

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of September 7, 2022

The meeting of the NCC Benefits Committee was held on September 07, 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 Nicole Racine, Local #3109 (Alt) Trina Lockard, Local #1607 (Alt) John Spence, Local #459 (Alt) Saul Polish, Local #3911 Kevin Maloney, FOP Lodge #5 (Alt) Jeffrey Maddocks, Sheriff’s</p> <p><u>STAFF PRESENT:</u> Marie Knoll, Assistant County Attorney I Vicki Workinger, Human Resources Assistant</p>	<p><u>COMMITTEE MEMBERS ABSENT:</u> Jonathan Yard, FOP Lodge #5 Brian Bradford, Local 3911 Chris Marvel, Local #459 Joe Cochran, Local #3109 Chris Shetzler, Local #1607</p> <p><u>OTHERS PRESENT:</u> Patrice Henry Tonya Adkins Dale Streets Rowena Liles</p> <p><u>INVITED GUESTS:</u> Mischelle Lindsey – USI Traci Scholar – USI Sean Riley – First Responder Program Regan Pudlo – HealthCheck360 Cole Bollway – HealthCheck360</p>
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Agenda Item	Discussion	Action
Old Business	Approval of 06/01/22 Meeting Minutes	<ul style="list-style-type: none"> • Minutes reviewed and approved.
New Business	<ul style="list-style-type: none"> • Sick Bank Report • First Responder Program • HealthCheck360 Update • USI Financial Report 	<ul style="list-style-type: none"> • Karen reviewed the current stats regarding Sick Bank • The committee was informed about the progress of the program • Regan Pudlo provided a report regarding the progress and importance of the wellness program • USI provided a report about the County’s claims history and recommendations about setting 2023 health premiums for employees.
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> • Adjournment of meeting

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of September 7, 2022

Meeting Summary

Karen welcomed everyone and called this meeting of the Benefit Committee to order. She introduced and welcomed Marie Knoll as the committee's new legal counsel to the committee.

First item discussed was the request to approve the minutes for 06/01/22.

Michael Smith made a motion to approve the minutes. The motion was seconded by Jeff Maddocks 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.

First Responder Program

Sean Riley with Safe Call Now the County's First Responder Program gave a presentation about the program and explained how it works. This program is available to the first responder and their family. Sean outlined courses available to the first responders. These courses are free after the member provides the promotional code.

He shared with the committee there was a 33% engagement rate and a .05% unsubscribe rate to the emails sent. Sean also reported that there is a high usage from employee on the weekends. Sean inquired if it would be possible to send emails to the employees directly? Karen will check and see if it would be possible to send to their home emails vs. County emails.

Karen thanked Sean his time and attention to the program. She also let Sean know about the upcoming Employee Health Fair and invited him to participate. Sean was open to attending the event.

HealthCheck360 Review

Regan Pudlo from HealthCheck360 provided a presentation to the committee outlining the program and the current stats regarding employee participation. She provided data overall and 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.

Emails are being sent to the employees reminding them about the program deadline of September 30, 2022.

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING MINUTES of September 7, 2022

John Spence inquired if the 459 members who had their vision and hearing test at Pivot, would they be automatically credited. It was confirmed yes, that once NCC received the report from Pivot, the information would be sent to HealthCheck360 to have each record credited. John followed up with what if the report does not arrive till after the deadline? Karen confirmed that the points would be credited to the employee's account.

John also asked what if the employee does not send everything in by 9/30/22, is there a grace period? Regan confirmed that the employee needs to upload the documentation ASAP, unless from Pivot the information needs to be upload by 9/30/22. Karen added that while this is a set cutoff date, if extenuating circumstances occur to talk to her and she can see what options are available. HR will deal with each case as a case-by-case basis in October.

Regan will complete a report about who has completed the survey and screening and send it to Karen.

LaTonya Frieson-Jones asked if Reagan had the confirmed number of employees who have reached 700 points? Regan replied not yet but will include with the next update.

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

USI Financial Report 2022-2023

Mischelle Lindsey with USI presented a report to review current costs and estimates of data for September-December 2022. Due to the date being presented USI recommends a 6% increase to employees for their health insurance premiums.

John Spence asked when the new rates would be disclosed, and Michael Smith confirmed that Finance has seen the numbers and has reviewed options available. After reviewing the information and discussing the options the Executive Office has decided to absorb the cost increase for health insurance 2023 premiums. The rates for the health will remain the same for the employees in 2023 as it was in 2022.

Karen thanked Mischelle Lindsey and Michael Smith for their time and information.

Round Table Discussion

Karen reviewed the upcoming events that would be available to the County employees and retirees.

1. Health Fairs for Active Employees and Retirees
 - a. 9/14/22 – Employee Health Fair
 - b. 9/21/22 – Retiree Health Fair
2. Flu Shots
 - a. 10/5/22 – Government Center
 - b. 10/6/22 – City County Bldg.

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING
MINUTES of September 7, 2022

- c. 10/11/22 – Public Safety Bldg.
- d. 10/13/22 – Conner Bldg.
- 3. Open Enrollment
 - a. 2023 Open Enrollment will be held from Monday, October 24, 2022, through Friday, November 4, 2022, at noon.
 - b. There will be opportunities to schedule in-person or virtual appointments.
 - c. Highmark, Aetna, MetLife Dental, and EFP (UNUM) will be present at all the Open Enrollment Info Sessions.

Communications will be sent out to the retirees and employees will receive emails about upcoming information and events.

Karen reminded the committee that in January the County will have a new PPO Dental Carrier, MetLife. Notices of this change will also be communicated to the employees and retirees.

Omega Benefits will be working with NCC Benefits' team to set up a webpage to provide a one-stop site to host all the benefit information for the County employees and retirees.

Nicole Racine asked if there are any bids coming up in 2023? Karen replied that the vision and the life insurance are due for 2023. The committee would coordinate the bid for vision but not the life insurance since it is employer paid. Mischelle from USI mention that they can ask EyeMed to get a pass and not have to go out for bid. USI will need the committees' decision by the December meeting if they want to pursue this option and not have to go through the bidding process next year.

John Spence asked if the committee would receive a copy of the sick bank report and a copy of USI's presentation? Karen said that she will provide a copy to the committee.

Michael Smith made a motion to adjourn the meeting at 9:37am. The motion was seconded by Kevin Maloney and approved.