

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of March 2, 2022

The meeting of the NCC Benefits Committee was held on March 02, 2022 via a Zoom Video Conference Call as well as in-person in the Manager’s Conference Room.

The meeting was called to order at 8:36 am

<p><u>COMMITTEE MEMBERS PRESENT:</u> Karen Brown, Chairperson Jacqueline Jenkins, CHRO Michael Smith, CFO Nellie Hill, Non-Union Member LaTonya Frieson-Jones, Local #1607 Trina Lockard, Local #1607 (Alt) Nicole Racine, Local #3109 (Alt) Chris Marvel, Local #459 John Spence, Local #459 (Alt) Saul Polish, Local 3911 Brian Bradford, Local 3911 Kevin Maloney, FOP Lodge #5 Jonathan Yard, FOP Lodge #5 (Alt) Jeffrey Maddocks, Sheriff’s</p> <p><u>STAFF PRESENT:</u> Mengting Chen, Assistant County Attorney II Vicki Workinger, Human Resources Assistant</p>	<p><u>COMMITTEE MEMBERS ABSENT:</u> Rich Piekarski, Jr., Local #3109</p> <p><u>OTHERS PRESENT:</u> Rinku Banerji Teresa Baldwin Valerie George Patrice Henry Tonya Adkins Kenneth Springer MaryLee Murphy</p> <p><u>INVITED GUESTS:</u> Mischelle Lindsey – USI Traci Scholar – USI Zack Papalia - USI Brittany Hutchinson – Health Advocate (EAP) Matt Scaravaglione – EFP Reagan Pudlo – HealthCheck360 Gabriella Muller – Health Advocate</p>
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Agenda Item	Discussion	Action
Old Business	Approval of 12/01/21 Meeting Minutes	<ul style="list-style-type: none"> • Minutes reviewed and approved.
New Business	<ul style="list-style-type: none"> • Sick Bank Report • Health Advocate Presentation • Open Enrollment Update • HealthCheck360 Update • First Responder Program • Medical and RX RFP for 2021 	<ul style="list-style-type: none"> • Karen reviewed the current stats regarding Sick Bank • Health Advocate provided information about the Employee Assistance program and highlighted different features available • Matt Scaravaglione provided committee with feedback regarding the Open Enrollment UNUM enrollment for 2022 • Reagan Pudlo provided a report regarding the progress and importance of the wellness program • The committee was informed about the initial launch and the relaunch of this program • Karen and Cliff informed committee about upcoming bid being placed for NCC health and prescription plans
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 12/01/21.

LaTonya Frieson-Jones made a motion to approve the minutes. The motion was seconded by John Spence and approved.

Sick Bank

Karen will email the report to everyone. She shared her screen to show the current report and went over the current information. FOP was not updated as their information as not changed. The balances shown includes the new enrollees during January 2022. There were 4755 hours donated to the sick bank. The FOP Sick Bank had a total of 288 enrollees and 3728.75 donated hours.

Karen confirmed it was possible to provide a copy of the report to the committee

Health Advocate Presentation

Gabriella Muller with Health Advocate presented information about the Employee Assistance Program. How it works, and who is eligible to participate in the program. While reviewing the information she stressed that all information received from employees to Health Advocate is strictly confidential and is not shared with the County.

Nellie Hill inquired if it was possible to get a copy of the presentation? Gabriella will forward it to Karen, and she can send file to the committee.

LaTonya Frieson Jones expressed that the presentation was informative and was glad that the webpage and features of the website were highlighted during the presentation.

Karen thanked Gabriella for her time and attention to the program.

EFP Open Enrollment Review

Matthew Scaravaglione presented a review of the last Open Enrollment regarding UNUM worksite benefits.

107 calls during the Open Enrollment period
35 appointments scheduled
23% of the employees used the Employee Navigator
48% of the employees self-enrolled

Mischelle from USI inquired about the Long-Term Disability numbers? Matt replied he will have to circle back and provide that information later.

Karen thanked Matt for his time and attention to the program.

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HealthCheck360 Review

Reagan Pudlo 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. Reports can also be broken down by health plan and participation.

As their Clinical Team reviews the numbers for the employee, if they find they are in the extreme range they will reach out to the employee about their numbers.

Saul Polish asked not all employees are engaged with a primary care doctor where do the numbers come from? Reagan replied that it could be from Pivot though most are working with their doctor.

LaTonya Frieson Jones commented that feedback she received from employees who might be in the moderate to high risk categories that the program can be stressful to complete and they are afraid of being embarrassed. She asked Reagan if she had any suggestions? Reagan replied that it helps to stress that the information is kept confidential. This program is not meant to embarrass or shame members. Maybe try to come up with programs or incentives that spark their competitive side.

Jeffrey Maddocks asked if it was possible to send to all employees the basic information about the plan to all employees? Karen confirmed it was.

Karen thanked Reagan for her time and attention to the program.

First Responder Program

Karen explained to the committee that in 2021 the County launched for the first time a First Responder program for NCC's Paramedic, Police, and other emergency personnel and their families. The initial launch showed a slow start and low engagement. In January 2022 meeting were held to look at the possibility of relaunching the program. They addressed the concerns that employees expressed about the program and the app used. The app was updated to be more user friendly and to ease the participant's concerns about confidentiality. The County is working putting together materials that can be given to Public Safety.

Saul Polish inquired if the information sessions would only be at the Public Safety Bldg. or would they be at different locations? Karen replied that they can certainly talk about other sites that would be beneficial to host event.

Saul also mentioned that he heard feedback from someone who used the plan and it was very positive.

Medical/RX/Dental RFP Bid for 2022

Karen informed the committee that the plans open for bid in 2022 are the Medical, Dental, and Post Age 65 Retirees. Clifford Crawford will put together a calendar to send to everyone regarding the process for these bids. Cliff with Purchasing outlined the process and confirmed with the committee and USI a schedule for the bidding process.

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING MINUTES of March 2, 2022

Nicole Racine – Part of the bid mentions City of Wilmington, should that be New Castle County?
Mischelle from USI confirmed yes it should be and Cliff corrected his Excel Sheet.

Kevin Maloney – Since some of the union contracts prohibit New Castle County from changing carriers wouldn't it make the bidding process null and void? Cliff replied that yes this does limit the options available but still has to go out for bid. As long as there is a union contract that contain language specific to carrier it limits options.

LaTonya – On the Excel Sheet with the Benefits tab it lists the old copays. Are the old co-pays still in effect? Karen confirmed that the new co-pays that were set to begin June 1, 2021 are the correct ones. She will update information and forward it to Cliff.

Cliff reviewed the timeline of the bids for 2022. He confirmed that each union must have representation at each meeting in order to be able to vote. If they miss one, they will not be able to participate in the bidding process.

Karen stated that the bids should be awarded by July 15, 2022 to ensure that everything is in on time for the next enrollment period.

The evaluations are due by July 8, 2022 at the latest to allow Cliff time to tabulate results. Saul expressed concern that his union would not be able to meet in time for the deadline. Tracey with USI inquired is it possible for the unions to set up their meetings now instead of waiting till June or July to confirm schedules? Saul replied it could be possible.

LaTonya inquired if Karen would complete a recommendation letter to the committee to pass out the union. Karen replied she would look into that.

Cliff will send an updated timeline to the committee members. Saul – are all the meetings for the bids set to begin at 8:30 am? Karen confirmed yes, it is otherwise noted.

John Spence wanted to confirm that when Cliff sent the updated timeline it was confirmed that the Union Rep or the Alternate must be present at all meetings. Karen will send everything to the committee along with the note about attendance.

Cliff will contact vendors in regard to schedule time for interviews.

Nicole Racine inquired when the Dental Bids would go out? Mischelle with USI confirmed the dental bids are following the same timeline as the medical bids. USI is coordinating the Dental Bid and will provide information to the committee concerning the bid.

LaTonya questioned that shouldn't the Dental Bid go through the Benefit Committee? Mischelle confirmed that they have presented the current plans to the vendors and asked them to match it. If there is a change to the plan that a committee member would like to explore to give them to Karen by March 9, 2022 to allow them to be included process. Karen will then forward them to USI to be added to the bid request for vendors to respond to.

Jeffrey Maddocks made a motion to adjourn the meeting at 10:53 am. The motion was seconded by Nellie Hill and approved.