



EMPLOYEE BENEFITS TRUST MINUTES

October 28, 2021

I. CALL TO ORDER:

A meeting of the Centre County Employee Benefits Trust was held on October 28, 2021, 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 Human Resources Director Kristen Simkins, Employee Benefits Analyst Heather Bruss, Auditor/Accountant Travis Walker, and Susquehanna representatives Edwards Zack and Corey Troutman.

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 Steven Dershem to approve the minutes for the October 19, 2021 EBT meeting. Motion seconded Commissioner Michael Pipe and unanimously approved.

IV. NEW BUSINESS:

V. DISCUSSION ITEMS

- a. The meeting was handed over to Human Resources Director Kristen Simkins. Ms. Simkins gave all attendees handouts. She referred to rates on the hand outs provided. The first handout showed the cost of rates provided by Benecon for 2022 at the 16%, 18%, and 5%. Based on those numbers, it shows that the County's estimated cost for insurance annually would be \$6,987,206.72. On the second page, the rates were based on the EBT Board wanting the figures if the rates remained the same as 2021 rates. The handout shows that keeping the rates the same would have the County's estimated cost for insurance annually at \$7,053,805.88. This is a difference of \$66,599.16. Ms. Simkins stated that about \$33,000 of that would have been last year's offset, as the EBT Board did not increase the rates for 2021. On another handout that she provided, Ms. Simkins showed the different cobra rate costs for 2022. She stated that if the Board set costs based on the rates provided, the increase to employees would be about 9%, not the 3.5%, due to having no

- increase in 2021. Ms. Simkins asked the EBT Board to make a decision on the employee rates. The difference will be taken from the surplus collected from the health insurance.
- i.** On a motion by Controller Moser, seconded by Commissioner Pipe, the Board voted unanimously to approve keeping the employee contribution rate the same as the 2020 rates.
 - b.** Ms. Simkins asked the EBT Board if they would be contributing to the HSA. She explained there wasn't a difference in the costs for the 1500 plan or the HDQP.
 - i.** On a motion by Commissioner Dershem, seconded by Controller Moser, the Board voted unanimously to approve a County contribution of \$500 per employee for the HSA plan.
 - c.** The next discussion was on the premium reimbursement date for eligible employees. The Board made a motion to give a \$200 reimbursement for all employees currently on the health insurance plan.
 - i.** On a motion by Commissioner Dershem, seconded by Commissioner Pipe, the Board voted unanimously to approve a \$200 premium reimbursement for all employees currently active on the health insurance coverage as of 12/4/2021 for pay date of 12/10/21., including the amendment to add, based upon solicitors review.

VI. EXECUTIVE SESSION

VII. NEXT MEETING

- a.** TBD

- VIII.** Motion by Commissioner Michael Pipe to adjourn the Employee Benefits Trust Meeting at 1:40 p.m. The motion was seconded by County Administrator/Chief Clerk Margaret Gray and unanimously approved.

Submitted By:

Heather Bruss