LUMPKIN COUNTY
BOARD OF COMMISSIONERS
EMERGENCY SPECIAL CALLED MEETING AGENDA
Lumpkin County Administration Building
Boardroom
99 Courthouse Hill
Dahlonega, Georgia

June 2, 2016
4:00 P.M.

I.	**CALL TO ORDER**	Chairman Dockery
II.	**COUNTY EMPLOYEE INSURANCE**	
III.	**ADJOURN**	Chairman Dockery

SPECIAL CALLED MEETING OF THE
LUMPKIN COUNTY BOARD OF COMMISSIONERS

June 2, 2016

CALL TO ORDER

Chairman Dockery called the meeting to order at 4:08 p.m. in the Boardroom of the Lumpkin County Administration Building. Present were Chris Dockery, Doug Sherrill, Rhett Stringer, Steve Shaw and Bob Pullen.

APPROVAL OF AGENDA

***Motion**: Commissioner Pullen made a motion to approve the agenda. This motion was seconded by Doug Sherrill and approved by all district commissioners. Motion carried.*

COUNTY EMPLOYEE INSURANCE

Chairman Dockery began by stating the purpose of the meeting. Commissioner Stringer then said the board needs to have more options to decide from than the two by Humana. County Manager Stan Kelley stated that, a few years ago, the Commissioners approved going with a broker which means the staff does not work with the insurance companies directly. He said the staff is given options by the broker and then they must forward the best options to the Commissioners. Community and Employee Services Director Alicia Davis reviewed the Humana plan the Commissioners had chosen. She explained that since this was a high risk plan, the county is allowed to offer a savings plan to which the employees can contribute. There is also a buy-up option available that has co-pays, if the employees wanted to purchase that instead. Ms. Davis explained the two Blue Cross Blue Shield options that were given to them today. Both the BCBS options have an increase in cost and higher deductibles.

Commissioner Sherrill said he thinks the employees are concerned about the $3,000 deductible and the upfront cost for doctor appointments. Mr. Kelley stated that is one of the reasons the selected plan cannot be approved unless the employee salary study results are implemented. He said, however, county cannot afford to keep paying an increase in insurance premiums, therefore, it will fall on the employees unless the Board raises taxes. Chairman Dockery then reiterated that anyone can purchase the buy-up plan that has co-pays at which time Commissioner Pullen asked if the buy-up plan was more expensive for the county. Ms. Davis stated that the buy-up plan actually saves the county money, because it puts more of the cost on the employees. There was discussion on spending available wellness money to cover some of the increase for family coverage.

Sheriff Jarrard commented that it all comes down to the cost of the chosen plan to the county and its employees. He stated the employees who have problems will benefit from this plan, but the ones who are healthy will not. He also said he understands this is the best plan the board can pick from those offered. Sheriff Jarrard encouraged the employees to talk to their doctors prior to their visits to discuss payment plans. He added that raising taxes was the only solution with assisting in the cost of insurance.

Tax Commissioner Rachel Pruitt stated that as a business owner, if she is losing money on the business she would have to close that business down. Therefore, she said, she understands Blue Cross Blue Shield's reason for the increase in premiums. She commended the staff for going with another agency to try and find a better deal. Mr. Kelley then said that last year there was no other company that would give the county a quote.

Employee Ashley Coker stated that both her and her husband work for the county and this will hurt them financially. She said they have family coverage and her concern is the amount that is going to be coming out of their paychecks. Ms. Coker stated they will not be able to save money for the deductible and pay the increase in cost each month.

Judge Randy Pruitt agrees this is the best plan the board had to pick from. Judge Michael Chastain stated that the "in network" and "out of network" coverage concern is all he can see that might be an issue.

Employee Jeff Cantrell discussed the issues he will face with the deductible and increase in monthly premiums. He expressed his concern for his employees who, he said, do not make enough to afford the plan. Brenda Brown commented on the spousal premium. It is an additional cost if the spouse can obtain insurance at their own job. Ms. Davis explained that this was necessary because of the extra burden of the spouse that the county is taking on. She said it increases the amount that is used of our insurance.

The Chairman called a break from 5:47 p.m. – 6:14 p.m.

Mr. Kelley presented the Commissioners with the cost to the county if the county paid 68% or 78% of the monthly premiums with dependent coverage.

***Motion**: A motion was made by Commissioner Sherrill to approve the plan with the county contributing 78%. That motion was seconded by Steve Shaw.*

***Motion**: An amended motion was made by Commissioner Sherrill to approve the plan with the county contributing 78% and the county not absorbing the increase for the rest of this year. The motion was seconded by Rhett Stringer. Motion was then approved by Doug Sherrill, Rhett Stringer, Steve Shaw and Bob Pullen. The motion carried.*

ADJOURN

***Motion**: Commissioner Sherrill moved to adjourn the meeting. That motion was seconded by Steve Shaw and approved by all district commissioners. The motion carried and the meeting was adjourned at 6:29 p.m.*

Chris Dockery, Chairman
Lumpkin County Board of Commissioners

Attest:

Melissa Z. Witcher
Deputy Clerk, Lumpkin County