

OPERATIONS & PERSONNEL COMMITTEE MEETING
March 25, 2019 **5:30 P.M.**

MEMBERS PRESENT

Linda Little, Chair
Bryan Smith, Vice Chair
John Jackson
Patty Cox
Bill Oliver

COUNTY PERSONNEL PRESENT

Carol Reed, Auditor
Josh Tanner, County Clerk
Mary Eaton, Recorder
Jeannie Durham, County Board Office

MEMBERS ABSENT

Grant Noland
Rachel Joy

The meeting was called to order by Chair Linda Little at the Macon County Office Building.

MINUTES

Motion to approve minutes of prior meeting (2/25/19) made by Mr. Smith, seconded by Mr. Oliver and motion carried 5-0.

APPROVAL OF PAYROLL AND CLAIMS

Motion to approve payroll as presented made by Ms. Cox, seconded by Mr. Jackson and the motion carried 5-0.

Motion to approve claims as presented made by Ms. Cox, seconded by Mr. Jackson and the motion carried 5-0.

REPORTS

Auditor's Office –

Macon County Board Resolution Approving Blue Cross Blue Shield Health Insurance Proposal from AJ Gallagher & Company

Ms. Reed explained that this is for the Blue Cross Blue Shield health insurance for next year. The insurance committee met 2/28 and discussed ways to hold down the costs. A plan to raise the deductibles – the individual by \$250 and the total family out of pocket deductible by \$750 and also to increase the co-payment that is paid when the emergency room is used from \$150 to \$500. By doing those two things, we are able to take ½% off of the premiums for next year. So, the insurance committee felt that was doable and that is the recommendation they are making. Mr. Malachowski was present to answer questions too.

Chair Little asked who was on the insurance committee. Ms. Reed said it is made up of representatives from each union, herself, Lisa Wallace, Rona Beasley from her office, Jeannie Durham, a Health Department Representative, and others. Most groups are represented.

Mr. Jackson made a motion to forward the resolution on to the Finance Committee with recommendation for approval, seconded by Ms. Cox. Mr. Oliver asked about the impact of the increases. Ms. Reed said the increase in the ER co-pay is only if the ER is used. The idea is to dissuade people from going to the ER for common, routine things. The other thing is just raising the out of pocket maximum before the insurance 80/20 kicks in. This affects about 36 people because not everybody meets their deductible. It was felt that was a good trade off to keep the premiums lower for everybody. Mr. Smith asked if the decrease would result in a decrease in the amount the employee has to pay. Ms. Reed confirmed that it would, saying that the employee contributes 25%, so they would see a decrease of 25% of the amount of the total decrease and the county pays 75%, so they would see a decrease of 75% of the amount of the total decrease. It is not a lot. The motion carried 5-0.

Macon County Board Resolution Approving One Year Delta Dental Insurance Proposal From AJ Gallagher & Company

Ms. Reed explained that Delta Dental is offering to do one of two things; either extend for one additional year with no premium change or take a 2% increase for a 2 year renewal. At this point, it was felt that we would be better off taking the no change and keeping the premium the same. That is the recommendation of the committee.

Chair Little asked if there was any idea of the difference in impact between the two options. Ms. Reed explained that two years ago, we had the same option and took the two year deal. Mr. Malachowski that as they analyze the claims and how they are going, it looks like it is a better option to take no increase because claims are proceeding better than they were two years ago. It will be renegotiated in one year.

Mr. Oliver made a motion to forward the resolution on to the Finance Committee with recommendation for approval, seconded by Mr. Jackson, and the motion carried 5-0.

Ms. Reed announced that the Benefits Fair would be held on June 12 in the County Office Building – probably on the 8th floor from 10 a.m. to 2 p.m. She invited committee members to attend. Vendors and providers such as Blue Cross Blue Shield, Delta Dental, IMRF, AFLAC will have representatives present to answer questions. It is a good time for employees to come out and ask questions and sign up for things.

County Board – no report

County Clerk –

Mr. Tanner reported that early voting is in progress with about 540 voting so far. This week starts the extended hours and they will be voting until 6 p.m. and on Saturday from 9 a.m. to noon. Today, more people voted than last week, so it is starting to pick up a little. As it gets closer, the

expectation is for people to come in and try to avoid the Election Day lines, which there will probably not be anyway.

Mr. Tanner said there are several of pieces of legislature out there that would be incredibly expensive to the county. Two bills that require the County Clerk to mail a ballot to every registered voter for the November Presidential election. There are about 75,000 people registered to vote. So, not only that, one of the bills would require the ballot be mailed with a stamped envelope so that they could mail it back for free. The cost of the envelopes exceed the cost of the postage, but the postage is not cheap. To mail it back this year, the cost is approximately \$1.21. It went down this year as compared to last year because the post office had a rate change. It would be incredibly expensive, in the hundreds of thousands of dollars, to mail a ballot to every registered voter whether they wanted it or not.

Ms. Little asked if the bills seemed to be taking hold. Mr. Tanner said his association is monitoring them and he does not think they will make it out of committee. There is an appetite with the Legislature thought to increase mail in voting. He said his association has taken the stance that they would support a bill that would allow people to sign up for mail in voting once and then they would be continually mailed a ballot. As it stands now, they must request the ballot for every election. People who are homebound or are typically not residing in Macon County when the election occurs, especially when they are still in Florida when an April election comes around, they typically want theirs mailed to them. Having where you can sign up once would be fine. It should be an affirmative action that you want it and not just having it sent to you. It would be very expensive.

Mr. Tanner said he can be found in his office if anyone has any questions about this or any previous elections.

Recorder –

Ms. Eaton distributed monthly reports and offered to answer any questions.

Mr. Oliver asked about the difference in filing fee amounts with January showing \$20,000 and February only showing \$12,000. Ms. Eaton explained that those are the amounts taken in via sales and February is always the slowest month of the year. It is a shorter month and there is not much activity during that month. This is typical.

Workforce Investments – no report

Citizen's Remarks - none

Old Business - none

New Business – none

CLOSED SESSION None needed

NEXT MEETING: Monday, April 22, 2019

ADJOURNMENT Mr. Oliver made a motion to adjourn, seconded by Mr. Jackson, and Chair Little adjourned the meeting at 5:40 p.m. *Minutes submitted by Jeannie Durham, County Board Office*