

**Zebulon Board of Commissioners**  
**Work Session**  
**Minutes**  
**November 16, 2023**

Present: Mayor Glenn York, Quentin Miles, Beverly Clark, Shannon Baxter, Larry Loucks, Joe Moore-Town Manager, Lisa Markland-Town Clerk, Chris Ray-Public Works, Bobby Fitts-Finance, Jacqui Boykin-Police, Michael Clark-Planning, Sheila Long-Parks and Recreation, Kaleb Harmon-Communications, Sam Slater-Attorney

Absent: Jessica Harrison

Mayor York called the meeting to order at 5:00pm.

**APPROVAL OF AGENDA**

Commissioner Loucks made a motion, second by Commissioner Clark to approve the agenda. There was no discussion and the motion passed unanimously.

**PARTF GRANT ACCEPTANCE**

Joe Moore gave an overview of the items to be presented at the meeting.

Sheila Long gave an overview of Little River Park: Phase I and the PARTF grant process. The Town was awarded \$500,000 in PARTF funds and the Board allocated \$598,050 in April 2023 to match the grant.

Commissioner Baxter made a motion, second by Commissioner Miles to accept the PARTF grant awarded at \$500,000 and authorize the Town Manager to sign the implementation documents.

Mayor York thanked staff for their work on the grant application.

There was no further discussion and the motion passed unanimously.

**HEALTH INSURANCE RENEWAL**

Joe Moore recognized the team that worked on the insurance renewal and the background of the Town's insurance expenses was detailed.

The original insurance renewal had a significant increase. The Town's insurance broker, Independent Broker Advisors ("IBA") were able to negotiate the renewal down to a 15% increase and a \$55,000 wellness grant. The current and proposed premiums were reviewed and the reasons for the price increases were explained. Some of the reasons stated were medical industry trends, high-cost claims increased significantly, new orthodontia benefit for growing, younger workforce. Only 11% of employees had met the yearly insurance deductible showing the deductible could be increased and would not affect most employees.

The Board was presented their insurance options at the October retreat and were interested in retaining the current carrier and coverage as well as receiving more information on how to transition to a level funded plan.

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The employee expense was reviewed with the current rate and the proposed rates for Plan A and Plan B. Employee wellness coupled with a level-funded plan was the best way to control costs, reinvest savings, sustain program and incentivize wellness.

Commissioner Miles asked how staff would know about the biometric screening. Lisa Markland stated there would be emails and flyers for employees to sign up.

Commissioner Baxter asked how much savings the Town would have seen with a level funded plan in 2023. Joe Moore explained it was difficult to know since we could not see the claims but would be able to see some of that information if the Town transitioned into a level funded plan. Alex Dorberstein spoke about how that information was attained and the need to protect employees' privacy.

Staff recommended maintaining dependent premiums at the 2023 rates, beginning transition to a self-insured plan and incentivizing wellness participation. The goals for the level funded plan were to expand the wellness program and foster a healthier workforce. Town savings should be reinvested into health insurance and wellness for a healthier workforce.

Alex Doberstein gave details about the premium amounts when transitioning to self-funded. The Town would contribute to cover the increase of costs for dependent care to match the premiums for 2023.

Details of how the Town would incentivize wellness participation were detailed. Lisa Markland spoke about the wellness activity options and how to verify an employee's participation.

Commissioner Miles asked how much maternity costs would be under the insurance plan. Alex Dorberstein stated maternity care would fall under the deductible and co-insurance but would remain the same whether the Town was fully insured or level funded.

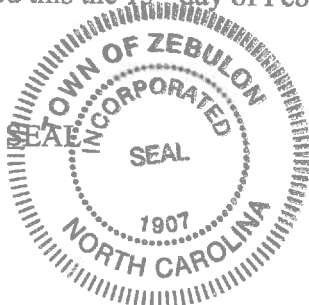
Commissioner Loucks made a motion, second by Commissioner Baxter to accept Blue Cross Blue Shield's proposal to provide a level-funded health insurance plan.


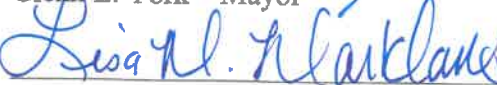
Commissioner Baxter asked if the Board could receive an update on how many employees were participating in the wellness program halfway through the year.

There was no further discussion and the motion passed unanimously.

Commissioner Loucks made a motion, second my Commissioner Clark to adjourn. There was no discussion and the motion passed unanimously.

Adopted this the 13<sup>th</sup> day of February 2024.



  
Glenn L. York—Mayor  
  
Lisa M. Markland, CMC—Town Clerk