



Columbus Consolidated Government

Employee Benefits Committee

Meeting Minutes

October 22, 2025

Members Present: Ardria McGruder, Tommy Beauchamp, Jewels Hazen. (Virtual): Holli Browder, Rachel Blanks, Nancy Boren, Angelica Alexander, and Reather Hollowell

Members Absent: Shannon Hubbard, Lisa Goodwin, Pam Hodge

Staff Present: Sheila Risper, Cynthia Holliman, Keisha Johnson, Destiny Chisolm

Consultant: Todd Hooper, Delandra Haywood, Jennifer Oliver

CareATC Rep: Jessica Walker

Key Topics:

- **Approval of Minutes:** The minutes of August 17, 2025, meeting were approved.
- **Health & Wellness Update – CareATC:** Coaching communication will go out in November 2025. Employees may self-schedule via the app or by calling CareATC. Flu shots are currently available at the Health & Wellness Center. Reminder communications may need review.
- **Benefits Update – NFP:** Questions related to the payroll file are being reviewed with NFP’s internal team. NFP will confirm payroll file delivery date after Open Enrollment closes. Otherwise, no additional updates from NFP.
- **FSA Spending Account:** The maximum for 2026 decreased from \$3,200 to \$2,800. Analysis showed employees sometimes used the full FSA early in the year, then separated employment before remaining deductions were collected, resulting in a loss to the city.
- Employees may use remaining funds through March 15 of the following year. This reduces the likelihood of forfeited funds due to IRS rollover caps and aligns spending with incurred expenses.
- **HR/ Finance Updates:** On January 1, 2026, the Cost-of-Living Adjustment (COLA) takes effect. This is the first premium increase in nearly a decade for the health plan.

Action Items:

- The December 24, 2025, meeting is cancelled. Non-voting item, due to lack of in-person quorum.

Respectfully submitted,

Destiny Chisolm – **Human Resources Administrative Assistant**

AGENDA

Call to Order- Holli Browder

Attendance

Approval of Minutes – **October 22, 2025**

Health and Wellness Update – CareATC

Benefits Update- NFP

Open Forum/ Announcements

Adjourn- **Next Meeting: April 22, 2026**

2025 Employee Benefits Committee

<u>Member Name</u>	<u>Department</u>	<u>Term Start</u>	<u>Term End</u>	<u>Status</u>
Holli Browder	Parks & Recreation	May 2025	April 2028	Active
Ardria McGruder	Sheriff's Office	May 2025	April 2028	Active
Shannon Hubbard	Sheriff's Office	May 2025	April 2028	Active
Nancy Boren	Elections Office	May 2025	April 2028	Active
Jules Hazen	Columbus Fire & EMS	May 2025	April 2027	New
Tommy Beauchamp	Public Works	May 2025	April 2028	New
Lisa Goodwin	Deputy City Manager			
Pam Hodge	Deputy City Manager			
Ola Terrell	Human Resources Director			Ex-Officio
Angelica Alexander	Finance Director			Ex-Officio