeting minutes were reviewed or approved.
- Reather Hollowell - reviewed purpose of the meeting. The Employee Benefits Committee “special-called” meeting’s purpose was to provide, update, and give an overview of CCG’s healthcare plan, as well as review recommended changes for the FY23 budget.
- Small plan design changes mentioned: There will be an increase of \$10.00 to co-pays for the silver plan and the gold plan (primary care physician and specialists).
- Tammi Starkey, NFP – reviewed “claims experience” on the plan. Regarding CCG’s claims experience, in 2020 CCG saw a slight increase of about 7% in paid claims (right in line with national trends affected by the rising cost of care and COVID -19). By 2021, 45% of clients were attributed to high-cost claims (\$2.1 million) due to COVID-19). Claims costs on a per employee, per year average has increased because of a decline in enrollment due to CCG staffing shortages and fewer new hires electing the plan. With the decline in enrollment, there has also been a decline in employee contributions, warranting an 11% increase in the funding of the plan

needed. Recommendations to manage the increase would be effective. January 1<sup>st</sup> (2023), accompanied by a slight plan design change of a \$10.00 copay increase.

- Although the cost of healthcare continues to trend upward, Administration determined this is not a good time to pass on the additional healthcare costs to employees; therefore, Administration determined to absorb the increased cost of healthcare for FY23. This will allow medical premiums to remain the same as they have for the past six years.

Note:

***\* Employees will need to complete the personal health assessment to complete coaching if considered “high risk”. Once completed, employees will receive a discount. Differentials will continue for active employees.***

*\*(Due to the EBC being sanctioned by City Council, all further meetings will need to include an in-person meeting with at least three members of the committee present.)*

- There being no further business, a motion was made to adjourn. **(11:00AM)**

*Next Committee Meeting: Wednesday, June 22, 2022, 10:00AM*

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant