



Blount County

359 Court Street
Maryville, TN 37804-5906

Meeting Minutes

Human Resources Committee

Monday, May 22, 2017

5:00 PM

Blount County Courthouse, Room 430

A. Roll Call

Chairman Grady Caskey called the meeting to order. There were 8 present and 4 absent. Chairman Caskey declared a quorum to exist. Committee member Sheriff Berrong arrived late.

- Present** 8 - School Representative Rob Britt, Commissioner Richard Carver, Commissioner Grady Caskey, Commissioner Mike Caylor, Trustee Scott Graves, Mayor Ed Mitchell, School Representative David Murrell, and Commissioner Tom Stinnett
- Absent** 4 - Sheriff Jim Berrong, Register of Deeds Phyllis Crisp, Highway Superintendent Jeff Headrick, and Commissioner Mike Lewis

B. Emergency Announcement

C. Setting the Agenda

A motion was made by Commissioner Carver to set the agenda and seconded by Superintendent of Schools Rob Britt. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 8 - School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett
- No:** 0
- Absent:** 4 - Sheriff Berrong, Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis
- Abstain:** 0

D. Public Input on Items on the Agenda

E. Approval of April 13, 2017 Minutes

A motion was made by Mayor Mitchell for the approval of the April 13, 2017 minutes, seconded by Commissioner Carver. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 8 - School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett
- No:** 0
- Absent:** 4 - Sheriff Berrong, Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis

Abstain: 0

1.

Attachments: [Meeting Minutes April 13 2017.pdf](#)

F. Financial Reports

1.

Attachments: [Revenue and Expenditures.pdf](#)
[Member Summary Report 2016-2017.pdf](#)

G. Discussion and Possible Action on CBIZ Presentation

1.

Attachments: [Blount County Government HR Committee 05-22-17KP Edits.pptx](#)
[Blount Co Gov - Tobacco Policy - AH Notes- 5 17 17.pdf](#)

1.a. 2018 Carriers/Vendors

A motion was made by Commissioner Caylor to forward the recommendation as of January 1, 2018 Carriers/Vendors as follows: Allegiance (medical); Delta Dental (dental); Superior Vision (vision); Dearborn National (term life, STD, LTD); Colonial (critical illness, accident, cancer, whole life), seconded by Mayor Mitchell, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett

No: 0

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis

Abstain: 0

1.b. Flexible Spending Account (FSA)

A motion was made by Commissioner Caylor to forward the recommendation of Allegiance as the FSA Vendor effective January 1, 2018, seconded by Berrong, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett

No: 0

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis

Abstain: 0

1.c. Dental Plan

A motion was made by Mayor Mitchell to recommend the employee to pay \$5.00 monthly in Dental premiums for employee only coverage effective January 1, 2018, seconded by Commissioner Carver, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett

No: 0

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis

Abstain: 0

1.d. Legal Shield

This item failed due to lack of a motion.

1.e. Telemedicine

A motion was made by Sheriff Berrong to forward the recommendation to offer Telemedicine as a voluntary product to all employees and to offer both the basic convenient care and the optional buy up convenient care effective January 1, 2018, seconded by Mayor Mitchell, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett

No: 0

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis

Abstain: 0

1.f. Medical Plan Design

A motion was made by Sheriff Berrong to forward the recommendation of the monthly employer medical premium rates effective January 1, 2018 as follows: Employer cost for Employee Only \$475.00; Employer cost for Employee/Spouse \$1085.00; Employer cost for Employee/Child(ren) \$1085.00 and Employer cost for Employee/Family \$1085.00, seconded by Commissioner Stinnett, to the Agenda Committee and then to Commission. An electronic vote was taken. The

Chairman declared the motion to have passed by the following vote:

- Yes:** 7 - Sheriff Berrong, Commissioner Carver, Commissioner Caylor, Trustee Graves, Commissioner Lewis, Mayor Mitchell, and Commissioner Stinnett
- No:** 1 - Commissioner Caskey
- Absent:** 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell
- Abstain:** 1 - School Representative Britt

1.f.a Bariatric Benefit

A motion was made by Commissioner Caylor to forward the recommendation to include a Bariatric Benefit to the medical plan and to set employee and spouse rate at \$5,000 deductible each plus the coinsurance and employee has to be a member of the plan for 12 months prior to being eligible for the bariatric benefit which will exclude the Gastric Band as a covered procedure effective January 1, 2018, seconded by Sheriff Berrong, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett
- No:** 0
- Absent:** 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis
- Abstain:** 0

1.f.b One Plan Design

A motion was made by Commissioner Stinnett to forward the recommendation to return to one (1) medical plan design (Plan 1) effective January 1, 2018, seconded by Mayor Mitchell, to the Agenda Committee then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Mayor Mitchell, School Representative Murrell, and Commissioner Stinnett
- No:** 0
- Absent:** 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and Commissioner Lewis
- Abstain:** 0

1.f.c Reduced Out of Pocket Design

A motion was made by Mayor Mitchell to forward the recommendation to reduce the out of pocket design from \$4000 to \$3000 effective January 1, 2018, seconded by School Superintendent Britt, to the Agenda Committee and then to

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

Yes: 8 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Commissioner Lewis, Mayor Mitchell, and Commissioner Stinnett

No: 1 - Trustee Graves

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell

Abstain: 0

1.f.d Single Coinsurance Tier

A motion was made by Commissioner Lewis to forward the recommendation of moving to one (1) in network single coinsurance tier 85% from the current in network tier 90% and 80% effective January 1, 2018, seconded by Commissioner Stinnett, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 9 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Commissioner Lewis, Mayor Mitchell, and Commissioner Stinnett

No: 0

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell

Abstain: 0

1.f.e Change ER Copay

A motion was made by Mayor Mitchell to forward the recommendation of changing the Emergency Room copay to \$150 effective January 1, 2018, seconded by Sheriff Berrong, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 7 - Sheriff Berrong, School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Commissioner Lewis, and Mayor Mitchell

No: 2 - Trustee Graves, and Commissioner Stinnett

Absent: 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell

Abstain: 0

A motion was made by Trustee Graves to amend the original motion made by Mayor Mitchell to amend the Emergency Room copay to \$100 instead of \$150 effective January 1, 2018, seconded by School Superintendent Britt. An

electronic vote was taken. The Chairman declared the motion to have failed by the following vote:

- Yes:** 6 - School Representative Britt, Commissioner Carver, Commissioner Caskey, Trustee Graves, Mayor Mitchell, and Commissioner Stinnett
- No:** 3 - Sheriff Berrong, Commissioner Caylor, and Commissioner Lewis
- Absent:** 3 - Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell
- Abstain:** 0

1.g Tobacco Surcharge

A motion was made by Commissioner Caylor to forward the recommendation to adopt a \$10 per pay period Tobacco Surcharge effective January 1, 2018, seconded by School Superintendent Britt, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have failed by the following vote:

- Yes:** 6 - School Representative Britt, Commissioner Carver, Commissioner Caskey, Commissioner Caylor, Commissioner Lewis, and Commissioner Stinnett
- No:** 2 - Trustee Graves, and Mayor Mitchell
- Absent:** 4 - Sheriff Berrong, Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell
- Abstain:** 0

1.h. Tobacco Cessation Vendor

A motion was made by Commissioner Caylor to forward the recommendation of Blount Discount Pharmacy as the Tobacco Cessation vendor effective January 1, 2018, seconded by School Superintendent Britt, to the Agenda Committee and then to Commission. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 7 - School Representative Britt, Commissioner Caskey, Commissioner Caylor, Trustee Graves, Commissioner Lewis, Mayor Mitchell, and Commissioner Stinnett
- No:** 0
- Absent:** 4 - Sheriff Berrong, Register of Deeds Crisp, Highway Superintendent Headrick, and School Representative Murrell
- Abstain:** 1 - Commissioner Carver

H. Input Items Not on the Agenda

I. ADJOURNMENT.

A motion was made to adjourn. An voice vote was taken. The Chairman declared the motion to have passed unanimously.