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Loudoun County School Board, Human Resources and Talent Development (HRTD) Committee Meeting, Thursday, October 24, 2024

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Place	Loudoun County Public Schools / School Board meeting (see BoardDocs / LCPS-TV)
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[00:01:59] start in just a minute hello everyone my name is Dena Griffiths and I call to order the HR TD committee for October 24th 2024 we will begin with public comment - do we have public comment we do not okay so I guess we're gonna move

[00:02:34] on to let's see the draft minutes for September 26th could I please have a motion to approve the September 26 meeting minutes so moved thank you and I will second that so that is a motion by Miss Chandler and I will in seconded by myself Dina Griffiths all those in favor please raise your hand and say aye I I guess no one opposed the motion passes unanimously with all the well we are missing one committee member but I believe we can have two that can approve

[00:03:08] so thank you forgive me my computer just shut down but we will move on to our action items 4.01 in policy 7322 miss Boland I believe will you be presenting thank you yes ma'am thank you good evening so tonight we are bringing policy 7322 physical examination and DMV records required of bus drivers forward for your review as an action item we did bring this to the previous meeting as an information item and it has gone out for public feedback and I

[00:03:44] I will turn it over to Miss Davis to talk you through any additional details and remind you of the recommended changes. Good evening. So, as Miss Boland mentioned, we have recommended changes to policy 7322, which essentially are to align with required code and regulation.

[00:04:05] The policy was sent for feedback, which we have reviewed with no additional recommended changes. So as mentioned at the prior meeting, the changes included a title change to include all CDL drivers as the requirements apply to not just bus drivers.

[00:04:22] To specify the requirements, the opening was struck as those items are covered in sections throughout the policy. Additionally, for each employee group, we are proposing a section for school bus drivers and a section for CDL holders as some requirements vary by each group, as well as creating two sections that clearly outline the requirements of applicant versus employee and what records are required for each staff population so essentially section a1 focuses on requirements for school bus drivers who are already employed with LCPS and the changes include state federal and/or policy requirements for the annual

[00:05:01] physical examination DMV requirements and/or drug and alcohol testing section a2 focuses on requirements for school bus driver applicants who are attempted to be hired by LCPS we wanted to separate the two so that it was clear which responsibilities were for each. For Section B, a new section title has been proposed to highlight records that are required of all staff who are CDL holders, not just in school bus driver positions. With Section B1 covering requirements for CDL holders who are already employed with LCPS, and similar to Section A, Section B2 covers requirements for applicants who are tempted to be

[00:05:41] hired by LCPS. Thank you. Thank you, Ms. Davis. Is there any discussion? Yes, Ms. Chandler. Thank madam chair um i did enjoy seeing the community feedback and and i i sat for a little bit on on the first suggestion and i was wondering if you could offer any context in terms of what is perhaps a professional standard or a legal standard that tracks back on that five-year time frame as it's stated in policy it does seem to me i mean people do make mistakes and

[00:06:18] and learn from mistakes, and if you've made that time commitment, that it could be appropriate, but I would love to hear more about the standards. Great. That is something that we reviewed in previous years as well. It has been a practice that has been consistently applied for as long as I've been in this role. And I think also with this, for drivers for CDLs, there are specific and rigorous programs that they have to go through in the event they are charged with a DUI, and that is the Substance Abuse Program process, which again can be several weeks, months, sometimes years.

[00:06:50] And so we do feel that applying the five-year standard, which is a code requirement as well, is consistent and allows for those employees to show that they have identified, you know, the concern with the DUI and worked to rectify that. And then there is a continuous monitoring practice in place as well.

[00:07:09] - Thank you so much for that clarification. That was really helpful. Any other discussion? Ms. Donahue, we're going over policy 7322. case you had any questions. Thank you very much, Mrs. Griffiths. No questions? Okay.

[00:07:29] Thank you very much. Okay, so if there's no other discussion, this is on the agenda as an action item and we can move it to the full school board meeting as an info item. Is there a second to do that? I actually would be happy to make a motion. But if you would like to make the motion I'd be happy to

second I'll make the motion to move this on to the full school board thank you thank you Chandler and we'll go ahead and I believe that'll either be an action item or on consent it will be action right

[00:08:06] it'll be information information okay thank you so we will now move on to the next item which is 73 policy 73 24 miss Bolin will be presenting thank you Thank you Mrs. Griffiths. This evening we are bringing back the revision to school board policy 7324 drug and alcohol testing for employees required to hold a commercial driver's license similar to the previous policy we did bring this the these revisions before the committee in our September meeting

[00:08:44] as an information item the revisions recommended to this policy have gone before community feedback there is no change to the intent of this policy but rather focus on adding clarifying language and references as required by code and just like in the previous policy I would like to turn this over to Miss Davis who worked closely on the changes and can highlight those recommendations for you all right thank you so as mentioned again by Miss Bolin

[00:09:18] And we have recommended changes to policy 7324 to align with required code and regulation. As with the prior policy, the policy was sent for feedback with no feedback received. So just a reminder of some of the specific change recommended changes includes section B, which was updated to clarify when staff are utilizing their CDL and are working in a safety sensitive position that they are subject to possible disciplinary action for certain violations.

[00:09:47] Section B2 was also updated to clarify what occurs if and when a staff member tests positive for a controlled substance, including verbiage that lists the substance abuse professional information and the possibility of termination if applicable. B3 and B4 were also updated to include the same verbiage as what was listed for the controlled substance cases outlined in B2.

[00:10:09] Section C3A was updated to include FMCSA's current practice, which requires notification of employers of a concern within 12 months of a pre-employment and/or annual query search. We've added a cross-reference of Regulation 7324, and then we also, all of the other changes were grammatical and spelling and formatting changes.

[00:10:31] Thank you. Thank you, Ms. Davis. Is there any discussion? I guess with that, we will move that to the full board. I can make a motion.

[00:10:47] I'd like to make a motion to move 7324 to the full school board as an info item. Is there a second? Thank you, Ms. Chandler. So, we'll go ahead and do that into information items.

[00:11:03] Next item is 5.01, information item 7301. Ms. Pullman. Thank you so much. So, this evening we are bringing before you for the first time a edited version of policy 7301 for licensed staff.

[00:11:20] Mr. Bob Phillips worked heavily with his team on this policy, and I will turn it over to him to walk you through the recommended changes thank you good evening policy 7301 governs and identifies the criteria for employing and paying licensed staff for the division in addition to the various ways to be licensed in the commonwealth of virginia the changes you see made to the redline version of the policy reflect updated language from vdoe and the vsba model policies this includes adding the new local eligibility license option for prospective teachers as the

[00:11:55] the most recent VDOE-approved manner, to get a one-year provisional license, lines 11 and 12 on the redline version. Also since the reference code 22.1.298.1 in the policy also includes licensure

renewal, the former companion regulation which governed licensure renewal will be struck and the information regarding licensure renewal will be encompassed in the revised policy as you see in the last paragraph happy to take any questions thank you any discussion I guess no

[00:12:35] questions for you so as far as this policy we'll see it as an information item as an action item actually we'll send it out for community feedback and bring it back in November as an action so I can motion to bring this back for action do I have a second thank you mr. and miss Donahue thank you we'll go ahead and do that so then the next item is 5.01 information item 7 we just went over 7301 7308 oh I thought we just went over that we went over 7301 license

[00:13:14] yes ma'am 7308 thank you perfect so this evening we are bringing before you policy 7308 this is the provision of professional references or assistance forward for your review as an information item. Again, this is the first time we're bringing it before this committee and I will be turning it over to Ms. Davis to walk you through the recommended changes. Thank you, Ms. Boland. So our recommended changes to policy 7308 started with changing language to ensure

[00:13:51] general neutral language throughout the policy, removing his and her and replacing with there. Specifically, lines 14 to 17 were struck and added back into the beginning of the policy to open the policy, which made for more clarity. To align with code requirements, sections B2 and B3 were struck, essentially incorporating B2 into B1 and moving B3 to B4. And we did this so that the all-encompassing end of that section covered b1 through b4 an additional code reference was also added to the end of the policy as when this policy

[00:14:30] was first reviewed the code was not codified at the time and now it has been and so we replaced it with the respective code any questions any discussion ms donahue thank you very much chair griffiths thank you ms davis ms boland um i just have two questions um my first question is with regards to section 6 a 6 on the on the red line version on the top of page two lines kind of I guess line 46 primarily so this this edit provides care should

[00:15:10] be taken to ensure references do not disclose confidential personal information or contain information related to race ancestry color sex pregnancy etc I'm a little concerned about the this seems to read references should contain no information related to sex of the employee, and I'm just curious if that is the intent of this section, and if so, it seems like it might be difficult in practice to completely avoid any reference to gender-specific pronouns.

[00:15:50] So thank you. So this information is actually in code as well, so the intent of this, and I'll let Christy if she has anything additional to add, is really it's any extra information that relates specifically to the performance of the employee because of their gender. Obviously we know that names and roles and those types of items could be easily identifiable for the sex of the employee, but it's really basing the reference off of them being a particular gender.

[00:16:20] So a mere dimension of Ms. or Mr. So-and-so is not going to result in a violation of this policy. That is correct. Thank you. That's very helpful. And then my other question with regard to Section B, which mentions routine transmission of administrative and personnel files, Does that, would that include if an individual has been charged criminally or if there have

[00:16:54] been disciplinary proceedings within LCPS on the basis of child abuse or neglect, would that information then be made known to future employers if a reference is being sought on the basis of the

routine transmission of files?

[00:17:16] So can you refer to which line you're -- I just want to make sure I'm following along on the same. Yes, apologies. Thank you. So lines 54 and 55 of the red line version, which states, "No one at LCPS shall assist someone in obtaining a new job if the individual seeking the reference has engaged in child-related misconduct apart from the routine transmission of administrative and personnel files so I guess

[00:17:50] that's my question is would the routine transmission of files result in making a prospective future employer aware if there were either in internal investigations or criminal charges related to child abuse or neglect regard related to the employee who is seeking the

[00:18:15] reference. So I just want to make sure I'm understanding the question. So essentially if they have not been convicted of it, if it's just something that we may have knowledge of, so if it's an active investigation, whether internal or external, if that information would be shared externally through a reference, is that? Yes. Okay. So from my understanding, and Christy, correct me if I am wrong, anything that is not, if they are, if it's currently being investigated, those are items that we would not speak on or that would be shared through the routine transmission, not until there was either a founded or unfounded case.

[00:18:51] If it was founded, that's something that would be obligated to turn over, and then in the criminal side of things, that would really be dependent on law enforcement guidance. But I'll have Kristy share a little bit more on that. Thank you. And if you're going to be addressing this, Ms. Johnson, I have a follow-up question, which is, if an employee or contractor is requesting a reference and there is a pending investigation either internal or external what then is LCPS's response? So if there's an active

[00:19:27] investigation that information is confidential it would not ordinarily be considered part of a routine transmission of administrative and personnel files. That makes sense but then the to the extent that that section one seems to prohibit the provision of a reference in certain circumstances, would that prohibition on providing a reference be applicable where there is a pending investigation that has not yet come to a conclusion? To make sure I understand correctly, there's an

[00:20:04] investigation, no finding has been made, and you're asking if there could be a reference made. So hypothetically, if an employee is facing either external criminal charges or internal investigation related to child abuse or neglect allegations but is also seeking employment in another you know from another employer would lcps in that circumstance where an investigation is pending but has not yet come to a conclusion so there is not a finding of fault or guilt or a finding of

[00:20:42] the person has been cleared of the allegations would this b1 still apply and it's bar on providing a reference for that individual who is maybe seeking employment with a new employer while an investigation is pending?

[00:20:58] Well, I think there are a few things going on here. You know, this, for one, this, this, this paragraph B1 applies to what the individual knows or has probable cause to believe. So that's always going to apply in any situation. And Ms. Boland may want to speak further on this or our Director of Workplace Relations, Mr. Dozier, but for the most part, if the person has to have or has reasonable cause to know or have probable cause to know if there is sexual misconduct or there has to be a founded investigation.

[00:21:30] So this provision basically just limits the ability to provide references for information that is known or we have reasonable cause to know, and that includes in the instance of a founded charge of

abuse or neglect. So I don't know if that answers your question.

[00:21:46] I think it does. Thank you, Ms. Johnson. yes I think based on your on your pointing out that it depends on the information that is known to the person who was asked to provide a reference I that's very helpful for me thank you thank you thank you miss Chandler miss Donahue thank you so much for your questions that was very interesting contextualization and I'm curious if we could learn a little bit more about some of the other protocols that would be in play in a scenario like that one of the things that came to mind for me is that teachers of course are all mandatory

[00:22:26] reporters and so you would expect that to be something that they would take seriously and in terms of making a choice whether or not to provide a reference but are there other legal requirements from LCPS's perspective that would be in play here as well so a great question so yes we have a lot of interplay between our teams and also with legal counsel both Christie and with school division legal counsel so there's a lot of communication if they're if this does occur where there is an active investigation or aware of a law enforcement investigation um where this policy

[00:23:04] we get people that reach out and say you know i'm concerned i'm not sure are you aware of anything with this particular staff member and internally we have processes in place to address that we also have standardized language which would respond to people um to make sure that we take the burden off of them and it's then turned over to hr for those types of references if and when they occur great thank you for that clarification can I ask when 7308 came to your attention that it's up for renewal we were notified approximately three four weeks

[00:23:39] ago that it was due for review I'm wondering if we should take a look at it a little bit more before we decide to send it for an action item well you will have the opportunity it will have to go out for a public comment as well and it It will come back here as an action item.

[00:23:59] So this committee will have the opportunity to review and make comments, and if they have additional information. And you'll have an opportunity to see the public feedback, which often prompts additional questions too, before making a decision whether or not it goes to the full board.

[00:24:16] For me personally, I'm not sure why we're changing pronouns, but I would like to view this a little bit more and have some more information for you next time. Absolutely. That's great. In reference to pronouns, we have taken the approach every time we update a policy to remove the traditional she, he, and change them to they and their.

[00:24:43] That's just been LCPS practice. It wasn't just done for this policy or specific to this policy, just for your awareness. Thank you. So this will come back another time. So thank you so much. We can now move on to discussion items, open enrollment overview.

[00:25:04] Yes, ma'am, thank you. So as you may or may not be aware, it is time to redefine what benefits you might want within LCPS. And benefits are an amazing thing, and we offer amazing benefits, but they're also very complex and complicated, and individuals typically shy away from many things.

[00:25:27] Recently, we were excited to have the ability to have a system known as ALEKS. And since it's open enrollment time and we often like to bring information to help educate the board and promote some of the amazing things we're doing, I have asked Jeanette Evans to present a little overview of open enrollment before the committee this evening.

[00:25:54] And so I will turn it over to her. Thank you. I also have Michelle Kovach here. She's the Supervisor of Employee Benefits and Wellness, and so if you have questions that I can't answer, she'll be there to help us get you the information that you need.

[00:26:11] So, LCPS's open enrollment period is October 15th through November 15th. Every benefits-eligible employee should have received the 2024 Open Enrollment Guide in the mail last week. Information about changes, updates, and enhancements are provided in this document, as well as the new rates for health insurance as of 2025.

[00:26:33] LCPS offers a wide variety of voluntary benefits. These are benefits for which the employee will pay a premium or contribution, as well as benefits for which an employee might be automatically enrolled, meaning they're not having to do anything to be enrolled, and they're not necessarily making a premium or contribution.

[00:26:53] We have three health insurance programs, the High Deductible Health Plan, or the HDHP, the Open Access Plus, or the OAP, and then the new one this year, the Open Access High Plan, which is replacing the Point of Service Plan. Under the High Deductible Plan, LCPS contributes to a health savings account to help pay for medical expenses.

[00:27:16] Employees can also contribute to this plan tax-free, and HSA funds can be used to help offset medical expenses. An HSA can roll over from year to year and can be invested in a stock market plan if the employee so chooses.

[00:27:33] All employees, regardless of whether they're enrolled in LCPS Health Insurance, can contribute to a flexible spending account. So we have two different flexible spending accounts, dependent care and medical. FSAs must be spent within the plan year, although there is often a grace period allowed for an extra few months if you didn't spend all your medical or your dependent care.

[00:27:56] They also have a small carryover that we are currently permitting can be carried over from year to year. These are the only programs that an employee has to re-enroll in every year if they want to participate. The IRS sets the limits on these plans, the amount that can be contributed to both an FSA and an HSA.

[00:28:17] But I also wanted to talk about some of the voluntary benefits that are not health insurance. We offer an accidental injury insurance plan and a critical illness plan. These plans are very affordable, and we encourage everyone who is eligible to take a hard look at these programs.

[00:28:35] Under the Accidental Injury Plan, if a covered individual were to have an accident that requires care through an urgent care emergency room, the employee receives a financial benefit and actual check to help cover the copay for that care. Follow-up care, including possible surgical or physical therapy, is also covered under this insurance.

[00:28:56] There are two different levels for this plan, and details about each level are available on the Employee Benefits website, or you can contact Cigna directly for additional information. Premiums for this plan range from \$2.05 a paycheck to \$11.71 a paycheck.

[00:29:12] The Critical Illness Plan provides a cash benefit to covered individuals who are diagnosed with a covered critical illness. The coverage ranges from \$5,000 up to \$25,000 for a covered illness. Employees who are enrolled in the HDHP plan are automatically enrolled in a \$5,000 critical illness plan.

[00:29:33] And they have the option of adding an additional \$20,000, bringing them up to that \$25,000 maximum. This is a cash benefit, helping an employee when they or a covered family member are facing a significant illness to help meet their financial obligations.

[00:29:51] new for 2025, certain, I always blow this word, musculoskeletal conditions are covered under the critical illness plan for things like knee replacement or back surgery. So if you're overnight in the hospital with one of those, that would be covered. The rules and covered illnesses are available on this plan on the employee benefits website. As of 2024, so this year, Employees that are covered under either of both of these plans receive a wellness incentive benefit just for being enrolled and taking care of their health.

[00:30:26] Every covered individual who completes at least one wellness treatment, health screening test, or preventive care listed on the list of covered activities will receive a \$50 wellness incentive. So if you have you and one other person on both plans, you each get \$100.

[00:30:45] These individuals will receive the wellness incentive automatically through a check that gets sent to their home. If they're enrolled in the Cigna Health Insurance, they don't even have to apply for it. It's automatic. Cigna will just send you a check.

[00:31:01] If you are not enrolled in the Cigna Health Insurance but you are in one or both of these programs, you can file a claim, and the link is on the Employee Benefits website. LCPS also has a very extensive benefit program with LIDL EAP, our Employee Assistance Provider.

[00:31:18] So while they do cover the mental health services that you expect with an EAP, they also can be used for many other things. For example, if you need to locate licensed child care providers in your area, you can give them a call, give them a zip code or two, and they can send you a list of all of the licensed providers in that area.

[00:31:39] If you are looking for assistance for yourself or a family member in the community, they can help you locate services, and all of that is free. They can also help with planning a trip. They will provide assistance in planning vacations to, like, Disney World or if you want to go to Costa Rica.

[00:32:00] They will help you plan those activities, and that's all free for you as an employee. All of our employees are covered under the LIDL plan, both full-time and part-time. It doesn't matter. So everybody is eligible to utilize those services. So I've highlighted just a few of the programs we offer.

[00:32:16] Information on all of these are on the benefits open enrollment website as well. We have been able to make a couple of enhancements to our insurance plans this year. We have increased our hearing aid benefit from \$500 to \$3,000.

[00:32:34] And the point of service plan has been moved to the open access high plan or the OAP high. The change from POS to the OAP High, bless you, allows employees to access care without a referral from their primary care provider.

[00:32:52] This is the only significant change in the plan. The plan design, the deductibles, and the co-pays remain the same as they were in the POS, but instead of a local network of in-network providers specifically designed for LCPS, employees are now able to access providers in-network nationwide.

[00:33:10] This change provides easier access for employees and their family members to care wherever they are and it allows all of the LCPS plans under Cigna to be on one platform, which helps save us a little

bit of money.

[00:33:26] The IRS also initiated a change this year for the employees enrolled in the high deductible plan. The plan deductible is increasing \$50 for the individual and \$100 for the employee plus one or more. This is not an LCPS increase, but one that is regulated by the IRS.

[00:33:43] The new deductibles are \$1,650 for the individual and \$3,300 for the employee plus one or more. As part of the budget process last year, an 8% increase in health insurance premiums was approved and will take effect on January 1, 2025.

[00:34:03] 8% sounds like a scary number, so we have provided the actual dollar amount of the increase for each plan and tier, so employees have a better understanding of what that means for them. Increases range from \$0.35 per pay for the HEHP employee only to \$25.11 per pay for the OAP high family coverage.

[00:34:26] LCPS is self-insured for health insurance, meaning that we pay the cost of claims as well as administration, not the insurance companies. The insurance companies administer the benefits on our behalf. are based on the total cost of administration and claims medical technology and innovation are creating new and different approaches to medical care that plus increases in the general cost of living have a significant effect on medical cost and premiums when reviewing new programs and services one of the items that we need to determine how one of the items that we need to

[00:35:02] consider is how these might affect our future premium requirements both for the employer and the employee throughout the open enrollment period we are providing opportunities for employees to ask questions and gather information as they make their enrollment decisions an enrollment guide was mailed to each employees home address of record this guide is an important tool for employees to review and understand their benefits and the associated costs pages six and seven of the guide show the three health insurance plans side-by-side comparing the deductibles the co-pays and the coverage for medical and

[00:35:38] pharmacy. The employee benefits team will be going out to 60 locations throughout open enrollment to provide in-person answers to questions about the benefit options available. The back of the guide provides the dates, times, and locations for where and when the employee benefits teams will be available. We are also holding live webinars on a variety of topics and these are being recorded and will be available on the open enrollment website for those who are unable to attend. These webinars will cover topics across the spectrum of benefits to provide educational information as employees make their selections additionally Cigna representatives are available by phone to

[00:36:18] answer questions about the health insurance plans in the associated information and then saving the last slide for one of our best resources besides our team is our virtual counselor Alex I don't know if you all have had a chance to go out there and and use Alex if we have a few extra minutes would you mind if I ran you through just like I guessed one so you can just get it I want to do the whole thing just a little bit of it I this is a fantastic tool for our employees and is really something that I hope people

[00:36:54] are taking advantage of I'm gonna take this out so if you notice on the lower right-hand corner you can see how much time is left in open enrollment and so I'm going to hopefully start as a guest and I hope you're gonna be able to hear

[00:37:16] you hear me loud and clear make this person a hybrid employee sorry I'm slow

[00:38:55] So usually as a little song and dance, I skipped that part.

[00:40:56] so you can see here you can depending on your answers it shows you what your out-of-pocket expenses are in premiums you can see how much more the premium is in the way P high and then what your out-of-pocket estimated costs would be

[00:41:33] based on the answers you provided um and then if you want uh i'm not sure it's gonna let me do it now see that's the plan and it goes through all of our other people like you typically spend applying your plans coverage and assuming you see covered doctors and providing any money that comes with the plan you may see medical bills totaling something like this your plan comes with an account

[00:42:08] that lets you avoid paying federal income taxes on money you spend on health care expenses so let's see how much money we can save you on taxes by using your health savings account to pay those bills first though if you don't mind i just got a few survey questions for you feel like you have a better understanding of how your medical benefits work now conversation to a friend i'm just randomly picking numbers if you have any other feedback i would really

[00:42:45] appreciate you want to make this experience no i went in as guest it doesn't count that's why i did that nothing to say this is just a service side which forgot last thing before we move on since you've chosen a medical plan would you like to sign in with your work credentials so i can save your choices and your progress for if you know all right on what you told me you'll probably face

[00:43:22] a number of medical expenses over the originally savings account hsa comes with money you can use for your health care expenses and when you set aside your own money in your day pay less and access this can leave you with more of your paycheck for other stuff explain the basics of how an hsa helped you save on taxes so I'm gonna end it here because you probably know all that but Alex is a really great tool and one that we're really excited to have so employees can do that with their own information like I did not go in I could

[00:44:00] have put a lot more right it is an awesome tool and it's when we're encouraging people to try I just appreciate the opportunity to share all this information with you all tonight and I'm happy to answer any questions if you have any. Any discussion? Yes, Ms. Chandler. Thank you, Madam Chair. Could you please tell me a little bit about how you get this information out to employees? So we use a variety of mediums.

[00:44:29] So Ms. Kovach has done a ConnectEd, so it's a phone call to everybody's home. We mail the open enrollment guides. It's in the employee benefits newsletter. I believe it's going to go in the superintendent's notes. It is, we're out at the sites where it's on our website. We have a special open enrollment page on the employee benefits website we we try to hit every medium possible sounds very thorough thank you I think mail too because yes well thank you so much for that presentation when I when I think of

[00:45:08] Alex I think of the math program my kids used to go on to but I think that was spelled a-l-e-c I don't know if it was k-s yeah it wasn't spelled a-l-e-x so So thank you so much for that, and I think it's a great opportunity for employees to go in and check their records and pick whatever they need for open enrollment, so I think it's great.

[00:45:30] So thank you so much for that presentation and the update. And with that, we will move on to new business, unless you had something else, oh, okay. We will move on to new business, any new

business? No new business, so I think our meeting today for the HRTD is adjourned.

[00:45:49] Thank you so much for being here.



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