

Minutes of the Employee Benefits Committee

Wednesday, October 25, 2023

10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Rachel Blanks	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: Erin McDill- CareATC, Vanessa Stephens- NFP, Keisha Johnson, Cynthia Holliman, CCG, Sheila Risper

CALL TO ORDER: Troy Vanerson (10:04 AM)

Agenda & Discussions

- The meeting was called to order by Troy Vanerson. The minutes of August 23, 2023, meeting could not be approved because the quorum of in person votes was not reached. Minutes were deferred to the next meeting.
- **Erin McDill-** CareATC reported there were 65 uninsured employees that did submit their PHA forms. Excluding the retirees, there are roughly 1,610 eligible employees who submitted their PHAs. Approximately 85% of eligible employees participated. Erin will provide the preliminary report to CCG, then the final report in December. At the next meeting, Erin will have the final number report. On November 13, 2023, CareATC will have an open house event in the Health and Wellness Center from 11:30 AM – 1:30 PM. Erin was not aware the 1-800 number for the Wellness Center was not working properly, but will look into it.
- **Reather Hollowell-** Asked committee members if there was any feedback on the PHAs. How can the committee avoid employees having to pay the increased health premium, when they do not participate in the PHAs?
- **Open Enrollment:** Employees who already have the City’s health insurance; they are not required to take action, but are encouraged to participate in open enrollment. The Flexible Spending

Account (FSA) does require action to continue this in 2024. It is best to complete Open Enrollment each year, this way there is no confusion come January 1, on whether the employee has health insurance. Reather Hollowell presented -the idea of automatically scheduling PHAs for all employees on the healthcare plan; however, Erin expressed some concern and further discussion is needed.

- A discussion was held about employee mental health The Committee was advised of changes to the number of EAP sessions that are now available to employees and their dependents on the healthcare plan. An email went out to departments and employees regarding the Employee Assistance Program with the Pastoral Institute. Received comments from department heads about the number of EAP sessions employees receive annually. Employees are requesting more mental health visits. The committee provided positive feedback and encouraged more mental health sessions to be available to employees and dependents.
- **Rachel Blanks-** Many employees at CPD have not done their PHAs because they are opposed to the blood draw portion of the PHA, or they forgot.
- **Troy Vanerson-** Concern about the window in which the PHA needs to be done. Vanerson suggested opening the window early in the year for PHAs so more people will participate. A suggestion was made to conduct PHAs in two phases over the course of a year.
- **Keisha Johnson-** discussed the many efforts by HR and CareATC to get the word out and ensure participation in the PHAs annually.
- **Angelica Alexander-** Found it difficult to have PHA scheduled because the 1-800 number was not easily accessible. Feels the convenience factor is important to get the PHAs done.
- A discussion was had about employees who participate in telehealth benefits, provided by NFP, and those offered by CareATC and BCBS/Anthem. NFP will provide a side-by-side comparison of the three vendors who provide telehealth.
- **Vanessa Stephens-** NFP. There were 1,133 employees who completed Open Enrollment and 1,368 that did not. There were not any plan design changes this year. 970 employees completed enrollment online and 38 complete it virtually or in person at the health fair. There was 45% participation in Open Enrollment. NFP will send out a survey requesting feedback on Open Enrollment.

The next EBC meeting, December 27, 2023, has been cancelled.

Meeting adjourned at 10:56 AM.

Respectfully submitted,

Destiny Chisolm

Administrative Assistant

Human Resources Department

**(Due to the EBC meeting quorum for October 25 not being reached, the minutes from August 23 EBS meeting were not approved. All further meetings will need to include an in-person meeting with at least three members of the committee present).*