

# NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

## MINUTES of March 3, 2021

The meeting of the NCC Benefits Committee was held on March 03, 2021 via a Zoom Video Conference Call.

The meeting was called to order at 8:35 am

<p><b><u>COMMITTEE MEMBERS PRESENT:</u></b>          Karen Brown, Chairperson          Jacqueline Jenkins, CHRO          Michael Smith, CFO          Nellie Hill, Non-Union Member          LaTonya Frieson-Jones, Local #1607          Trina Lockard, Local #1607 (Alt)          Rich Piekarski, Jr., Local #3109          John Spence, Local #459 (Alt)          Saul Polish, Local 3911          Kevin Maloney, FOP Lodge #5          Nicole Racine, Local #3109 (Alt)</p> <p><b><u>STAFF PRESENT:</u></b>          Laura Hay, Assistant County Attorney II          Vicki Workinger, Human Resources Assistant</p>	<p><b><u>COMMITTEE MEMBERS ABSENT:</u></b>          Vincent Garlick, Non-Union Member          Jeffrey Maddocks, Sheriff's          Nate Beavers, Local #459          Jonathan Yard, FOP Lodge #5 (Alt)</p> <p><b><u>OTHERS PRESENT:</u></b>          Teresa Baldwin          Tonya Adkins          Grace Dehel          Karen Sullivan</p> <p><b><u>INVITED GUESTS:</u></b></p>
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Agenda Item	Discussion	Action
Old Business	Approval of 12/02/20 Meeting Minutes	<ul style="list-style-type: none"> <li>• Minutes reviewed and approved.</li> </ul>
New Business	<ul style="list-style-type: none"> <li>• Wellness Program</li> <li>• Sick Bank Report</li> <li>• Medical and RX RFP for 2021</li> <li>• Health Plan Language Changes</li> <li>• Benefit Profiles</li> </ul>	<ul style="list-style-type: none"> <li>• Karen reviewed the current stats of the Wellness Program</li> <li>• Karen reviewed the current stats regarding Sick Bank</li> <li>• Karen informed committee about upcoming bid being placed for NCC health and prescription plans</li> <li>• Karen provided an update concerning the status of the upcoming plan changes for unions participating in the Wellness Program</li> <li>• Karen gave an update of the status of the 2020 Benefit Profiles</li> </ul>
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> <li>• Adjournment of meeting</li> </ul>

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**Meeting Summary**

Karen welcomed everyone and called this meeting of the Benefit Committee to order.

First item discussed was the request to approve the minutes for 12/02/20.

Saul Polish made a motion to approve the minutes. The motion was seconded by Kevin Maloney and approved.

**Wellness Program**

Karen provided the current stats regarding the participation into the Wellness Program. She will provide an update at each meeting to notify the committee about the current progress with the program.

<b>Credits Earned</b>	<b>Total Participants</b>
100	2
200	241
300	34
400	14
500	6
600	8
700	5
<b>Grand Total</b>	<b>310</b>

Kevin Maloney had a question about that 310 employees participating out of how many eligible for the plan? Karen replied that she did not have that number at this time but would research and provide the total eligible for the plan. Karen did remind the committee that this program is voluntary.

John Spence inquired if the numbers were able to be broken down by unions? Karen said that she has not received that information from Healthcheck 360 at this time. She would reach out to them to see if they could provide information based by union. The information can be presented at the next meeting.

**Sick Bank**

Karen will email the report to everyone. She shared her screen to show the current report and went over the current information. Once members receive the email to let Karen know if they have any questions.

**Medical and Prescription RFP Bid for 2021**

Karen informed the committee that the County would be placing a bid for Health Plans and Prescriptions plans in 2021. Regarding the medical RFPs due to the wording in the union contracts specifying Highmark and Aetna they will be pretty much be bidding for the different plans. Not a lot of competition regarding the medical piece. The County is looking at the possibility of adding a high deductible plan that the companies can submit proposals for along with the current plans the County

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offers. This plan would also have an HSA option that could be used for any out of pocket expenses with this plan. Regarding the prescription bid there will be an opportunity to have more companies post a bid and will be more competitive.

Nicole Racine inquired if the committee would be able to review the bid before it would be posted? Karen replied, yes it would be sent to the committee before and they should have it by the end of next week.

### **Health Plan Language Changes**

Karen explained that for the unions that have negotiated union contracts, effective 1/1/21 there was to be different co-pays applied to the medical plans. Due to time and notification of this information, the Benefits group have been working diligently with Highmark and Aetna to update the necessary information. The plan changes will put into place on May 1, 2021.

### **Benefit Profiles**

Karen provided an update regarding the status of the upcoming 2020 Benefit Profiles. Karen is awaiting final picture approval from Dr. Jenkins. Once approved Karen will notify Boomershine of the picture approval. Boomershine will then begin to review the indicative data provided by IT and begin to prepare the profiles for review by HR.

### **Round Table**

John Spence had questions about the high deductible plan that the County is looking to initiate? Karen answered that it would have a higher deductible such as \$1000 for individual and \$5000 for family. The details have not been set as of now. The County also looking at HSA option to be added to this plan.

John inquired if an employer could offer both a Cadillac plan and a high deductible one at the same time? Karen replied yes.

Nicole Racine asked is there a tax liability under the ACA if the County were to change its plan structure? If the cost is more than \$12,500 it is considered a Cadillac plan, under not a Cadillac plan. That under the ACA those who have a Cadillac plan cannot also have a non-Cadillac plan too. Karen replied she would need to consult with USI regarding this question and thanked Nicole for bringing it up to the Committee's attention.

John Spence wanted to know if representative from USI was on this call? Dr. Jenkins replied no. John replied with inquiring why USI was not invited to the meetings? To address any questions about the high deductible plans or addressing the tax question that Nicole asked. Dr. Jenkins confirmed USI have been invited to the meetings and asked John or any committee member to email her any questions they have to forward to USI to research and address. Nicole Racine asked someone would reach out to USI to ensure they would be at the next meeting? Dr. Jenkins confirmed that that has been already taken care of,

Kevin Maloney asked is this meeting was being recorded. The answer is yes.

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**Next Meeting**

The next Benefit Committee Meeting is scheduled for June 2, 2021. Depending on what is happening regarding this pandemic, the meeting will either be the Government Center or via a Zoom Video Conference Call. The meeting for 2021 are March 3, 2021, June 2, 2021, September 1, 2021, and December 1, 2021. Additional meetings may be scheduled upon necessity.

**Nellie Hill made a motion to adjourn the meeting at 9:01 am.** The motion was seconded Saul Polish and approved.