



Blount County Government

359 Court Street
Maryville, TN 37804-5906

Meeting Minutes - Final

Human Resources Committee

Wednesday, January 2, 2019

5:00 PM

Blount County Courthouse, Room 430

Roll Call

Present 10 - Mayor Ed Mitchell, Highway Superintendent Jeff Headrick, Register of Deeds Phyllis Crisp, Trustee Scott Graves, School Representative David Murrell, Chairperson Jared Anderson, Commissioner Richard Carver, Vice Chair Dodd Crowe, Commissioner Jim Hammontree, and Commissioner Tom Stinnett

Absent 2 - School Representative Rob Britt, and Sheriff Jim Berrong

Emergency Announcement

A. Setting of Agenda

The Chairman pulled item G from the agenda. A motion was made by Commissioner Hammontree, seconded by Highway Superintendent Headrick to set the agenda omitting item G. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 10 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

No: 0

Absent: 2 - School Representative Britt, and Sheriff Berrong

Abstain: 0

B. Public Input on Items on the Agenda

None

C. Approval of Minutes

A motion was made by Commissioner Hammontree, seconded by Register of Deeds Crisp, that the October 18, 2018 Minutes be approved. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 10 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

No: 0

Absent: 2 - School Representative Britt, and Sheriff Berrong

Abstain: 0

Attachments: [1152_M_Human_Resources_Committee_18-10-16_Meeting_Minutes](#)

D. Financial Reporting

Attachments: [HR Revenue and Expenditures \(1\)](#)

E. Update Open Enrollment

F. Specialty Pharmacy Vendor Contract

Cole Harris, current broker with CBIZ Benefits, presented information to the Committee the rising cost of prescription drugs and different avenues the County can explore to help mitigate some of those costs. The Committee requested Mr. Harris to return with more information and proposal for further discussion and action.

G. Amendment to Allegiance Contract

This item was removed

H. Discussion and Action regarding Evergreen Solution's Complensation Plan recommended update

A motion was made by Commissioner Hammontree, seconded by Mayor Mitchell, to forward to the Commission Workshop, the recommended compensation plan update from Evergreen Solutions.

A motion was made by Commissioner Stinnett, seconded by Vice Chair Commissioner Crowe, to amend the original motion to have one pay plan for all employees at the 75th percentile of market. An electronic vote was taken. The Chairman declared the motion to have failed by the following vote:

Yes: 1 - Commissioner Stinnett

No: 8 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Commissioner Hammontree

Absent: 3 - School Representative Murrell, School Representative Britt, and Sheriff Berrong

Abstain: 0

H. Discussion and Action regarding Evergreen Solution's Complensation Plan recommended update

An electronic vote was taken on the main motion. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

No: 0

Absent: 3 - School Representative Murrell, School Representative Britt, and Sheriff Berrong

Abstain: 0

Attachments: [Evergreen Resolution Draft](#)
[DR - Compensation Plan Update for Blount County](#)
[Memo to HR Committee Compensation Study Update](#)

I. Technical corrections to the Employee Handbook

A motion was made by Trustee Graves, seconded by Register of Deeds Crisp, that the HR Director Jaclyn Johnson to make technical corrections to create consistency throughout the Blount County Government Employee Handbook . An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

No: 0

Absent: 3 - School Representative Murrell, School Representative Britt, and Sheriff Berrong

Abstain: 0

J. Adjournment