Robertson County Joint Personnel & Budget Committee
Minutes of March 24, 2022 Meeting

The Joint Personnel & Budget Committee met at 4:30 P.M. with the following members present: Keith Hoover, James Bowens, Bobby Couts and Faye Stubblefield were all present in person. Burton Glover was absent. Mayor Billy Vogle and Jody Stewart were also present in person. Personnel Committee Members present were: Bob Hogan, Caleb Fuqua and Kim Reid. Chris Locke and Ervin Brown were absent.

Mr. Keith Hoover called the meeting to order and the following main discussions and actions took place during the meeting:

The Budget Committee minutes of March 8, 2022 were approved.
The Personnel Committee minutes of October 26, 2021 were also approved.

Amanda McCall and Katherine Lee, Hub International Representatives, the County's Medical Insurance Broker, presented the County's Annual Medical, Dental and Vision Insurance Renewal effective date of July 1, 2022. Blue Cross did increase their administrative fee, the Network P issue was a concern whereas NorthCrest was purchased by TriStar and eliminated the Network S as an option for services effective December 31, 2021. Amanda stated the Network P plan was offered at a 30% discount even though the Network S services have been extended by NorthCrest/TriStar until September 30, 2022. In order to perform a full market analysis, Hub took the County's most recent twelve (12) months of claims history and bid our annual package insurance with Aetna, Cigna, Humana Choice Care and United Health Care. Page seven (7) of the presentation packet detailed the FY2023 Budget recommendations from HUB. Amanda stated that Blue Cross has higher fixed costs, but an advantage on the medical claim discounts.

Hub's recommendation details for the County's FY2023 budget as listed below:

A. Continue offering Blue Cross existing PPO & HDHP plans with network P subsidization.
B. Prescription Drug Carve-Out.
   (1) Blue Cross can send eligibility to the Pharmacy Benefits Manager (PBM).
   (2) Members will have two (2) identification cards. One for medical and separate for prescriptions.
   (3) Cost Savings for above not fully realized in year one (1) due to lag in rebate payments.
   (4) Additional savings opportunities: Low Clinical Value Program, High Dollar Claim Review, Manufacturer Assistance Program for PPO enrollees. Additional Savings Potential = $110,000.
C. Shared Clinic: No cost included in the budget for the clinic, no estimated savings based on care being sought in the clinic versus under the PPO plan.
D. There will not be a premium increase in the FY2023 Budget for the County's Medical Insurance, therefore, no premium increase for Medical, Dental and Vision Insurance for County employees.

1. It was moved by Bob Hogan and seconded by Kim Reid to approve the County's Annual Medical, Dental and Vision Insurance Renewal for FY2023 as presented by Amanda and Katherine. (See the details of their presentation as listed above.) All voted yea.

The Sheriff stated that (1) the FY2023 Drug Fund 122 Budget is $48,000, same as last year and ready for approval. The Sheriff said that (2) the FY2023 Anti-Litter budget is approximately $4,500 greater than last year, which is the step increase for salaries and additional fuel costs. Sheriff said the County Commission will approve a resolution in April or May to participate in the State Litter Grant. The Sheriff has requests from his division commanders and their sergeants and supervisor staff that met at the end of February. They have goals and objectives set for them to meet. (3) There is a total of six items listed: Negotiation Trailer being updated using an old bread truck will cost approximately $30,000. Live Scan Finger Print Machine is needed at an estimated cost of $17,205. There are ovens needed in the jail at an estimated cost of $25,000. The School Resource Officers have requested AEDs for a cost of $6,900. There's broken furniture that needs to be replaced at a cost of $8,500. The Sheriff stated that the big expenditure needed for this year is the battery backup system, State wide contract price is $140,000. The Sheriff stated that because there is an approximate salary savings of $423,000 during FY2022, he is requesting to spend these savings on the items as detailed in number (3) that total $227,605 in the FY2022 budget instead of asking for these additional funds in the FY2023 budget. (4) Sheriff stated that there is an hourly dollar savings and he is requesting an extra certified deputy position to be added to his FY2023 budget. Adding this position will increase the total employee count in the Sheriff Department from 185 to 186. (5) The Sheriff then presented his FY2023 Budget to the Committee as outlined in his two-page document. Basically, the Sheriff presented five (5) separate items and the last item was his FY2023 budget request for his Sheriff Department, account number 54110.

2. It was moved by Bobby Couts and seconded by Faye Stubblefield to accept the (1) Sheriff's Drug Fund 122 Budget, the (2) Anti-Litter Budget, (3) miscellaneous items that totaled $227,605 to be purchased during FY2022 because there is an estimated $423,000 salary savings, (4) adding a certified deputy to the FY2023 budget and the (5) Sheriff Department FY2023 budget as presented by the Sheriff. The Sheriff Department's FY2023 budget includes a 3.5% pay rate increase for employees and a total estimated overall dollar increase of $333,463, which is approximately 2%. (See the details of the Sheriff's presentation as listed in the above paragraph.) All voted yea.

Marisa Combs-Smith, Five Points, A Gallagher Company Representative, and the County's Human Resources Consultant, presented information concerning the request for quote to perform a pay plan compensation study for all County Employees (Except the Sheriff Department). Marisa explained that the option of a more detailed compensation study will be required. The employees need to answer specific questions about their individual jobs. The cost to perform the in-depth study was $109,500. After Marisa's detailed presentation and answering many questions, the Committee decided not to take any action at this time.

The meeting adjourned at 6:00 P.M.

Keith Hoover, Chairman

Jody Stewart, Finance Director