



## EMPLOYEE BENEFITS TRUST MINUTES

April 14, 2022

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### I. CALL TO ORDER:

A meeting of the Centre County Employee Benefits Trust was held on April 14, 2022, in Room 146 of the Willowbank Building, Bellefonte, PA 16823. Trustees present were Commissioner Mark Higgins (Chair), Commissioner Michael Pipe, Commissioner Steven Dershem, County Administrator/Chief Clerk Margaret Gray, and Controller Jason Moser. Also, in attendance were Deputy County Administrator John Franek, Chief Financial Officer Joni MacIntyre, Human Resources Director Kristen Simkins, Employee Benefits Analyst Heather Bruss, and Auditor/Accountant Travis Walker.

### II. PUBLIC COMMENT:

The meeting was called to order at 3:05 p.m. by Commissioner Mark Higgins (Chair).

### III. MEETING MINUTES:

- a. A motion was made by County Administrator/Chief Clerk Margaret Gray to approve the minutes for the March 29, 2022 EBT meeting. Motion seconded Controller Jason Moser and unanimously approved.

### IV. NEW BUSINESS:

### V. DISCUSSION ITEMS

- a. The meeting was handed over to Human Resources Director Kristen Simkins to discuss the plan for our 2023 Health insurance. Ms. Simkins suggested that no changes be made to the upcoming years insurance, since we had a major change last year. Chief Financial Officer Joni MacIntyre mentioned that the start date of our insurance maybe a deterrent for new hires. There was a discussion about making the effective date of the insurance effective 30 days from eligibility.
  - i. *On a motion by Commissioner Dershem, seconded by Controller Moser, the Board voted unanimously to approve having insurance benefits start effective after 30 days for new hire or eligible transfers.*
- b. Voluntary benefits were next on the agenda. Ms. Simkins asked if HR could RFP some other companies for short/long term disability, life insurance, accident insurance, and critical illness. HR has been having a lot of problems with the current

providers with billing and claims. The EBT board said reaching out and getting information is a good idea. Ms. MacIntyre suggested checking into Madison Life.

- c. Ms. Simkins then went on to discuss an additional benefit inquiry. A handout was provided to all attendees. She explained that an employee asked HR to bring infertility/fertility coverage up to the EBT board. The County currently covers determining what is wrong and some corrective procedures for infertility, but fertility treatments are not covered. Ms. Simkins went over some statistics, procedures and estimated costs. The EBT board asked HR to get price estimates for five employees for five tries and local providers. Commissioner Dershem asked if HR could get prices on a new dental plan with increased benefits and orthodontia if possible.
- d. Ms. Simkins discussed the 16% and 18% health insurance premium rates. She mentioned that in recent years it was mentioned about making the rates the same. Would the EBT board like to make that change with this coming 2023 year? They would like the numbers of employees in each of those plans.

VI. EXECUTIVE SESSION

VII. NEXT MEETING

- a. TBD

VIII. ADJOURNMENT

- a. Commissioner Steven Dershem adjourned the Employee Benefits Trust Meeting at 4:13 p.m. The motion was seconded by Controller Jason Moser and unanimously approved.

Submitted By:

Heather Bruss