

## Columbus Consolidated Government

### Employee Benefits Committee

### Meeting Minutes

April 7, 2025



**Members Present:** Rachel Blanks, Troy Vanerson, Tim Smith, Shannon Hubbard, Ardria McGruder, Nancy Boren, Reather Hollowell

**Members Absent:** Holli Browder

**Staff Present:** Sheila Risper, Destiny Chisolm

**Consultant:** Melodee Lewis, Todd Hooper

**CareATC Rep:** Erin McDill

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#### Key Topics:

- **Approval of Minutes:** The minutes of February 26, 2025, meeting were approved without any objections.
- **New Committee Members Announcement:** Two (2) city employees were nominated to be part of the Employee Benefits Committee. After being sworn in, they will attend the next committee meeting. These members (Jules Hazen, Columbus Fire & EMS and Tommy Beauchamp, Public Works) will replace Tim Smith, Columbus Fire & EMS and Troy Vanerson, Civic Center.
- **2024 Health & Wellness Impact:** NFP team Reviewed impact of engaged vs. non-engaged employees. Findings showed both financial and health outcome improvements for engaged participants.
- **Proposed FY26 Contributions:** Increases are projected to be across all plans. Wellness participants will continue to pay lower rates than non-wellness participants.
- National employer-sponsored health care costs are projected to increase 9% in 2025. Introduced virtual primary and urgent care services.

#### Action Items:

- Finalize FY26 contribution recommendations, along with discussing strategic approaches for FY26 budgeting and employee communications regarding upcoming changes.
- Continue evaluating wellness program participation.