

Hamilton County Department of Education  
Work Session  
August 15, 2024 4:30 PM  
3074 Hickory Valley Road  
Chattanooga, TN 37421

I. Call to Order

II. Delegations

A. Harriette Reid concerning changes to Title IX that went into effect Aug. 1, 2024

III. Presentation(s)

A. Dr. Zac Brown, Chief Talent Officer, Mary Ellen Heuton, Chief Finance Officer, Penny Murray,  
Executive Director

Overview of upcoming wellness plan and changes to dental insurance and administrative services

IV. Committee Chair Updates

V. Discussion of the Board Meeting Agenda

VI. Adjourn

**HAMILTON COUNTY DEPARTMENT OF EDUCATION  
3074 HICKORY VALLEY ROAD  
CHATTANOOGA, TENNESSEE 37421**

**MEMORANDUM**

**TO:** Hamilton County Board of Education  
Dr. Justin Robertson

**FROM:** Dr. Zac Brown, Chief Talent Officer  
Mary Ellen Heuton, Chief Financial Officer  
Penny Murray, Executive Director

**DATE:** August 15, 2024

**RE:** Request to Address the Board during August 15 Work Session

The Benefits team along with our brokers from The Baldwin Group, would like to address the Board during the August 15, 2024, work session to discuss the upcoming wellness plan as well as changes to dental insurance and administrative services.

HCS will implement a wellness plan for the 2025 plan year. The purpose of the plan is to continue to support staff well-being by encouraging the use of resources for physical, mental, and emotional health to enhance overall wellness. By making this investment in the health of our employees, we will ultimately see a reduction in cost and better overall employee health. In order to maintain the same medical premium amounts, employees will need to engage in the wellness plan activities which will be explained over the coming months and employees will have the opportunity to enroll during Open Enrollment.

Additionally, our current dental plan is up for renewal, and we completed an RFP for future coverage. The final recommendation from the committee is to continue with Cigna. However, due to a significant increase in claims over the last few years, premiums are increasing. To offer a lower cost option, the recommendation is to add a third plan tier and also adjust both the base and buy-up plans. We would like to offer a few cost options to the Board for review.

The team also completed an RFP for administrative services which includes Flexible Spending Account (FSA), Dependent Care Account (DCA), COBRA and retiree administration and billing. Eight (8) companies submitted RFP responses. Based on the evaluation criteria listed in the RFP and the selection committee's discussion, a recommendation was made for the award to go to TASC.

Thank you in advance for your consideration of this request. Please do not hesitate to contact me if you have any questions.