

**MINUTES OF THE
EMPLOYEE BENEFITS COMMITTEE**

**October 26, 2016
10:00 AM**

Attendees	P	A	Attendees	P	A
Angelica Alexander, Ex-Officio		X	Pamela Hodge, Ex-Officio	X	
Seth Brown	X		Laura Johnson	X	
Lisa Goodwin, Ex-Officio		X	Linda Lunsford	X	
Division Chief Marie Harrell	X		Jennifer McDonald	X	
Cynthia Holliman	X		Captain James Pope		X
Reather Hollowell, Ex-Officio	X		Drale Short		X

Others Present: Iris Jessie of Human Resources, Todd Hooper and Wes Ross of ShawHankins, Felicia Evans and Sharon Epps of the Department of Family and Children Services.

CALL TO ORDER

AGENDA AND DISCUSSIONS

- The minutes from August 24 and August 29, 2016 meetings were approved.
- The new members Laura Johnson, Linda Lunsford and Jennifer McDonald introduced themselves.
- Cynthia Holliman gave an overview and report of the Spousal Audit process. Reather reiterated the committee's desire to make sure those spouses on the plan are truly due a waiver. An eligibility audit was put into place.
- Reather discussed the wellness incentive that was discussed during the employee information sessions. The personal health assessment includes a health risk assessment, blood draw, personal health questionnaire and coaching, if applicable. The incentive would allow up to a \$500 HRA credit on an employee's annual deductible. In addition to the HRA credit, 400 employees will receive a \$50 gift certificate. Currently, registration is low. Reather encouraged the members to challenge the employees in their areas to participate in the wellness incentive.
- Iris Jessie introduced Felicia Evans and Sharon Epps of the Department of Family and Children Services. Ms. Evans gave an overview of the PeachCare program. Interested persons can apply through DFAC or directly thorough PeachCare. PeachCare eligibility is determined by income and household size.
- Wes Ross gave a preliminary report of open enrollment activities to include number of enrollments and call center activity.
- Reather discussed a presentation to Council on the UGA Pay Plan, specifically pay plan maintenance. As an employer, the City needs to be more cognizant of employees pay from a retention standpoint as well as morale.
- Reather discussed a presentation to Council on the DROP plan. The DROP plan is a part of the CCG's pension plan as well as pension reform. It is a voluntary benefit, typically for senior level employees who have meet both age and service requirements.
- Reather discussed the Department of Labor Overtime Ruling. In May, the DOL put forth a ruling that was signed by the President extending overtime to millions of workers in the U.S who are currently listed as exempt employees.
- There being no further business, a motion was made to adjourn.

Next Committee Meeting: Wednesday, February 22, 2017, 10:00AM, Deputy CM Conference Room.