



Blount County Government

359 Court Street
Maryville, TN 37804-5906

Meeting Minutes - Draft

Human Resources Committee

Tuesday, July 28, 2026

5:00 PM

Blount County Courthouse, Room 430

ROLL CALL.

The Human Resources Committee met on Tuesday, July 28, 2026 at 5:00pm in the Blount County Courthouse of Maryville, TN. Chairman Anderson called the meeting to order. A roll call was taken with the following present. The Chairman declared that a quorum did exist.

- Present** 9 - Commissioner Jared Anderson, Commissioner Nick Bright, Commissioner Richard Carver, Register of Deeds Phyllis Crisp, Trustee Scott Graves, Mayor Ed Mitchell, School Representative Justin Ridge, Commissioner David Wells, and School Representative Courtney Whitehead
- Absent** 3 - Sheriff Jim Berrong, Highway Superintendent Jeff Headrick, and Commissioner Steve Mikels

ELECTION OF CHAIRPERSON (OR DEFER).

A motion was made by Mayor Mitchell, seconded by Commissioner Carver, to defer the election of the chairperson until after the new four-year term begins on September 1, 2026 and the makeup of the committee members are re-established. Without objection, the election of the chairperson was deferred.

ELECTION OF VICE CHAIRPERSON (OR DEFER).

A motion was made by Mayor Mitchell, seconded by Commissioner Carver, to defer the election of the vice chairperson until after the new four-year term begins on September 1, 2026 and the makeup of the committee members are re-established. Without objection, the election of the vice chairperson was deferred.

A. SETTING OF AGENDA.

A motion was made by Commissioner Bright, seconded by Commissioner Wells to set the agenda. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

B. PUBLIC INPUT ON ITEMS ON THE AGENDA.

No input from the public was received for this Agenda item.

C. APPROVAL OF MINUTES.1. [HR Committee Meeting Minutes 07/15/2025](#)

Attachments: [Human Resources Committee 07/15/2025 Meeting Minutes](#)

A motion was made by Commissioner Carver, seconded by Commissioner Bright to approve the July 15, 2025 HR Committee Minutes as published. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

D. REPORTS (INFORMATION ONLY).1. [Fund 264 - Revenue and Expenditures FY 25-26](#)

Attachments: [HR Revenue and Expenditures FY25 26](#)

2. [Employee Summary Report - June 2026](#)

Attachments: [Employee Summary Report 6/2024](#)

3. [Blount County Highway Department's Employee Handbook](#)

Attachments: [BCHD 2027 Handbook Memo](#)

[BCHD Employee Handbook](#)

4. [Blount County Sheriff's Office Employee Policy and Procedure Manual](#)

Attachments: [Memo Outlining Changes](#)

[BCSO HR Manual 2026](#)

5. [Blount County Public Library Employee Handbook](#)

Attachments: [BCPL July 2026 Handbook Memo.pdf](#)

[BCPL Employee Handbook 11.18.2025.pdf](#)

E. DISCUSSION AND POSSIBLE ACTION.

1. [Renewal of Medical Third-Party Administrator \(TPA\) Services Agreement with Allegiance \(No action necessary\)](#)

Attachments: [CBIZ Presentation - TPA Review.pdf](#)

No action taken.

2. [2027 Health Plan Benefit Enhancements/Changes \(No action necessary\)](#)

Attachments: [CBIZ Presentation - Benefit Plan Design Changes.pdf](#)

No action taken.

3. [Transition Healthcare Advocacy and Care Navigation Services to Rightway Healthcare, Inc.](#)

Attachments: [Memo - Healthcare Advocacy and Care Navigation Changes](#)
[CBIZ Presentation - Healthcare Advocacy and Care Navigation.pdf](#)

A motion was made by Commissioner Wells, seconded by Commissioner Bright, to approve the transition of healthcare advocacy and care navigation services to Rightway Healthcare, Inc. and to authorize moving forward with the necessary amendment to the County's Administrative Services Agreement with Allegiance.

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

4. [Resolution No. 26-08-0xx, A Resolution Establishing the 2027 Medical Plan Funding Rates for the Self-Insured Health Plan of Blount County, TN.](#)

Attachments: [2027 MEDICAL PLAN](#)
[CBIZ Presentation - Medical Funding Rates.pdf](#)
[DRAFT RESOLUTION ESTABLISHING THE 2027 MEDICAL PLAN FUNDING RATES FOR THE SELF-FUNDED HEALTH PLAN OF BLOUNT COUNTY, TN.doc](#)

A motion was made by Commissioner Carver, seconded by Commissioner Wells, to approve the medical premium funding rates for the 2027 plan year and forward to the Insurance Committee with a favorable recommendation. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

5. [Resolution No. 26-08-0xx, A Resolution Establishing the 2027 Dental Plan Funding Rates for the Self-Funded Dental Plan of Blount County, TN.](#)

Attachments: [2027 DENTAL PLAN](#)

[CBIZ Presentation - Dental Overview.pdf](#)

[DRAFT RESOLUTION ESTABLISHING THE 2027 DENTAL PLAN FUNDING RATES FOR THE SELF-FUNDED DENTAL PLAN OF BLOUNT COUNTY, TN.doc](#)

A motion was made by Commissioner Carver, seconded by Commissioner Bright, to approve the dental premium funding rates for the 2027 plan year and forward to the Insurance Committee with a favorable recommendation. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

6. [Resolution No. 26-08-0xx, A Resolution Approving the Blount County, TN Employee Handbook.](#)

Attachments: [RESOLUTION EMPLOYEE HANDBOOK 2026-August](#)

[Memo of Proposed Changes](#)

[Blount County Government - BCG Employee Handbook 2026](#)

A motion was made by Commissioner Bright, seconded by Commissioner Carver, to approve the amended Blount County, TN Employee Handbook and forward to the full Commission with a favorable recommendation. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Anderson, Bright, Carver, Crisp, Graves, Mitchell, Ridge, Wells, and Whitehead

No: 0

Absent: 3 - Berrong, Headrick, and Mikels

Abstain: 0

F. ANNOUNCEMENTS AND STATEMENTS.

No announcements or statements were made.

G. ADJOURNMENT.

The Chairman declared the meeting adjourned.