



Blount County Government

359 Court Street
Maryville, TN 37804-5906

Meeting Minutes - Final-revised

Human Resources Committee

Thursday, November 14, 2019

5:00 PM

Blount County Courthouse, Room 430

A. ROLL CALL.

Present 7 - Mayor Ed Mitchell, Highway Superintendent Jeff Headrick, Register of Deeds Phyllis Crisp, Chairperson Jared Anderson, Commissioner Richard Carver, Vice Chair Dodd Crowe, and Sheriff Jim Berrong

Absent 5 - Trustee Scott Graves, School Representative David Murrell, School Representative Rob Britt, Commissioner Jim Hammontree, and Commissioner Tom Stinnett

B. EMERGENCY ANNOUNCEMENT.

C. ELECTION OF CHAIRMAN.

Commissioner Anderson called the meeting to order. Commissioner Crowe made the request for any nominations for Chairman. Motion was made by Highway Superintendent Headrick to nominate Commissioner Anderson. A second was made by Commissioner Carver. Sheriff Berrong made the motion to cease nominations and seconded by Highway Superintendent Headrick. An electronic vote was taken. The Commissioner Crowe declared the motion to have passed by the following vote:

Yes: 6 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong

No: 0

Absent: 5 - Trustee Graves, School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 1 - Chairperson Anderson

D. ELECTION OF VICE CHAIRMAN.

Commissioner Anderson made a request for nominations for Vice Chairman. A motion was made by Commissioner Carver, seconded by Highway Superintendent Headrick, for the nomination of Commissioner Crowe as Vice Chairman. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 6 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Chairperson Anderson, Commissioner Carver, and Sheriff Berrong

No: 0

Absent: 5 - Trustee Graves, School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 1 - Vice Chair Crowe

E. SETTING OF AGENDA.

A motion was made by Commissioner Carver, seconded by Register of Deeds Crisp, that the Agenda be set removing item I1., Unfinished Business. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 7 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong

No: 0

Absent: 5 - Trustee Graves, School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 0

F. PUBLIC INPUT ON ITEMS ON THE AGENDA.**G. APPROVAL OF MINUTES.**

A motion was made by Register of Deeds Crisp, seconded by Commissioner Carver, to approve the July 16, 2019 HR Committee Minutes. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 7 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong

No: 0

Absent: 5 - Trustee Graves, School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 0

1. [July 16, 2019 Meeting Minutes](#)

Attachments: [Human Resources Committee - July 16, 2019](#)

H. REPORTS (INFORMATION ONLY).

1. [Health Fund - Expenditure and Revenue Report For FY 19-20](#)

Attachments: [264 Revenue and Expenditure Report for FY 19-20](#)

2. [Employee Medical Summary Count FY 19-20](#)

Attachments: [Employee Summary](#)

I. UNFINISHED BUSINESS

This item was removed from the Agenda.

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

Title: Drug and Alcohol Policy Update to Blount County Handbook

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

J. DISCUSSION AND POSSIBLE ACTION.

- Present** 8 - Mayor Ed Mitchell, Highway Superintendent Jeff Headrick, Register of Deeds Phyllis Crisp, Trustee Scott Graves, Chairperson Jared Anderson, Commissioner Richard Carver, Vice Chair Dodd Crowe, and Sheriff Jim Berrong
- Absent** 4 - School Representative David Murrell, School Representative Rob Britt, Commissioner Jim Hammontree, and Commissioner Tom Stinnett

1. [Stoploss Carrier for 2020](#)

Attachments: [CBIZ Stop Loss Presentation](#)

A recommendation was made from Cole Harris with CBIZ to select PartnersRE as Stoploss vendor for 2020 with a deductible of \$350,000. A motion was made by Mayor Mitchell, seconded by Commissioner Carver, that the recommendation be approved and forwarded to the Insurance Committee. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 8 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong
- No:** 0
- Absent:** 4 - School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett
- Abstain:** 0

2. [New Employee Assistance Program \(EAP\) Provider](#)

Attachments: [Draft Resolution to Implement a New Employee Assistance Program \(EAP\) Vendor](#)
[CuraLinc Healthcare Proposal](#)
[CuraLinc Healthcare - SupportLinc EAP Contract](#)
[CBIZ EAP Presentation](#)

A recommendation was made by Cole Harris with CBIZ that a new EAP provider, CuraLinc, be used for 2020. A motion was made by Vice Chair Crowe and seconded by Commissioner Carver that the recommendation be approved and forwarded to the Insurance Committee. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

- Yes:** 8 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong

No: 0

Absent: 4 - School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 0

3. Condolences Policy for Blount County Government

Attachments: [Draft Condolences Policy](#)

A motion was made by Mayor Mitchell to approve the policy, and the motion was seconded by Vice Chair Crowe. Then, a motion was made by Mayor Mitchell to amend the policy as presented to strike "or a member of an employee's immediate family. Immediate family is defined as spouse, parents, spouse's parents, children, brother, sister, grandparents, grandchildren, and spouse's grandparents. This definition aligns with the term "immediate family" as defined in Blount County's Bereavement Policy." The motion was seconded by Vice Chair Crowe, that the Condolences Policy be amended. An electronic vote was taken. The Chairman declared the motion to have passed by the following vote:

Yes: 8 - Mayor Mitchell, Highway Superintendent Headrick, Register of Deeds Crisp, Trustee Graves, Chairperson Anderson, Commissioner Carver, Vice Chair Crowe, and Sheriff Berrong

No: 0

Absent: 4 - School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 0

Amended Condolences Policy

A motion was made by Sheriff Berrong to further amend the policy to add the words "or a retired employee who retired with full benefits". The motion was seconded by Superintendent Headrick that the Condolences Policy be further amended. A voice vote was taken. The Chairman declared that the result of the voice vote was indeterminate, and ordered that a Roll Call Vote be taken. The Chairman declared the motion to have passed by the following vote:

Yes: 5 - Highway Superintendent Headrick, Register of Deeds Crisp, Chairperson Anderson, Commissioner Carver, and Sheriff Berrong

No: 2 - Mayor Mitchell, and Trustee Graves

Absent: 4 - School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 1 - Vice Chair Crowe

Condolences Policy as Amended

The chairman took a vote on the main motion to forward the Condolences Policy as amended to the full Commission. The Chairman declared the motion to have passed by the following vote:

Yes: 5 - Highway Superintendent Headrick, Register of Deeds Crisp, Chairperson Anderson, Commissioner Carver, and Sheriff Berrong

No: 3 - Mayor Mitchell, Trustee Graves, and Vice Chair Crowe

Absent: 4 - School Representative Murrell, School Representative Britt, Commissioner Hammontree, and Commissioner Stinnett

Abstain: 0

K. ANNOUNCEMENTS AND STATEMENTS.

L. PUBLIC INPUT ON ITEMS NOT ON THE AGENDA.

M. ADJOURNMENT.