

# MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

**Monday, June 28, 2023  
10:00 AM**

ATTENDEES	P	A	ATTENDEES	P	A
Rachel S Blanks,	<b>X</b>		Troy Vanerson	<b>X</b>	
Nancy Boren	<b>X</b>		Ardria McGruder	<b>X</b>	
Timothy A. Smith,	<b>X</b>		Shannon H. Hubbard	<b>X</b>	
			Holli Browder		<b>X</b>
Angelica Alexander, Ex-Officio	<b>X</b>		Pamela Hodge	<b>X</b>	
Reather Hollowell, Ex-Officio	<b>X</b>		Lisa Goodwin	<b>X</b>	

**Others Present: Vanessa Stephens, Tammi Starkey Sheila Holt - NFP  
Erin McDill, Megan Procell - CareATC, Keisha Johnson, Sheila Risper, Cynthia Holliman**

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**\_ CALL TO ORDER:** Nancy Boren–CHAIR (10:03AM)

## **AGENDA AND DISCUSSIONS**

- The meeting was called to order by Nancy Boren.
- The minutes from the **April 17, 2023**, meeting was reviewed and approved.
- **Reather Hollowell** – Asked Nancy Boren to confirm the new members for the Employee Benefits Committee (EBC) and asked the members to introduced themselves so all members will be familiar with who they are. Per Reather, for the past several years there has not been an increase in health care premiums. Moving forward employees will be encouraged to participate in Heath Passport activities as an alternative to coaching; cancer screening, mammogram, PSA, and education webinars that are held in the Learning Center. Healthcare Budget passed by Council at its last meeting. No Premium increase for 2024 for those participating in the Wellness incentive program. For those employees that do not participate in the Wellness incentive program, there will be a 22% surcharge added to their healthcare premium. Council/City Manager approved for those employees that submitted a final appeal; effective July 1, 2023.

- **Erin McDill** – CareATC presented a Personnel Health Assessment (PHA) update (July 11th-October 20, 2023). CareATC has completed the Wellness Guide, PHA flyer, and the Health Passport flyer, which was released in May 2023. Amy Spradlin, the CCG health coach is visiting various departments and entities to educate the employees on the wellness program along with a recorded webinar distributed via email. Employees are encouraged to take advantage of coaching if it has been determined the employee is coaching eligible to avoid the additional surcharge for 2024 of 22%. Erin provided an overview of CareATC’s Health-passport. The platform includes single sign-on capabilities through the CareATC patient portal or app, a PHA appointment scheduler, as well as health and fitness device connection services for wellness challenges, and the annual “Step Challenge.”
- **Tammi Starkey** - NFP provided a Healthcare Benefits Update. The recommendation concerning CCG’s Health Plan administrator, and Pharmacy Benefits Plan administrator, is to continue with Anthem BCBS and Optum Rx for the 2024 plan year. To continue to manage the Health Plan, if not; healthcare will cost about 7% more each year because more care is needed, more expensive care or higher cost medications. Activities to assist in reducing health care cost includes health education, monthly webinars, on-line coaching modules, local event challenges, 5K runs, annual screenings, physicals, cancer screenings to get a comprehensive view of your health. Additionally, a 22% rate increase will apply to all non-wellness active employees. For health plan utilizers that participate in the wellness incentive, there will be no increase to their contributions in 2024. NFP is working with Anthem to integrate their app, which is called the Sydney App which has abundance of services to offer; providers, electronic medical card, EOB and much more. Medicare Advantage plan, which is a fully insured plan, is for those retirees that are eligible for Medicare. Council approved increasing the city contribution for the Health plan from 70% to 73.3% of the total spend. With this increase, the City will again contribute 5.24% for what was budgeted in the current fiscal year that is ending.
- **Shannon Hubbard** wants the City to introduce some sort of a competition to challenge employees to participate to include a reward to be an incentive instead of purchasing an item. Maybe points generated earned towards time off.
- **Angelica Alexander** wanted to make sure the wellness incentive surcharge increased to 22% included the previous year's 12% and not an additional increase of 22%.

\*During the EBC meeting, the committee appointed Troy Vanerson to be the vice chair along with Holli Browder\*.

Respectfully Submitted,

*\*(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.)*