

## **Joint City/GUC Pay & Benefits Committee**

Thursday, August 26, 2021

2:00 p.m.

GUC Board Room

- I. Call to Order
- II. Approval of the Agenda
- III. Approval of Minutes – March 30, 2021
- IV. Mercer Presentation: COG/GUC 2022 Recommendations for Health/Dental Insurance
- V. Discussion of Joint Committee Recommendations
- VI. Discussion of Juneteenth holiday
- VII. Next Steps
- VIII. Adjournment

PROPOSED MINUTES  
JOINT PAY AND BENEFITS COMMITTEE  
TUESDAY, MARCH 30, 2021

The Joint Pay and Benefits Committee of the City of Greenville (COG) and the Greenville Utilities Commission (GUC) held a virtual meeting on Tuesday, March 30, 2021.

Committee members present included Council Member Rick Smiley, Mayor Pro-Tem Rose Glover and GUC Commissioners Kelly L. Darden, Jr. and Peter Geiger.

Other City officials and staff present included City Manager Ann E. Wall, Assistant City Manager Michael Cowin, Director of Human Resources Leah Futrell, City Clerk Valerie Shiuwegar and Human Resources Manager Steven Brewington.

Other GUC officials and staff present included General Manager/CEO Tony Cannon, Chief Administrative Officer Chris Padgett, Director of Human Resources Richie Shreves, Executive Assistant to the General Manager/CEO Amy Wade, Public Information Officer/Communications Manager Steve Hawley, General Counsel Phil Dixon and Secretary to the General Manager/CEO Lou Norris.

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**ITEM I-CALL TO ORDER**

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City Manager Ann Wall called the meeting to order at 3:00 p.m.; roll was called, and a quorum was ascertained.

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**ITEM II-APPROVAL OF THE AGENDA**

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Council Member Smiley moved to accept the agenda. Commissioner Geiger seconded the motion, which passed by unanimous vote.

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**ITEM III-APPROVAL OF MINUTES**

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Council Member Smiley moved to approve the September 14, 2020 minutes. Commissioner Darden seconded the motion, which passed by unanimous vote.

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**ITEM IV-MARKET ADJUSTMENT AND MERIT ALLOCATION**

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Mr. Michael Cowin reminded the group that the Joint Pay and Benefits Committee meet each spring to evaluate market data and make recommendations to the GUC Board of Commissioners and the Greenville City Council.

Mr. Cowin stated that the objective is to maintain an effective pay system for our employees that is internally equitable and compatible, and is as competitive as possible in relation to the external marketplace. He added that, as in previous years, data is collected from various sources to provide the Committee information related to the market, so they can make an informed decision on the merit allocation and market adjustment for the upcoming year.

This year, data was collected from 6 reputable survey groups consisting of Aon Hewitt, Catapult (fka CAI), Korn Ferry (fka Hay Group), Mercer, Willis Towers Watson and WorldatWork. After removing Aon Hewitt with its higher percentage of 7.3%, the wage projections and trends for 2021 are relatively consistent ranging from 2.2% to 3.0%.

Staff also surveyed established public-sector benchmark organizations and local private-sector employers to determine their plans related to compensation decisions. Twenty-six public-sector organizations responded and were comprised of municipalities and utilities. The average increase was 2.2% (market and/or merit) in FY 2020-21. Some entities are still developing their FY 2021-22 budgets and seven of these public employers provided their projections with the average pay increase projection at 3.9% (market and/or merit) for FY 2021-22. Ten of the 19 local private-sector employers responded and reported an average increase of 2.1% (market and/or merit) for FY 2020-2021 and projections averaging 2.6% for FY 2021-22.

After some discussion, Council Member Smiley made a motion that the Committee recommend to the City Council and GUC Board of Commissioners at the Joint Meeting on April 19, 2021, a 2.0% market adjustment/merit allocation for FY 2021-22 with each entity determining the best way to apply the funds (i.e. market vs. merit). Commissioner Darden seconded the motion, which passed by unanimous vote via roll call.

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#### **ITEM V-CONSIDERATION OF ADDITIONAL 457 PLAN**

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Mr. Michael Cowin announced the availability of an additional supplemental retirement plan sponsored by the State of NC, NC 457 Plan, to eligible employees. This option would allow for one "umbrella" for NC 401K and NC 457 plans making it easier for employees to monitor accounts and stay on track towards retirement savings goals. This NC 457 Plan is completely voluntary with no City/GUC contributions. It offers employees a way to save money through reduced fees and has multiple investment choices with penalty-free withdrawals. The NC 457 Plan would be offered to eligible employees during the open enrollment period this fall and be effective January 1, 2022.

After discussion, Council Member Smiley made a motion to recommend to the City Council and GUC Board of Commissioners at the Joint Meeting on April 19, 2021, to include the additional NC 457 Plan option for eligible employees effective January 1, 2022. Commissioner Geiger seconded the motion, which passed by unanimous vote via roll call.

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**ITEM VI-NEXT STEPS**

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City Manager Ann Wall stated that two recommendations from the Joint Pay and Benefits Committee regarding the market adjustment/merit allocation and the offering of an additional NC 457 Plan, along with two items related to the transfer of water and wastewater systems from the Town of Bethel to Greenville Utilities Commission will be considered at the upcoming Joint City Council and GUC Board of Commissioners Meeting scheduled for April 19, 2021, at 6:00 p.m.

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**ITEM VII-ADJOURNMENT**

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There being no further discussion, Commissioner Geiger made the motion to adjourn the meeting and Mayor Pro-Tem Glover seconded the motion. The vote was unanimous, and the meeting was adjourned at 3:18 p.m.

Respectfully submitted,

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Amy Carson Wade  
Executive Secretary



# Committee Meeting Planning for 2022

City of Greenville  
Greenville Utilities Commission

August 26<sup>th</sup>, 2021

Steve Graybill, Partner  
David Corkett, Senior Associate  
Parker Cramer, Senior Associate

welcome to brighter



# Agenda

## Discussion overview

- 1 Current and Future Initiatives
- 2 2021-2022 Health Plan Projections
- 3 New Program for 2022



## Current and Future Initiatives

# 1

# Partnership for success 2020 and beyond



## 2020 PLAN YEAR

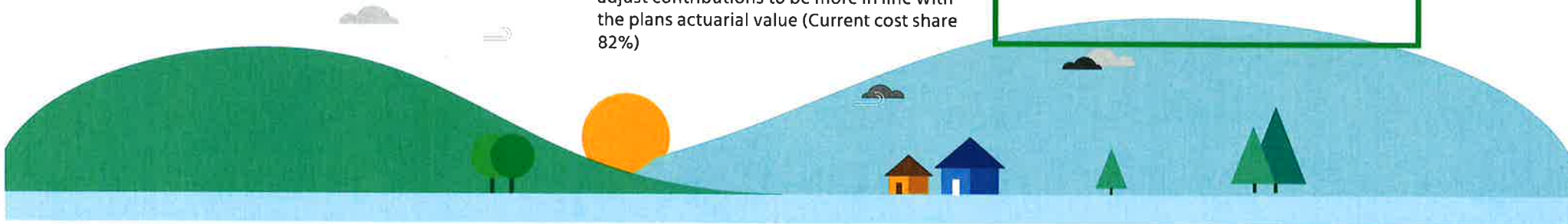
- Continue to evaluate the plans to ensure they are competitive in the market
- Evaluate elimination of the Enhanced plan based on the excise tax (STC)
- Evaluate other additions or options to address specific cost drivers and better engage members
- Get to a 80%/20% cost share

## 2021 PLAN YEAR

- Index deductibles and OOP across all plans offered
- Adjust salary bands so that they are more relevant to the current environment
- Consider reducing the number of salary bands (currently 4 bands)
- Evaluate the HSA seeding
  - Lower employer funding offered
  - Sunset the HSA first time offering (depending on enrollment)
- Maintain the 80%/20% cost share and adjust contributions to be more in line with the plans actuarial value (Current cost share 82%)

## 2022 PLAN YEAR

- Review carrier lineup and ensure that all carriers align with current goals
- Add a point solution to address current market cost drivers
- Evaluate any care management enhancements new to the carrier or throughout the marketplace
- Continue to maintain the 80%/20% cost share
- Ongoing monitoring of plan cost to maintain appropriate actuarial balance to minimize selection risk





# Strategy Update 2023 and beyond

## 2023 Plan Year

- Target 80% ER/20% EE cost share. Continue to monitor market for shifts in strategy.
- Maintain plan designs – consider minor changes to align with benchmarks
- Review care management enhancements through medical carrier or outside point solutions
- Review HSA incentives and adjust based on market data – continue initial and ongoing incentives
- Continued promotion of onsite clinic (Vidant Health)

## 2024 Plan Year

- Continue 80%/20% cost share target
- Review carrier lineup and ensure that all carriers align with current goals
- Evaluate ROI on implemented point solution(s) – decide whether to continue or discontinue
- Promote onsite clinic initiatives – growing awareness and drive wellness activities to solution
- Review population trends and add point solution(s) to address current market cost drivers as necessary

## 2025 Plan Year

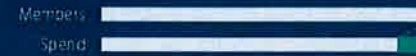
- Continue 80%/20% cost share target
- Review carrier lineup and ensure that all carriers align with current goals
- Ongoing monitoring of plan cost to maintain appropriate actuarial balance to minimize selection risk
- Continue evaluation of new offering in the market that make sense based on data analysis

**2022 Health Plan Projections and Recommendations**



# Total medical & pharmacy Year-to-date (YTD) June 2021

0.2% of Members produced 9.7% of claims (HCC threshold of \$100k)



## Cost & budget summary

Gross paid claims

**\$8.3m**

-0.1% Prior YTD differential  
-4.2% Rolling 12 month differential

Adjusted paid claims

**\$7.4m**

-3.4% Prior YTD differential  
-1.8% Rolling 12 month differential

Fixed costs

**\$956.0k**

-1.9% Prior YTD differential  
-3.7% Rolling 12 month differential

Gross plan cost

**\$8.4m**

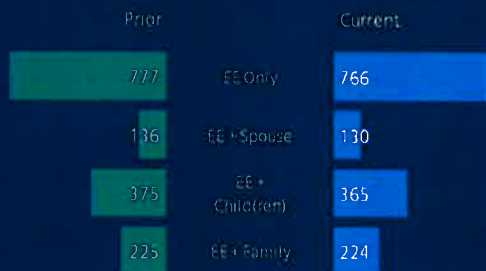
-3.2% Prior YTD differential  
-2.0% Rolling 12 month differential

Gross budget

**\$10.1m**

-0.5% Prior YTD differential  
-0.1% Rolling 12 month differential

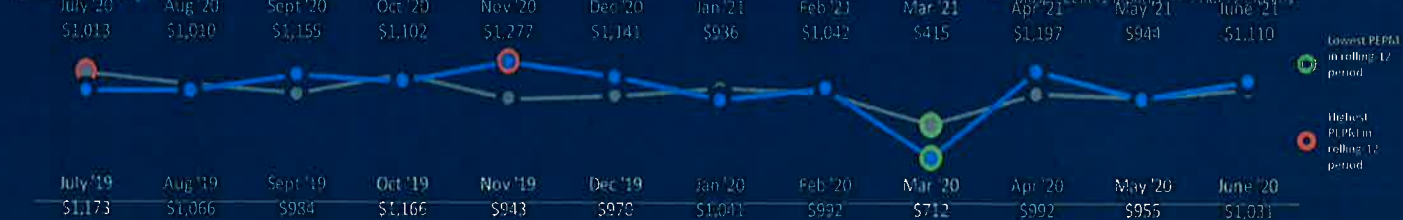
## Average enrollment



## Gross plan cost vs gross budget



## PEPM claims by month



# 2021 & 2022 Projections

## Medical/Rx/Vision

- 2021 Reforecast gross and net costs are **\$18.8M** and **\$15.5M**, respectively
  - COG/GUC net cost has decreased from the Final 2021 Projection and Budget mostly due to favorable 2020 claims experience and less returning care in 2021 than expected
- 2022 required rate increase is **0.0%** over 2021 Budget
  - Employee rates would be maintained at current 2021 levels with projected 2022 net costs of **\$16.8M**

Final 2021 Projection Data through April 2020	
<b>AGGREGATE</b>	
<b>Gross Cost</b>	
Incurring Claims (Medical/Rx/Vision)	\$19.3M
Rx Rebates	(\$0.9M)
Fixed Cost (ASO and SL Premiums)	\$2.1M
Projected HSA Funding	\$0.1M
<b>Total Gross Cost</b>	<b>\$20.6M</b>
<b>Employee Cost</b>	
Employee Contributions	\$3.2M
Tobacco Surcharge	\$0.1M
Spousal Surcharge	\$0.1M
<b>Total Employee Cost</b>	<b>\$3.4M</b>
<b>COG/GUC Net Cost</b>	<b>\$17.2M</b>
COG/GUC Cost Share	83.6%
<b>PEPY</b>	
Gross Cost	\$13,644
Contributions & Surcharges	(\$2,235)
COG/GUC Net Cost	\$11,409
Enrollment	1,511

2021 Budget PE Rates x June 2021 Enrollment			
	vs. Final 2021 Projection		
	\$	%	
<b>Total Gross Cost</b>	<b>\$20.1M</b>	<b>(\$0.6M)</b>	<b>-2.7%</b>
<b>Total Employee Cost</b>	<b>\$3.3M</b>	<b>(\$0.1M)</b>	<b>-2.9%</b>
<b>COG/GUC Net Cost</b>	<b>\$16.8M</b>	<b>(\$0.5M)</b>	<b>-2.7%</b>
COG/GUC Cost Share	83.6%		
<b>PEPY</b>			
	vs. Final 2021 Projection		
	\$	%	
Gross Cost	\$13,597	(\$46)	-0.3%
Contributions & Surcharges	(\$2,224)	\$11	-0.5%
COG/GUC Net Cost	\$11,374	(\$35)	-0.3%
Enrollment	1,475	-36	-2.4%

2021 Reforecast Data through June 2021 Enrollment					
	vs. Final 2021 Projection		vs. 2021 Budget		
	\$	%	\$	%	
<b>Total Gross Cost</b>	<b>\$18.8M</b>	<b>(\$1.8M)</b>	<b>(\$1.2M)</b>	<b>-6.2%</b>	
<b>Total Employee Cost</b>	<b>\$3.3M</b>	<b>(\$0.1M)</b>	<b>\$0.0M</b>	<b>0.0%</b>	
<b>COG/GUC Net Cost</b>	<b>\$15.5M</b>	<b>(\$1.7M)</b>	<b>(\$1.2M)</b>	<b>-7.4%</b>	
COG/GUC Cost Share	82.6%				
<b>PEPY</b>					
	vs. Final 2021 Projection		vs. 2021 Budget		
	\$	%	\$	%	
Gross Cost	\$12,758	(\$885)	(\$839)	-6.2%	
Contributions & Surcharges	(\$2,224)	\$11	\$0	0.0%	
COG/GUC Net Cost	\$10,535	(\$874)	(\$839)	-7.4%	
Enrollment	1,475	-36	(\$0)		\$0

2022 Status Quo Projection Data through June 2021 Enrollment					
	vs. 2021 Budget		vs. 2021 Reforecast		
	\$	%	\$	%	
<b>Total Gross Cost</b>	<b>\$20.1M</b>	<b>\$0.0M</b>	<b>\$1.2M</b>	<b>6.6%</b>	
<b>Total Employee Cost</b>	<b>\$3.3M</b>	<b>\$0.0M</b>	<b>\$0.0M</b>	<b>0.0%</b>	
<b>COG/GUC Net Cost</b>	<b>\$16.8M</b>	<b>\$0.0M</b>	<b>\$1.2M</b>	<b>8.0%</b>	
COG/GUC Cost Share	83.6%				
<b>PEPY</b>					
	vs. 2021 Budget		vs. 2021 Reforecast		
	\$	%	\$	%	
Gross Cost	\$13,597	\$0	\$839	6.6%	
Contributions & Surcharges	(\$2,224)	\$0	\$0	0.0%	
COG/GUC Net Cost	\$11,374	\$0	\$839	8.0%	
Enrollment	1,475	0	0	0.0%	

# 2021 & 2022 Employee Contributions

## Medical/Rx/Vision – Status Quo: 0.0% Increase

### Bi-Weekly Contributions

Salary Bands	< \$32,278			\$32,278 - \$46,951			\$46,952 - \$61,623			> \$61,623			Retirees		
	2021	2022	Change	2021	2022	Change	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>HSA</b>															
EE Only	\$6.34	\$6.34	\$0.00	\$7.53	\$7.53	\$0.00	\$8.72	\$8.72	\$0.00	\$9.90	\$9.90	\$0.00	n/a	n/a	n/a
EE + Sp	\$53.23	\$53.23	\$0.00	\$63.20	\$63.20	\$0.00	\$73.19	\$73.19	\$0.00	\$83.18	\$83.18	\$0.00	n/a	n/a	n/a
EE + Ch	\$51.97	\$51.97	\$0.00	\$61.71	\$61.71	\$0.00	\$71.46	\$71.46	\$0.00	\$81.18	\$81.18	\$0.00	n/a	n/a	n/a
EE + Family	\$75.99	\$75.99	\$0.00	\$90.26	\$90.26	\$0.00	\$104.50	\$104.50	\$0.00	\$118.76	\$118.76	\$0.00	n/a	n/a	n/a
<b>Core</b>															
EE Only	\$19.60	\$19.60	\$0.00	\$21.51	\$21.51	\$0.00	\$25.46	\$25.46	\$0.00	\$29.39	\$29.39	\$0.00	\$15.81	\$15.81	\$0.00
EE + Sp	\$82.29	\$82.29	\$0.00	\$90.33	\$90.33	\$0.00	\$106.90	\$106.90	\$0.00	\$123.44	\$123.44	\$0.00	\$363.56	\$363.56	\$0.00
EE + Ch	\$80.35	\$80.35	\$0.00	\$88.18	\$88.18	\$0.00	\$104.36	\$104.36	\$0.00	\$120.52	\$120.52	\$0.00	\$347.75	\$347.75	\$0.00
EE + Family	\$117.50	\$117.50	\$0.00	\$128.97	\$128.97	\$0.00	\$152.61	\$152.61	\$0.00	\$176.24	\$176.24	\$0.00	\$647.51	\$647.51	\$0.00
<b>Enhanced</b>															
EE Only	\$35.65	\$35.65	\$0.00	\$38.01	\$38.01	\$0.00	\$42.87	\$42.87	\$0.00	\$47.72	\$47.72	\$0.00	\$36.15	\$36.15	\$0.00
EE + Sp	\$149.73	\$149.73	\$0.00	\$159.63	\$159.63	\$0.00	\$180.03	\$180.03	\$0.00	\$200.42	\$200.42	\$0.00	\$406.26	\$406.26	\$0.00
EE + Ch	\$146.16	\$146.16	\$0.00	\$155.80	\$155.80	\$0.00	\$175.75	\$175.75	\$0.00	\$195.66	\$195.66	\$0.00	\$389.44	\$389.44	\$0.00
EE + Family	\$213.80	\$213.80	\$0.00	\$227.91	\$227.91	\$0.00	\$257.04	\$257.04	\$0.00	\$286.17	\$286.17	\$0.00	\$708.49	\$708.49	\$0.00

### Monthly Contributions

Salary Bands	< \$32,278			\$32,278 - \$46,951			\$46,952 - \$61,623			> \$61,623			Retirees		
	2021	2022	Change	2021	2022	Change	2021	2022	Change	2021	2022	Change	2021	2022	Change
<b>HSA</b>															
EE Only	\$13.74	\$13.74	\$0.00	\$16.30	\$16.30	\$0.00	\$18.89	\$18.89	\$0.00	\$21.45	\$21.45	\$0.00	n/a	n/a	n/a
EE + Sp	\$115.34	\$115.34	\$0.00	\$136.93	\$136.93	\$0.00	\$158.57	\$158.57	\$0.00	\$180.23	\$180.23	\$0.00	n/a	n/a	n/a
EE + Ch	\$112.59	\$112.59	\$0.00	\$133.69	\$133.69	\$0.00	\$154.82	\$154.82	\$0.00	\$175.90	\$175.90	\$0.00	n/a	n/a	n/a
EE + Family	\$164.65	\$164.65	\$0.00	\$195.56	\$195.56	\$0.00	\$226.42	\$226.42	\$0.00	\$257.30	\$257.30	\$0.00	n/a	n/a	n/a
<b>Core</b>															
EE Only	\$42.46	\$42.46	\$0.00	\$46.61	\$46.61	\$0.00	\$55.15	\$55.15	\$0.00	\$63.68	\$63.68	\$0.00	\$34.25	\$34.25	\$0.00
EE + Sp	\$178.30	\$178.30	\$0.00	\$195.72	\$195.72	\$0.00	\$231.61	\$231.61	\$0.00	\$267.46	\$267.46	\$0.00	\$787.72	\$787.72	\$0.00
EE + Ch	\$174.08	\$174.08	\$0.00	\$191.06	\$191.06	\$0.00	\$226.12	\$226.12	\$0.00	\$261.12	\$261.12	\$0.00	\$753.47	\$753.47	\$0.00
EE + Family	\$254.58	\$254.58	\$0.00	\$279.43	\$279.43	\$0.00	\$330.65	\$330.65	\$0.00	\$381.84	\$381.84	\$0.00	\$1,402.95	\$1,402.95	\$0.00
<b>Enhanced</b>															
EE Only	\$77.24	\$77.24	\$0.00	\$82.36	\$82.36	\$0.00	\$92.89	\$92.89	\$0.00	\$103.39	\$103.39	\$0.00	\$78.33	\$78.33	\$0.00
EE + Sp	\$324.41	\$324.41	\$0.00	\$345.86	\$345.86	\$0.00	\$390.07	\$390.07	\$0.00	\$434.25	\$434.25	\$0.00	\$880.23	\$880.23	\$0.00
EE + Ch	\$316.67	\$316.67	\$0.00	\$337.57	\$337.57	\$0.00	\$380.80	\$380.80	\$0.00	\$423.93	\$423.93	\$0.00	\$843.79	\$843.79	\$0.00
EE + Family	\$463.22	\$463.22	\$0.00	\$493.81	\$493.81	\$0.00	\$556.93	\$556.93	\$0.00	\$620.02	\$620.02	\$0.00	\$1,535.06	\$1,535.06	\$0.00

# Total dental

## Year-to-date (YTD) June 2021

### Cost & budget summary

Gross paid claims

**\$546.6k**

31.0% Prior YTD differential  
16.6% Rolling 12 month differential

Fixed costs

**\$24.0k**

1.6% Prior YTD differential  
1.3% Rolling 12 month differential

Gross plan cost

**\$570.6k**

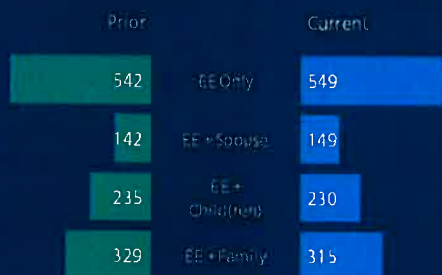
29.4% Prior YTD differential  
15.8% Rolling 12 month differential

Gross budget

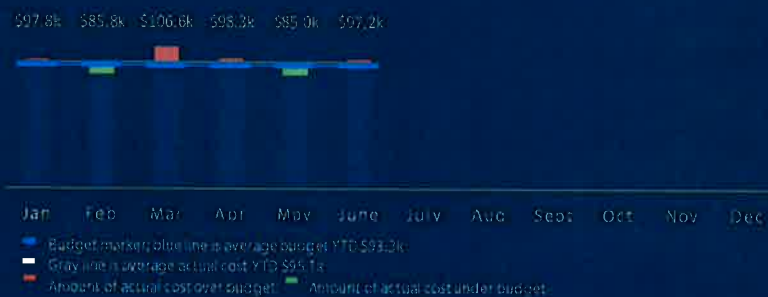
**\$559.5k**

1.4% Prior YTD differential  
1.4% Rolling 12 month differential

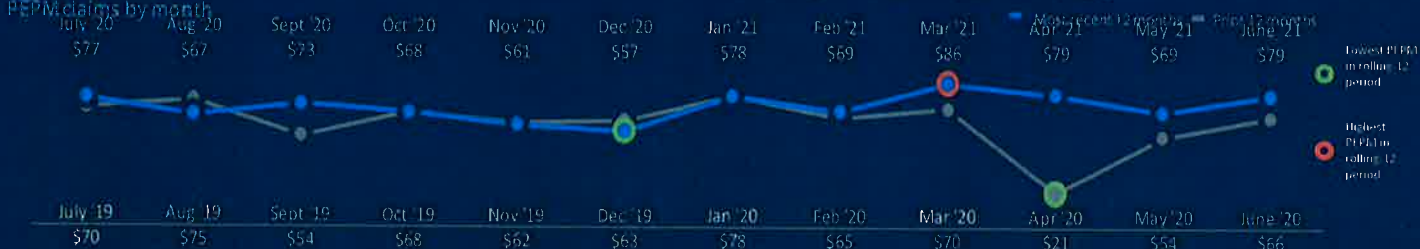
### Average enrollment



### Gross plan cost vs gross budget



### PEPM claims by month



# 2021 & 2022 Projections

## Dental

- 2021 Reforecast gross and net costs are **\$1,083K** and **\$590K**, respectively
  - COG/GUC net cost has decreased from the Final 2021 Projection due to a lower headcount and claim expectation
- 2022 required rate increase is **0.0%**
  - Employee rates would be maintained at current 2021 levels with projected 2022 net costs of **\$620K**

Final 2021 Projection Data through April 2020	
<b>AGGREGATE</b>	
<b>Gross Cost</b>	
Incurred Claims	\$1,077K
Fixed Cost	\$48K
<b>Total Gross Cost</b>	<b>\$1,125K</b>
<b>Employee Contributions</b>	<b>\$494K</b>
<b>COG/GUC Net Cost</b>	<b>\$631K</b>
COG/GUC Cost Share	56.1%
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<b>PEPY</b>	
Gross cost	\$901
Contributions & Surcharges	(\$396)
COG/GUC Net Cost	\$505
Enrollment	1,249

2021 Premium Equivalent Rate Budget PE Rates x June 2021 Enrollment			
vs. Final 2021 Projection			
	\$	%	
<b>Total Gross Cost</b>	<b>\$1,112K</b>	<b>(\$13K)</b>	<b>-1.1%</b>
<b>Employee Contributions</b>	<b>\$492K</b>	<b>(\$2K)</b>	<b>-0.4%</b>
<b>COG/GUC Net Cost</b>	<b>\$620K</b>	<b>(\$11K)</b>	<b>-1.7%</b>
COG/GUC Cost Share	55.7%		
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vs. Final 2021 Projection			
	\$	%	
Gross cost	\$901	\$1	0.1%
Contributions & Surcharges	(\$399)	(\$3)	0.8%
COG/GUC Net Cost	\$502	(\$3)	-0.5%
Enrollment	1,234	-15	-1.2%

2021 Reforecast Data through June 2021 Enrollment						
vs. Final 2021 Projection			vs. 2021 Budget			
	\$	%		\$	%	
Total Gross Cost	\$1,035K	(\$42K)	-3.9%	\$1,083K	(\$29K)	-2.6%
Employee Contributions	\$48K	(\$1K)	-1.2%	\$492K	(\$2K)	-0.4%
COG/GUC Net Cost	\$590K	(\$40K)	-6.4%	\$590K	(\$29K)	-4.7%
COG/GUC Cost Share	54.5%			54.5%		
<hr/>						
vs. Final 2021 Projection			vs. 2021 Budget			
	\$	%		\$	%	
Gross cost	\$878	(\$23)	-2.6%	\$878	(\$24)	-2.6%
Contributions & Surcharges	(\$399)	(\$3)	0.8%	(\$399)	\$0	0.0%
COG/GUC Net Cost	\$478	(\$27)	-5.2%	\$478	(\$24)	-4.7%
Enrollment	1,234	-15	-1.2%	1,234	\$0	0.0%

2022 Status Quo Projection Data through June 2021 Enrollment						
vs. 2021 Budget			vs. 2021 Reforecast			
	\$	%		\$	%	
Total Gross Cost	\$1,064K	\$0K	0.0%	\$1,112K	\$28K	2.8%
Employee Contributions	\$49K	\$0K	0.0%	\$49K	\$1K	2.0%
COG/GUC Net Cost	\$620K	\$0K	0.0%	\$620K	\$29K	2.7%
COG/GUC Cost Share	55.7%	55.7%		55.7%	55.7%	
<hr/>						
vs. 2021 Budget			vs. 2021 Reforecast			
	\$	%		\$	%	
Gross cost	\$901	\$0	0.0%	\$901	\$24	2.7%
Contributions & Surcharges	(\$399)	\$0	0.0%	(\$399)	\$0	0.0%
COG/GUC Net Cost	\$502	\$0	0.0%	\$502	\$24	5.0%
Enrollment	1,234	0	0.0%	1,234	0	0.0%

# 2021 & 2022 Rates & Employee Dental – Status Quo: 0.0% Increase

## Bi-Weekly Contributions

2021 Dental Rates & Contributions - Bi-Weekly						2022 Dental Rates & Contributions - Bi-Weekly					
	Enrollment	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE Cost Share	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE \$ Increase	EE % Increase	EE Cost Share
<b>Dental</b>											
EE Only	307	\$16.13	\$12.76	\$3.37	20.9%	\$16.13	\$12.76	\$3.37	\$0.00	0.0%	20.9%
EE + Sp	99	\$33.88	\$21.03	\$12.85	37.9%	\$33.88	\$21.03	\$12.85	\$0.00	0.0%	37.9%
EE + Ch	87	\$29.85	\$18.53	\$11.32	37.9%	\$29.85	\$18.53	\$11.32	\$0.00	0.0%	37.9%
EE + Family	131	\$48.42	\$30.04	\$18.38	38.0%	\$48.42	\$30.04	\$18.38	\$0.00	0.0%	38.0%
<b>Dental Plus</b>											
EE Only	238	\$22.24	\$12.88	\$9.36	42.1%	\$22.24	\$12.88	\$9.36	\$0.00	0.0%	42.1%
EE + Sp	50	\$46.71	\$21.30	\$25.41	54.4%	\$46.71	\$21.30	\$25.41	\$0.00	0.0%	54.4%
EE + Ch	140	\$41.15	\$18.77	\$22.38	54.4%	\$41.15	\$18.77	\$22.38	\$0.00	0.0%	54.4%
EE + Family	182	\$66.72	\$30.41	\$36.32	54.4%	\$66.72	\$30.41	\$36.32	\$0.00	0.0%	54.4%
<b>Grand Total</b>	<b>1,234</b>	<b>\$1,112,275</b>	<b>\$619,824</b>	<b>\$492,451</b>	<b>44.3%</b>	<b>\$1,112,275</b>	<b>\$619,824</b>	<b>\$492,451</b>	<b>\$0</b>	<b>0.0%</b>	<b>44.3%</b>

## Monthly Contributions

2021 Dental Rates & Contributions - Monthly						2022 Dental Rates & Contributions - Monthly					
	Enrollment	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE Cost Share	Premium Equivalent	COG/GUC Net Cost	EE Contribution	EE \$ Increase	EE % Increase	EE Cost Share
<b>Dental</b>											
EE Only	307	\$34.95	\$27.65	\$7.30	20.9%	\$34.95	\$27.65	\$7.30	\$0.00	0.0%	20.9%
EE + Sp	99	\$73.41	\$45.57	\$27.84	37.9%	\$73.41	\$45.57	\$27.84	\$0.00	0.0%	37.9%
EE + Ch	87	\$64.68	\$40.15	\$24.53	37.9%	\$64.68	\$40.15	\$24.53	\$0.00	0.0%	37.9%
EE + Family	131	\$104.91	\$65.09	\$39.82	38.0%	\$104.91	\$65.09	\$39.82	\$0.00	0.0%	38.0%
<b>Dental Plus</b>											
EE Only	238	\$48.19	\$27.91	\$20.28	42.1%	\$48.19	\$27.91	\$20.28	\$0.00	0.0%	42.1%
EE + Sp	50	\$101.20	\$46.14	\$55.06	54.4%	\$101.20	\$46.14	\$55.06	\$0.00	0.0%	54.4%
EE + Ch	140	\$89.15	\$40.66	\$48.49	54.4%	\$89.15	\$40.66	\$48.49	\$0.00	0.0%	54.4%
EE + Family	182	\$144.57	\$65.88	\$78.69	54.4%	\$144.57	\$65.88	\$78.69	\$0.00	0.0%	54.4%
<b>Grand Total</b>	<b>1,234</b>	<b>\$1,112,275</b>	<b>\$619,824</b>	<b>\$492,451</b>	<b>44.3%</b>	<b>\$1,112,275</b>	<b>\$619,824</b>	<b>\$492,451</b>	<b>\$0</b>	<b>0.0%</b>	<b>44.3%</b>



**New Programs for 2022**

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## 2022 Program Updates Enhancements

Cancer Expert Now  
\$0.76 PEP  
*100% ROI guarantee*

Omada Complete  
*Cost Varies based on members  
that enroll in the program*

Out of Pocket Adjuster  
*NO Cost*  
*Estimated \$35-40k in savings*

Condition Specific Care  
Program  
*NO Cost*  
*Estimated \$26-54k in savings*

Mitigating trend and managing  
certain high cost areas:

### 2022 Changes

- Move forward with the Out of Pocket Adjuster and Condition Specific Care Program
- Implement Cancer Expert Now – Estimating ~\$12,000 in annual costs
- Expanding to Omada's Complete program offers support to members living with Diabetes – not just prevention

## Final Recommendations and Messages

1. Adoption of the Updated Three Year Strategy
2. No increase in Medical and Dental Employee Contributions for the 2022 Calendar Year.
3. Continued expansion of programs to help mitigate trend and promote improved navigation of the healthcare delivery system for employees and their families.
4. Key message to employees:
  - Plan costs are running much better than market and we are pleased to have no increase in contribution for 3 years running.
  - We need to continue use of the clinic resources and the numerous programs that help in managing costs.
  - Everyone is engaging and doing a great job but let's be vigilant and continue our momentum in managing our costs.

welcome to

**brighter**

*All estimates based upon the information available at a point in time are subject to unforeseen and random events. Therefore, any projection must be interpreted as having a likely range of variability from the estimate. Any estimate or projection may not be used or relied upon by any other party or for any other purpose than for which it was issued by Mercer. Mercer is not responsible for the consequences of any unauthorized use.*

# JUNETEENTH HOLIDAY SURVEY

Municipalities recognizing Juneteenth as a paid holiday:

- Town of Cary
- City of Asheville
- City of Durham
- City of Greensboro
- City of Raleigh
- City of Rocky Mount
- City of Winston-Salem

Municipalities currently not recognizing Juneteenth as a paid holiday:

- City of Charlotte
- City of Concord
- City of Fayetteville
- City of High Point
- City of Wilmington
- City of Wilson

Notes:

- **State Holiday Schedule** - the Human Resources Act provides that the Human Resources Commission will establish a holiday schedule that will not exceed 12 paid holidays per year and will include Martin Luther King Jr.'s Birthday, Veterans Day, and three days for Christmas. Juneteenth has not been added to the State Holiday Schedule. Any change to the State Holiday Schedule will require legislative action because the number of paid holidays is specified by statute.
- **Pitt County Holiday Schedule** - typically follows the State Holiday Schedule; no discussions to date regarding adding Juneteenth as a paid holiday.

Smaller municipalities observing Juneteenth as a paid holiday (from HR listserv):

- Town of Angier (to be added 2022)
- Town of Chapel Hill
- Town of Hillsborough
- City of Lexington
- City of Washington

Counties observing Juneteenth as a paid holiday (from HR listserv):

- Durham County
- Granville County – has a “flex holiday” in their policy which allows employees to take one paid day off per year for a federally recognized holiday that is not currently one of their paid holidays. Their Board approved to allow the Juneteenth holiday to be included as one of the federal holidays that can be taken as a flex holiday
- Northampton County – celebrating holiday on July 10 (“Liberation Day”)
- Orange County

## CITY OF GREENVILLE/GUC HOLIDAY SCHEDULE

(12 Paid Holidays per Year)

<b>Holiday</b>	<b>Date</b>
New Year's Day	January 1
Martin Luther King, Jr. Birthday	Third Monday in January
Good Friday	Date varies according to observation of Easter
Memorial Day	Last Monday in May
Independence Day	July 4
Labor Day	First Monday in September
Veterans Day	November 11
Thanksgiving Day	Fourth Thursday in November
Friday after Thanksgiving	Day after Thanksgiving
Christmas Eve	December 24
Christmas Day	December 25
One (1) "Floating Holiday" as designated by the City Manager*	Date varies

\*For 2021, the "floating holiday" has been designated as Friday, November 12<sup>th</sup> (day after Veterans Day)