



EMPLOYEE BENEFITS TRUST MINUTES

September 27, 2022

I. CALL TO ORDER:

A meeting of the Centre County Employee Benefits Trust was held on September 27, 2022, in Room 146 of the Willowbank Building, Bellefonte, PA 16823. Trustees present were Commissioner Mark Higgins (Chair), Commissioner Michael Pipe (via phone), Commissioner Steven Dershem, County Administrator/Chief Clerk John Franek, and Controller Jason Moser. Also, in attendance were 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 1:03 p.m. by Commissioner Mark Higgins (Chair).

III. MEETING MINUTES:

- a. A motion was made by Commissioner Michael Pipe to approve the minutes for the August 16, 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. She referred to the handout that was given to all attendees with the Delta Dental options and rates. There were eight different options provided.
 - i. *On a motion by Administrator/Chief Clerk Franek, seconded by Commissioner Dershem, the Board voted unanimously to approve offering option plans 2 and 3. Plan 2 \$2000 Limit and Plan 3, \$1000 limit and \$1000 orthodontia.*
- b. Ms. Simkins then went over the voluntary benefits packet that was provided to attendees. There are currently 101 employees enrolled in the voluntary benefits.
 - i. *On a motion by Controller Moser, seconded by Commissioner Dershem, the Board voted unanimously to approve changing voluntary benefit companies from Navigation Benefits, Sunlife, and Transamerica to R&B Insurance Services, LLC, One America, and APL.*

- c. Ms. Simkins discussed the FSA handout that was provided to all attendees. She asked the EBT Board to provide the minimum and maximum limit for 2023.
 - i. *On a motion by Commissioner Dershem, seconded by Controller Moser, the Board voted unanimously to approve FSA minimum amount of \$250 and maximum amount of \$2000.*
- d. Next discussed was the handout provided to attendees for the fertility update. On the handout it provided the number of participants that had fertility testing, between 2018 and 2019. Benecon stated that the 5% stop loss and spec share increase to add IVF benefits to insurance cannot be negotiated. It is not possible to only allow services at one place. If the County wanted to offer hormonal injections and/or IUI, the spec share and stop loss insurance would not increase. They could not provide precise information on the success rates. The EBT Board would like us to keep an eye on what other employers offer regarding fertility services.
- e. Ms. Simkins discussed that open enrollment dates will be from October 24th through November 11th. Currently 14 meetings have been scheduled.

VI. EXECUTIVE SESSION

VII. NEXT MEETING

- a. October 13th

VIII. ADJOURNMENT

- a. Commissioner Steven Dershem adjourned the Employee Benefits Trust Meeting at 1:57 p.m. The motion was seconded by Controller Jason Moser and unanimously approved.

Submitted By:
Heather Bruss