

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, October 26, 2022
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
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: Tammi Starkey, Vanessa Stephens, Todd Hooper - NFP
Erin McDill - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and Amaris B. Fryer**

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

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **August 24, 2022** meeting was reviewed and approved.
- Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. Approximately 1567 PHAs have been completed to date (41 of which being dependents), and 102 reported Flu vaccines through the Health and Wellness Center. The 2024 Wellness Program Revamp will focus on a participatory model, utilizing more measures within Health Passport. Over the next few months, CareATC will offer recommendations to revamp the incentive structure based on participatory measures and NFP feedback, initially. CareATC will then provide to CCG for additional approval from relevant parties.
- NFP – provided a CCG 2023 Open Enrollment Review. For active employee enrollment participation, a total of 1102 employees completed enrollment, and 1257 did not. A total of 942 employees completed Open Enrollment online, 42 with an enroller, and 118 through the call center. For retiree enrollment participation, a total of 57 retirees completed enrollment. Of these, 25 completed enrollment online, 1 retiree completed with an enroller, and 31 retirees completed

through the call center. A total of 31 participants responded to the Open Enrollment survey, sent out on Monday, October 24th, with a completion rate of 73%. The survey deadline is Friday, November 4th (2022).

**The classification and compensation plan's key goals and objectives include addressing changes in city operations and staffing, addressing pay compression, considering a \$15-an-hour minimum wage for full-time employees, ensuring internal equity and external competitiveness, aligning salaries with the position, or assigned duties, and addressing specialty pay and differential pay for specific positions.*

**(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. **(10:44 AM)**

Next Committee Meeting is Scheduled for Wednesday, December 28, 2022, at 10:00 AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant