

# MINUTES OF THE EMPLOYEE BENEFITS COMMITTEE

Wednesday, August 25, 2021  
10:00 AM

ATTENDEES	P	A	ATTENDEES	P	A
Lance Deaton	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: Vanessa Stephens, Tammi Starkey, Todd Hooper, Sheila Holt - NFP,  
Erin McDill - CareATC, Keisha Johnson, Sheila Risper, and Amaris B. Fryer**

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

## AGENDA AND DISCUSSIONS

- The meeting was called to order.
- The minutes from the **June 23, 2021**, meeting, were reviewed and approved.
- Personal Health Assessment update and overview reported no healthcare premium changes for employees participating in the PHA healthcare incentive process. Issues concerning NeoGov included: Tobacco Affidavit forms, Wellness Incentive forms, and employees failing to have access to e-forms. A total of 900 employees were reported to not have filled out their forms as of August 25, 2021.
- Reather Hollowell – Gave an overview of City Council’s approval of a comprehensive compensation study (expected timeline of eight months) and an update on Emergency Paid Leave. As a thanks/appreciation to employees who were fully vaccinated, the City Manager approved all non-emergency personnel to take a ½ day off on Friday, September 3<sup>rd</sup> beginning at 12noon. Employees not fully vaccinated, were encouraged to use the time off to get vaccinated.

- The FFCRA legislation that required certain employers to provide employees with paid sick leave or expanded family and medical leave for specified reasons related to COVID-19, expired on December 31, 2020. CCG voluntarily extended FFCRA through September 3, 2021. For employees **not fully vaccinated**, the voluntary FFCRA will end September 3, 2021. Should an employee experience a COVID related illness/need to be out of work related to COVID testing or quarantine, the employee will be required to use personal accrued leave.
- For employees **fully vaccinated** and must be out of work for a COVID related illness/need to be out of work due to COVID testing or quarantine, the employee may use CCG COVID paid leave (proof of full vaccination required).

*\*(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.)*

- There being no further business, a motion was made to adjourn. **(11:00AM)**

*Next Committee Meeting: Wednesday, October 27, 2021, 10:00AM*

Respectfully Submitted,

Amaris B. Fryer

HR Administrative Assistant