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Employee Benefits Committee Meeting Minutes

Date: April 22, 2026

Time: 10 AM – 11 AM

Location: City Hall & Microsoft Teams

Members Present: Holli Browder, Tommy Beauchamp, Audria McGruder, Jules Hazen

Virtual Attendees: Rachel Blanks, Angelica Alexander, and Pam Hodge

Consultants: Jessica Walker (CareATC) & Jennifer Oliver (NFP)

Key Topics:

Approval of Minutes: Meeting minutes from October 2025 and February 2025 were approved.

Health & Wellness Center Update:

- CareATC encourages employees to complete the Patient Experience survey after every visit. This assists CareATC employees in patient experience training.
- Health Coach Recruitment: Virtual health coaching services are still being offered, while on the search for an on-site health coach. Compliance reporting requirements have been met and submitted to NFP.
- PHA appointments will be available from June 2, 2026, through September 11, 2026. Participation is by appointment only, offered on Tuesdays, Wednesdays, and Fridays.
- Employees have access to Recuro, CareATC's 24/7 virtual care platform. Virtual visits being at no cost.

Benefits Update (NFP):

- NFP, Human Resources, and Finance are working together to evaluate the FY27 benefits budget. Current projections indicate a potential 2.52% increase in employee contributions.
- NFP is conducting a review of the current wellness incentive structure.
- Future Cost Management Strategies: NFP continues to monitor emerging healthcare trends, including gene therapy and other high-cost treatment options. NFP confirmed that any approved changes would become effective January 1, 2027.

Pension Update:

- DCM Hodge provided an update on pension-related discussions and employee survey feedback.
- The actuary is evaluating the cost of the following proposed changes:

Reduce vesting requirements from 10 years to 5 years.

Add a 1% pension accrual after 30 years of service, increasing the maximum pension benefit from 60% to 70% at 40 years.

Reduce employee contribution rates for post-2012 hires from 8% to 6%.

Provide an unreduced retirement benefit for General Government employees at age 62 with 30 years of service.

Remove the three-year DROP extension and return the DROP program to its original three-year structure.

- Public Safety retirement eligibility would remain unchanged at age 55 with 25 years of service.

Budget Impact:

- Any pension-related changes would not affect FY2027.
- Potential impacts would begin in FY2028 if approved.
- Final decisions will be made after actuarial analysis and Pension Board review.

Open Forum:

- The Committee addressed the vacant Vice Chair position, where Tommy Beauchamp was nominated and approved as Vice Chair of the Employee Benefits Committee.

Submitted by:

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