

MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, February 22, 2023
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: Todd Hooper - NFP

**Erin McDill, Mashari Thomas - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman, and
Amaris B. Fryer**

CALL TO ORDER: HOLLI BROWDER – VICE CHAIR (10:00 AM)

AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **October 26, 2022** meeting was reviewed and approved.
- Reather Hollowell – Presented an update on member term expirations for the Employee Benefits Committee (EBC). The member term for Lance Deaton was reported to expire on April 30th (2023). Due to Lance Deaton’s position being that of a public safety employee, the replacement nominee for the EBC vacant position must be selected by the Columbus Consolidated Government’s (CCG) public safety employees. Said position can be filled by any eligible public safety representative. Solicitation of interested public safety employees to serve on the EBC as well as a “voting registrar,” will be drafted at a later date. EBC member Tim Smith, whose first term is set to expire on April 30th (2023), was reported to be eligible to serve a consecutive term on the EBC if desired. Per the request of Holli Browder, the process of “staggering” term limits for EBC members, will be requested of the Clerk of Council; the report thereof is to be presented at the next EBC meeting.

- Erin McDill – CareATC gave a Personnel Health Assessment (PHA) update. CareATC, in collaboration with CCG Human Resources Specialist, Keisha Johnson, reported being in the planning stages of Open Enrollment/PHA completions. CareATC-sponsored webinars and wellness guides will continue to be provided in the coming months. Concerning additional CareATC processes, 16 hours a week have been added to the Healthcare Center Operations. Approximately 1567 PHAs have been completed to date (41 of which being dependents), and 102 reported Flu vaccines through the Health and Wellness Center. Erin McDill – reported on the 2024 Wellness Program Revamp, which focuses on a participatory model that utilizes more measures within Health Passport, with a single sign-on through the CareATC patient portal or app. The incentive-based structure incorporates “wellness challenges” and the annual “Step Challenge.”
- Todd Hooper - NFP provided a Healthcare Benefits Update. Claims from 2022, in comparison to years 2017 – 2021, were reported to be majority pharmacy and Health and Wellness Center claims. High-cost claimants out of total medical claims were reported to also include medications. Anthem Blue Cross Blue Shield report included information regarding CCG population health. Examples of intervention processes and preventative measures that can be utilized to minimize high-cost claimants were also provided.

**The CCG Classification and Compensation Study Pay Plan was implemented on January 27th (2023). All full-time employees would have received a pay adjustment, reflected on their January 27th paychecks. Limited feedback from employees, relative to pay plan implementation, included very few adjustments or issues. Final appeals to the City Manager are currently under review of the City Manager, and determinations of said appeals are expected to be submitted by mid-March (2023).*

**(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. **(11:23 AM)**

Next Committee Meeting is Scheduled for Wednesday, April 26, 2023, at 10:00 AM

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant