

# MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, February 24, 2021  
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton	X		Troy Vanerson	X	
Nancy Boren	X		Ardria McGruder	X	
Captain Bill Rawn	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: Vanessa Stephens, Tammi Starkey, Keisha Johnson, Sheila Risper, and Amaris Fryer**

**Others Absent: Erin McDill, CareATC**

**CALL TO ORDER: LANCE DEATON - CHAIR (10:00AM)**

## AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from October 28, 2020 meeting were reviewed and approved.
- Tammi Starkey - NFP gave an update/overview on benefits and health plan claims for medical costs and prescription drugs. NFP reports, the 2020 year ended with total paid claims of 18.4 million, which is an increase of about 7% from 2019 cost. There has been a reduction in the enrollment of employees who participate in the healthcare plan. Subsequently, employee contributions have dropped approximately \$300,000 over the past year. CCG continues to offer a cost effective prescription plan; however, maximizing discounts whenever possible through the introduction of discount programs have made improvements in the overall cost of prescription drugs on the plan.

### ***Topics from October 28<sup>th</sup> EBC Meeting: Reviewed***

1. Troy Vanerson gave a review of the submitted **Donation of Leave Time** proposal.

*Question – Holli Browder: What was the discussion/why another group has not asked for this previously and /or has is not gone forward previously?*

*Answer – Reather Hollowell: An effort was previously presented; a Sick Leave Bank. However, the plan fell through due to the lack of “buy in.”*

***Suggestion 1:*** *Bridge employees’ healthcare; the bridge being voluntary benefits such as supplemental health insurance.*

Next Steps: Pull the “Short-Term Disability” presentation by NFP. Reather Hollowell will look at the idea of a “Sick Leave Bank” and draft an analysis/ potential options to be sent to the committee.

\*Focus: What is the impact/cost of proposed changes.

2. Lance Deaton gave a review of incentives for a **Physical Fitness Program.**

***Proposal 1(Columbus Police Department):*** *A monetary/time-off incentive for passing a physical fitness exam.*

- There being no further business, a motion was made to adjourn. **(11:08AM)**

*Next Committee Meeting: Wednesday, April 21, 2021, 10:00AM*

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant