

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, August 24, 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, Sheila Holt - NFP, Erin McDill - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and Amaris B. Fryer

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

AGENDA AND DISCUSSIONS

- The meeting was called to order.
 - The minutes from the **June 22, 2022**, meeting was reviewed and approved.
 - Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. A total of 480 employees reported to have completed their PHAs (including spouses and retirees). Based on the total of eligible employees (full time; excluding retirees), the goal for PHA completion has been set for 1770. In addition to the 480 completed PHAs, CareATC received scheduling for 246 PHA appointments.
 - *Larger CCG departments received specific dates/times for PHA appointments; all other appointments were booked on an open schedule.*
 - *The deadline for PHA completion set for Friday, October 21st (2022).*
- CareATC continues to advertise the 24/7 TeleMed option for acute visits. All three forms of visitation can be scheduled via the online portal.
- Tammi Starkey – NFP gave a Health Plan Claims update as well as a review of the Open Enrollment process and future design changes. The average medical and prescription drug claims

for 2022 reported to be \$ 863 per employee per month for medical and prescription drug claims compared to 2021 at \$8.00 and \$41841 (slight increase of about 2.5%). Open Enrollment reported to be held October 3rd – October 21st (2022) with the Virtual Benefits Fair on October 21st and the Virtual Education meeting on September 26th at 10:00 AM. NFP reported to continue to offer virtual enrollment assistance throughout open enrollment.

- Reather Hollowell presented the question of a possible CCG sponsored childcare center, managed by Parks and Recreation, to the Employee Benefits Committee for ideas and review. Pamela Hodge presented pros and cons of housing a potential childcare center at Columbus City Hall and prompts open discussion. Holli Browder expressed, that the move toward providing a childcare center for CCG employee utilization, would be a “good step as a benefit for our employees to be able to offer for them” as other large cities comparable to CCG have done the same. Troy Vanerson, Lance Deaton, and Ardria McGruder concurred.
- Reather Hollowell presented an update and overview of the process of the Columbus Consolidated Governments Classification and Compensation study (in partnership with Evergreen consultant). The classification and compensation plan key goals and objectives include addressing changes in city operations and staffing, addressing pay compression, considering \$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. **(11:02 AM)**

Next Committee Meeting: Wednesday, October 26, 2022, 10:00AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant