

Columbus Consolidated Government

Employee Benefits Committee Meeting

AGENDA

Government Center Annex Conference Room
June 26, 2019
10:00 AM

- **Call to order**
- **Attendance and Introduction of New Members**
- **Minutes of EBC Meeting – February 27, 2019 and April 24, 2019**
- **United Way Campaign**
- **Expiring Term Member Farewell**
- **Adjourn**

Next Committee Meeting: Wednesday, August 28, 2019, 10:00AM

| Attendees | P | A | Attendees | P | A |
|--------------------------------|---|---|--------------------------|---|---|
| Angelica Alexander, Ex-Officio | X | | Pamela Hodge, Ex-Officio | X | |
| Bill Rawn | X | | Laura Johnson | | X |
| Lisa Goodwin, Ex-Officio | | X | Linda Lunsford | | X |
| Troy Vanerson | X | | Lance Deaton | X | |
| Reather Hollowell, Ex-Officio | X | | Michael Jordan | X | |
| | | | Dustin Heath | X | |

Others Present:

Scott Hankins and Todd Hooper -ShawHankins.

Desiree Adderley: w/CareATC via Conference Call.

CALL TO ORDER

AGENDA AND DISCUSSIONS

- *Call to order-Reather called the EBC 10:00 am meeting to order introducing the new members which are highlighted below. She also recommended for the next meeting August 28th that a chairperson be selected.*

| | Committee Members | Term Begins | Term Ends | Term Length# | Gen/ P. Safety | Appointed By | Term |
|---|--------------------|---------------------|-----------|--------------|--------------------------|---------------|------|
| 1 | Dustin Heath | 6/30/2019 | 4/30/2023 | Two 2-year | Dept. Assistant Director | Council | 2 |
| 2 | Lance Deaton | 6/30/2019 | 4/30/2023 | Two 3-year | Public Safety | Public Safety | 2 |
| 3 | Michael Jordan | 6/30/2019 | 4/30/2023 | Two 3-year | General | Gen. Gov. | 2 |
| 4 | Laura Johnson | 8/23/2016 | 4/30/2022 | Two 3-year | General | Council | 1 |
| 5 | Linda Lunsford | 5/1/2016 | 4/30/2022 | Two 3-year | General | Council | 1 |
| 6 | Capt. Bill Rawn | 6/30/2019 | 4/30/2023 | Two 2-year | Public Safety | Council | 2 |
| 7 | Troy Vanerson | 6/30/2019 | 4/30/2023 | Two 3-year | General | Council | 2 |
| | Reather Hollowell | Cont. Office | | | Ex-Officio | | |
| | Angelica Alexander | Cont. Office | | | Ex-Officio | | |
| | Keisha Johnson | Benefits Specialist | | | | | |

- *Dustin Heath motion to approve minutes from February 27th & April 28th and the motion was second by Troy Vanerson.*
- *Reather Hollowell-discussed the need to encourage departments to increase their PHA numbers for 2019 and the need to encourage fasting prior to being administered a PHA. Reather discussed retiree's dependents not receiving any contribution from CCG toward medical premiums in 2020. Dependents moving forward cost would be at 100% to the retiree compared to CCG covering 10% of medical premiums for retiree dependents in the past. Reather discussed possibly increasing the tobacco surcharge to \$100.00 monthly instead of \$50.00 for tobacco users. Reather discussed how participating in PHAs can earn the employee additional cash if they have one of Aflac wellness policies. Reather discussed options for tobacco user for those that would like to quit- the Tobacco Cessation Program/GA/Al Quit.*
- *Pam Hodge- Pam would like for us to take a more proactive measures to assist in the medical cost drivers. Suggested the EBC meet more than every other month. Pam discussed looking into Gainesville Retirement plan and seeing how their model works.*
- *Lance Deaton-discussed incentives for exercising -spin classes, cross fit-(additional training credits, and physical fitness exams.)*
- *Michael Jordan-suggested premium reimbursements for healthcare if the employee maintained good health.*

Shawhankins-

- *Scott Hankins-discussed routine annual physicals and how they are necessary for early detection of medical issues.*

- ***Todd Hooper***, discussed no increase of medical premiums for FY20 and he also spoke on PHAs/O/E. He spoke on the effects of having a PHA done and how the numbers increased in 2018 as compared to 2017 which could be a direct link to the 7.3% increase in medical premiums for not participating.

CareATC-

- ***Desiree Adderley***- discussed implementation of Passport, medication that are provided to employees at HWC at no cost to employees for tobacco users who would like to quit tobacco use-patch, gum and lozenges.
- ***Topics to be discussed at August 28th meeting***
 - Selecting a chairperson to head the EBC meetings***
 - Retirement Plan Options***
 - Determine a plan of action so the employees can receive 100% of their retirement funds when retiring.***
 - Model City for a model retirement plan- City of Gainesville, Ga. (Pam will look into the model and provide feedback.***
 - Provide tobacco surcharge forms to committee***