

# NEW CASTLE COUNTY GOVERNMENT SPECIAL BENEFIT COMMITTEE MEETING

## MINUTES of October 09, 2019

The meeting of the NCC Benefits Committee was held on October 09, 2019 in the Large Executive Conference Room of the Government Center at 87 Reads Way, New Castle DE 19720.

The meeting was called to order at 8:31 am

**COMMITTEE MEMBERS PRESENT:**

Jacqueline Jenkins, CHRO  
 Karen Brown, Chairperson  
 David Gregor, CFO  
 Candy Boayue, Non-Union Member  
 James Boyle, Non-Union Member  
 Vincent Garlick, Non-Union Member  
 Jeffrey Maddocks, Sheriff's  
 LaTonya Frieson-Jones, Local #1607  
 Trina Lockard, Local #1607 (Alt)  
 Rich Piekarski, Jr., Local #3109  
 Nate Beavers, Local #459  
 John Spence, Local #459 (Alt)  
 Saul Polish, Local 3911

**STAFF PRESENT:**

Laura Hay, Assistant County Attorney II  
 Vicki Workinger, Human Resources Assistant

**COMMITTEE MEMBERS ABSENT:**

Clarence Everett, Sheriffs (Alt)  
 Bill Wagner, Local 3911 (Alt)  
 Nicole Racine, Local #3109 (Alt)  
 Jonathan Yard, FOP Lodge #5 (Alt)  
 Gregory Bruno, FOP Lodge #5

**OTHERS PRESENT:**

Morgan Carlisle  
 Kevin Maloney

**INVITED GUESTS:**

Tracie Schloer – USI  
 Mischelle Lindsey – USI  
 Kent Evans - USI

Agenda Item	Discussion	Action
Old Business	Approval of 8/07/19 Meeting Minutes	<ul style="list-style-type: none"> <li>Minutes reviewed and approved.</li> </ul>
New Business	<ul style="list-style-type: none"> <li>USI Presentation about IVF</li> <li>Benefit Committee Bylaws</li> <li>2020 Open Enrollment</li> </ul>	<ul style="list-style-type: none"> <li>Mischelle Lindsey presented information about IVF benefits and the new coverage that will be available to employees in 2020.</li> <li>Karen will forward a copy of the Committee Bylaws to all participating members.</li> <li>Karen presented the 2020 rates and schedule for Open Enrollment sessions at each site.</li> </ul>
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> <li>Adjournment of meeting</li> </ul>

# NEW CASTLE COUNTY GOVERNMENT SPECIAL BENEFIT COMMITTEE MEETING MINUTES of October 09, 2019

## Meeting Summary

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

First item discussed was the request to approve the minutes for 8/07/19.

Nathaniel Beavers made a motion to approve the minutes. The motion was seconded by LaTonya Frieson-Jones and approved.

## Committee Bylaws Review

Under the conditions outlined in the bylaws the committee must review the bylaws each year. Karen will forward a copy of the Bylaws to each member and upon review each member will submit any corrections or updates at the meeting in December. After all changes have been submitted the committee will vote to finalize the bylaws in January, 2020.

## Open Enrollment 2020

Karen passed out the schedule and rates for the upcoming Open Enrollment season. She confirmed that the rates for medical and vision remained the same for 2020 as they are in 2019. The Dental rates did change for 2020, Dominion there was an increase and with Delta there was a decrease. She told the committee a postcard would be sent to each employee and retiree with the meeting dates and the link to access information about the various plans offered by NCC. She informed the committee that Hartford would be offering a one time offer to employees only, to be able to elect up to \$230,000 in supplemental life insurance coverage with no underwriting. Will review feedback from the members regarding the open enrollment process at the meeting in December.

Dr. Jacqueline Jenkins introduced Mischelle, Kent, and Tracey from USI and gave them the floor to present information about IVF benefits and the coverage that will be available to County employees beginning January 1, 2020.

## USI

USI summarized the law and what the State of DE was doing regarding coverage for IVF treatments. The law is set up to protect the safety of the DE resident. The frequency of treatment can affect the health of mother and child. The law allows for one egg transfer at a time and the lifetime limits for treatment are \$40,000.00 for medical and \$20,000.00 for prescription. The patient also has to be in a certain age bracket to qualify for treatments. After January 1<sup>st</sup> a pre-authorization would be required for treatment. Health carriers are currently updating their documentation to include IVF treatments and will send out when complete. USI answered questions that the committee members had throughout the presentation.

Karen thanked USI for the time and effort with compiling all the information.

### **Next Steps**

The next Benefit Committee meeting is scheduled for December 11, 2019. At this meeting the bylaws will be discussed and feedback regarding the recent open enrollment period.

**James Boyle made a motion to adjourn the meeting at 9:17 am.** The motion was seconded by LaTonya Frieson-Jones and approved.