

**NEW CASTLE COUNTY GOVERNMENT SPECIAL BENEFIT COMMITTEE MEETING
MINUTES of June 03, 2020**

The meeting of the NCC Benefits Committee was held on June 03, 2019 via a Zoom Video Conference Call.

The meeting was called to order at 8:34 am

<p><u>COMMITTEE MEMBERS PRESENT:</u> Jacqueline Jenkins, CHRO Karen Brown, Chairperson Michael Smith, CFO Candy Boayue, Non-Union Member Nellie Hill, Non-Union Member Vincent Garlick, Non-Union Member Jeffrey Maddocks, Sheriff’s LaTonya Frieson-Jones, Local #1607 Rich Piekarski, Jr., Local #3109 Nate Beavers, Local #459 Saul Polish, Local 3911 Kevin Maloney, FOP Lodge #5 Nicole Racine, Local #3109 (Alt)</p> <p> </p> <p><u>STAFF PRESENT:</u> Laura Hay, Assistant County Attorney II Vicki Workinger, Human Resources Assistant</p>	<p><u>COMMITTEE MEMBERS ABSENT:</u> Bill Wagner, Local 3911 (Alt) Trina Lockard, Local #1607 (Alt) Jonathan Yard, FOP Lodge #5 (Alt) John Spence, Local #459 (Alt)</p> <p><u>OTHERS PRESENT:</u> Teresa Baldwin</p> <p><u>INVITED GUESTS:</u> Tracie Schloer – USI Mischelle Lindsay - USI</p>
---	--

Agenda Item	Discussion	Action
Old Business	Approval of 5/13/20 & 5/21/20 Meeting Minutes	<ul style="list-style-type: none"> Minutes reviewed and approved.
New Business	<ul style="list-style-type: none"> Review of the bidding process Overview of committee member’s ratings & formulating a recommendation to switch carriers 	<ul style="list-style-type: none"> Karen reviewed the bidding process and the current status of the worksite benefit bids. She outlined next steps that need to be taken to finalize the award of the bid. Committee reviewed results and approved recommendation to have UNUM administer the worksite benefits beginning January 1, 2021.
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> Adjournment of meeting

NEW CASTLE COUNTY GOVERNMENT SPECIAL BENEFIT COMMITTEE MEETING MINUTES of June 03, 2020

Meeting Summary

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

First item discussed was the request to approve the minutes for 5/13/20 & 5/21/20.

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

Review of the Committee Members' Scoring and Recommendation...

Karen reviewed the bidding process with the committee and outlined current and future steps that will need to be taken before the bids can be awarded. Tracey and Mischelle from USI was here to address any questions the members may have regarding the worksite benefit bids.

The following questions were raised and addressed:

Kevin Maloney asked when will the information be sent to employees to help them to prepare for 2021? County will work with USI to develop communications that can be sent to employees regarding upcoming changes. Mischelle from USI said that they can work with UNUM to develop a FAQ sheet that can be distributed to employees to help them make a decision regarding their worksite benefit options.

LaTonya Frieson Jones asked if the rates will be available to the employees regarding UNUM plans? The plans are subject to different variables (age, income, length eligible for benefit, etc.) that there are not a set list of premiums that can be consider a "one size fits all". As much information that can be shared will be distributed to the employees.

Candy Boayue asked how long would employees have to submit claims for their current AFLAC polices? Tracie from USI said that they would contact Fred with AFLAC to confirm timeline moving forward for existing members. Depending on what type of policy they have with AFLAC they could continue the policy on their own or the policy would be cancelled effective January 1, 2021. She also noted that existing policies would not be automatically transferred over to UNUM. Any employee who wanted to continue a worksite benefit would need to enroll with UNUM during Open Enrollment.

Tracie also mentioned that USI would be working UNUM and the Benefits Department regarding the transition of administration of the worksite benefits.

Recommendation by the BC members was 5:1 for UNUM. Karen asked for a motion to approve that the worksite benefits be administered by UNUM beginning January 1, 2021. Saul Polish made a motion to approve the motion to switch venders. The motion was seconded by Kevin Maloney and approved.

NEW CASTLE COUNTY GOVERNMENT SPECIAL BENEFIT COMMITTEE MEETING MINUTES of June 03, 2020

LaTonya Frieson-Jones asked if there was any information available that employees could access regarding the IVF?

Karen confirmed that that information was added to the benefit summaries that employees could go to the County website to access. If they had in-depth questions regarding this benefit; they should contact their healthcare provider.

Next Meeting

The next Benefit Committee Meeting is scheduled for September 2, 2020. Depending on what is happening regarding this pandemic, the meeting will either be in the Large Executive Conference Room or via a Zoom Video Conference Call.

LaTonya Frieson Jones made a motion to adjourn the meeting at 8:56 am. The motion was seconded by Candy Boayue and approved.