

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of June 2, 2021

The meeting of the NCC Benefits Committee was held on June 02, 2021 via a Zoom Video Conference Call.

The meeting was called to order at 8:34 am

<p><u>COMMITTEE MEMBERS PRESENT:</u> Karen Brown, Chairperson Jacqueline Jenkins, CHRO Michael Smith, CFO 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) Jeffrey Maddocks, Sheriff's</p> <p><u>STAFF PRESENT:</u> Laura Hay, Assistant County Attorney II Vicki Workinger, Human Resources Assistant</p>	<p><u>COMMITTEE MEMBERS ABSENT:</u> Vincent Garlick, Non-Union Member Nate Beavers, Local #459 Jonathan Yard, FOP Lodge #5 (Alt) Nellie Hill, Non-Union Member</p> <p><u>OTHERS PRESENT:</u> Teresa Baldwin Tonya Adkins Clifton Crawford Christopher Shetzler</p> <p><u>INVITED GUESTS:</u> Mischelle Lindsey – USI Traci Scholar – USI Reagan Pudio – HealthCheck360 Kathryn Luebke – YMCA Wendy Dally - YMCA</p>
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Agenda Item	Discussion	Action
Old Business	Approval of 03/03/21 Meeting Minutes	<ul style="list-style-type: none"> • Minutes reviewed and approved.
New Business	<ul style="list-style-type: none"> • Health Plan Changes Update • Wellness Program • Sick Bank Report • Medical and RX RFP for 2021 • YMCA Presentation 	<ul style="list-style-type: none"> • Karen provided an update concerning the status of the upcoming plan changes for unions participating in the Wellness Program • Karen and Ragan from HealthCheck360 reviewed the current stats of the Wellness Program • Karen reviewed the current stats regarding Sick Bank • Karen informed committee about upcoming bid being placed for NCC health and prescription plans • YMCA Provided information about their pre-diabetes program
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> • Adjournment of meeting

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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 03/03/21.

Richard Piekarski made a motion to approve the minutes. The motion was seconded by John Spence and approved.

Health Plan Changes Update

Karen provided an update regarding the status of the changes to the health plans that came into effect June 1, 2021. An email was sent to all employees and a mailing was sent to retirees regarding the upcoming changes. The changes have been finalized and new cards are being mailed out to employees. As of now those in Union 3109 are still in the old plan due to their contract has not been settled as of today. Upon the completion of the new union contract those in 3109 will also be moved to the new plan design.

John Spence mentioned that a couple of his members have had some RX issues; Karen has asked John to follow-up with an email to her and Vicki with the names so that Benefits can research and get back to the employee regarding their prescription issues.

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.

EFP Open Enrollment Review

On January 27, 2021 NCC met with EFP to review the open enrollment process and the results of the employee participation in either electing or waiving a worksite supplemental insurance plan. Karen shared an overview of what happened during that meeting and the statistics of the number of employees who participated. She confirmed that new hires are given the chance to enroll. Mischelle from USI inquired that would it be possible to have EFP talk to the new hires during orientation instead of contacting them after? Karen replied that she would talk to EFP to see if something could be set up for the employee to talk to the during NEO.

LaTonya Frieson-Jones asked if they did come would it affect the union reps coming to NEO to speak to the new potential union members? Vicki confirmed that no the union reps come between 11 and 11: am to talk to the prospective members and the EFP would be completed at the end of NEO.

HealthCheck360 Review

Reagan from HealthCheck360 provided a presentation to the committee outlining the program and the current stats regarding employee participation. She provided data overall and also separated participation by each union. IS will provide a report to HealthCheck360 regarding union and eligibility.

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Kevin Maloney asked if the numbers were those only in the PPO plan or all plans. Reagan replied all plans.

YMCA Presentation – Pre-Diabetes

Kathryn Luebke and Wendy Dally from the YMCA provided a presentation about their Pre- Diabetes program. This program is available to those who fall into the pre-diabetic category. A review would be completed for each individual to see if they would qualify for the program.

John Spence asked about those who are confirmed diabetic type one or two, what options are available to them? Wendy from YMCA confirmed there are State programs that can assist those who are diabetic. She will send information to Karen about these programs and Karen can share with the committee.

Prescription RFP Bid for 2021

Karen informed the committee that the County would be placing a bid for Prescriptions plans in 2021. Cliff Crawford reviewed the RFP process and the timeline for completion of the RFP process. He did mention that in order for unions to participate and to be able to vote they must have representation at all the meetings that deal with the bid. If they do not, they will not be able to submit a vote for the RX bid. The contract would be for three years and if any member has a question or comment about the RFP to submit them to him by June 4, 2021.

Kevin Maloney asked why the medial bid was not being taken care of now? Cliff replied that for this year the County is taking advantage of the one-year extension that was built into the contract. USI has reached out to Highmark and Aetna to extend the contract for another year and to keep the administration fees the same.

Nicole Racine mentioned that the timeline needs to be updated to allow reps to take recommendations to their unions for them to be able to vote on the plans. Cliff updated the timeline to include time for members to speak to the unions.

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 and they should have it by the end of next week.

Kevin Maloney made a motion to adjourn the meeting at 10:05 am. The motion was seconded John Spence and approved.