



# Blount County Government

359 Court Street  
Maryville, TN 37804-5906

## Meeting Minutes - Final

### Human Resources Committee

*Mayor Ed Mitchell*  
*James Berrong, Sheriff*  
*Jeff Headrick, Highway Superintendent*  
*Phyllis Crisp, Register of Deeds*  
*Scott Graves, Trustee*  
*David Murrell, Schools*  
*Rob Britt, Schools*  
*Commissioner Jared Anderson - Chair*  
*Commissioner Rick Carver*  
*Commissioner Dodd Crowe - Vice Chair*  
*Commissioner Jim Hammontree*  
*Commissioner Tom Stinnett*

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Tuesday, July 16, 2019

5:00 PM

Blount County Courthouse, Room 430

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#### A. ROLL CALL.

**Present** 11 - Mayor Ed Mitchell, Highway Superintendent Jeff Headrick, Register of Deeds Phyllis Crisp, Trustee Scott Graves, School Representative David Murrell, School Representative Rob Britt, Chairperson Jared Anderson, Commissioner Richard Carver, Vice Chair Dodd Crowe, Commissioner Jim Hammontree, and Commissioner Tom Stinnett

**Absent** 1 - Sheriff Jim Berrong

#### B. EMERGENCY ANNOUNCEMENT.

#### C. SETTING OF AGENDA.

A recommendation was made by Chairman Anderson that item G.4 be considered after item G.1. A motion was made by Commissioner Carver, seconded by Commissioner Hammontree, to set the agenda with the change. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

**Yes:** 11 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

**No:** 0

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

#### D. PUBLIC INPUT ON ITEMS ON THE AGENDA.

None

**E. APPROVAL OF MINUTES.**

Chairman Anderson made the recommendation to strike through the wording from April 16, 2019 Minutes; "; however failed for lack of second". Motion to amend was made by Highway Superintendent Headrick and seconded by School Representative Britt. All was in favor.

[April 16, 2019 Minutes](#)

**Attachments:** [Human Resources Committee 4.16.2019 Meeting Minutes](#)

A motion was made by Commissioner Carver, seconded by Highway Superintendent Headrick, that the April 16, 2019 Minutes are approved. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

**Yes:** 11 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

**No:** 0

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**F. REPORTS (INFORMATION ONLY).**

1. [Health Fund - Expenditure and Revenue Report for FY 18-19](#)

**Attachments:** [264 Revenue and Expenditures FY 18-19](#)

2. [Employee Medical Summary Count FY 18-19](#)

**Attachments:** [Employee Summary Report 7.1.18 thru 6.30.19](#)

3. [Update on the Implementation of Blount County's New Compensation Plan](#)

**Attachments:** [Compensation Plan Update and Employee Communications](#)

**G. DISCUSSION AND POSSIBLE ACTION.**

1. [Drug and Alcohol Policy Update to Blount County Handbook](#)

**Attachments:** [Drug and Alcohol Policy - Proposed Change](#)

A motion was made by Commissioner Hammontree, seconded by Vice Chairman Crowe, to approve the updated Drug and Alcohol policy in the Blount County Employee Handbook.

**A motion was made by Vice Chair Crowe, seconded by Mayor Mitchell, to postpone the update to the handbook to the next meeting. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:**

**Yes:** 11 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

**No:** 0

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**2. [Medical premium contribution strategy effective January 1, 2020](#)**

**Attachments:** [Resolution to set the medical contribution percentages 2020](#)

**A motion was made by Commissioner Carver, seconded by Commissioner Hammontree, that the Resolution to be adopted as amended. 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, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Commissioner Hammontree

**No:** 1 - Commissioner Stinnett

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**A motion was made by Highway Superintendent Headrick, seconded by Trustee Graves, for the medical premium contribution strategy resolution to be amended by adding "therefore it be resolved that the health premium contribution strategy shall be based on plan 2". 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, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Commissioner Hammontree

**No:** 1 - Commissioner Stinnett

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**3. [Pharmacy Review and 2020 Pharmacy Vendors](#)**

**Attachments:** [Pharmacy Review and Vendor Recommendation](#)

**A motion was made by Trustee Graves, seconded by Commissioner Stinnett, to approve Employer's Health as the Pharmacy Benefit Manager for 2020 as recommended by our Insurance Broker (as the contract will be taken to Insurance Committee in October 2019 meeting). An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:**

**Yes:** 11 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

**No:** 0

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**4. [Multiple Medical Plan Options and Associated Rates for 2020](#)**

**Attachments:** [CBIZ Medical Plan Options 2020](#)

**A motion was made by School Representative Britt, seconded by Mayor Mitchell, to adopt by resolution the multiple medical plan options and associated rates as recommended by our Insurance Broker. 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, School Representative Britt, Chairperson Anderson, Commissioner Carver, Commissioner Hammontree, and Commissioner Stinnett

**No:** 1 - Vice Chair Crowe

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**5. [Telemedicine Incentives for 2020](#)**

**Attachments:** [Telemedicine Overview and Recommendation](#)

**A motion was made by Highway Superintendent Headrick, seconded by Commissioner Hammontree, to approve Convenient Care Plus as the telemedicine vendor for 2020 with Blount County contributing \$5.00 to the monthly premiums for full time employee's as an incentive to increase employee participation. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:**

**Yes:** 11 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, School Representative Murrell, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, Commissioner Hammontree, and Commissioner Stinnett

**No:** 0

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**6. [Post-retirement Benefit Cost Sharing for Employees Hired After January 1, 2020](#)**

**Attachments:** [Retiree Medical Premium](#)

**A motion was made by Highway Superintendent Headrick, seconded by Mayor Mitchell, to adopt by resolution the 50/50 retiree medical cost sharing strategy for employees hired on January 1, 2020 and thereafter. 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, School Representative Britt, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Commissioner Hammontree

**No:** 1 - Commissioner Stinnett

**Absent:** 1 - Sheriff Berrong

**Abstain:** 0

**H. ANNOUNCEMENTS AND STATEMENTS.**

Next scheduled HR Committee Meeting October 15, 2019

**I. PUBLIC INPUT ON ITEMS NOT ON THE AGENDA.**

None

**J. ADJOURNMENT.**