

HABERSHAM COUNTY BOARD OF COMMISSIONERS WORK SESSION
4:30 P.M., MONDAY, APRIL 19, 2021
HABERSHAM COUNTY COURTHOUSE
JURY ASSEMBLY ROOM
295 LLEWELLYN STREET
CLARKESVILLE, GA 30523

A work session of the Habersham County Board of Commissioners was held on Monday, April 19, 2021 at 4:30 p.m. in the Jury Assembly Room of the Habersham County Courthouse in Clarkesville, Georgia.

Present: Chairman Dustin Mealor; Commissioner Bruce Palmer; Commissioner Jimmy Tench; County Attorney Donnie Hunt; County Manager Phil Sutton; County Clerk Lindsay Underwood; County Department Directors; Individuals from the Media and Public.

Chairman Mealor called the work session to order at 4:33 p.m.

Commissioner Palmer led the Invocation.

Commissioner Palmer led the Pledge of Allegiance.

TOPICS OF DISCUSSION:

a. Presentation from MSI Benefits Group-Matt Bidwell

Matt Bidwell, MSI Benefits Group, the County's benefits broker, reviewed a presentation provided to the Board. This year the county should anticipate an increase in the cost of employee health insurance by approximately \$500,000. After reviewing bids received for the upcoming benefits plan year, MSI recommends changing health insurance networks from HealthPartners to Aetna. Aetna has been able to offer a 54.8% discount on claims as compared to 41.9% savings we are seeing with HealthPartners. It is also recommended the county add behavioral health benefits to current Teledoc services. The County added the Manufacturer's Assistance Program (MAP) in July 2020 to obtain the lowest cost on prescription drugs. The program has saved the county \$160,984 to date, and the broker recommends continued use of this program. MSI recommends adding Livongo to assist members with managing diabetes. If a member chooses to enroll, the county cost is \$67 per month per employee that enrolls in the program. The ratio of claims paid to premiums collected is over 100% for the dental high plan, which is the same as the last three years. As a result, premiums will increase upon renewal. Employee deductions will increase as a result of the premium increase upon renewal. Phil Sutton, County Manager, explained that the Commission has not been asked to act on these changes at this time, but will be required to vote on the changes during the upcoming budget process. Mr. Sutton also explained that the County has been reserving funds at the maximum rather than expected amounts, and we should end the year with a substantial reserve to assist with benefits costs.

b. Discuss Potential Inland Port Tour

Commissioner Palmer has been invited, through his recent ACCG Economic Development courses, to tour the inland ports in Savannah, Murray County, and Hall County. One of the tours is tentatively set for May 17th, and others are tentatively set for May 18th and 19th, he wanted to know if the Commission wanted representation, in the form of a Commissioner, the County Manager, Planning Director, and the Cities, to participate in these tours. Discussion ensued. There was

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consensus that touring the northwest Georgia port and Hall County port with one Commissioner, Mr. Sutton, Dr. Thaxton, and Mike Beecham would be beneficial to help Habersham County prepare for future growth. Phil Sutton, County Manager stated that they would invite the City Managers and Mayors to participate as well.

c. Exit Interview Procedures and Policy Update

Vinitha Robinson, Human Resources Director, addressed the Board. She has prepared an exit interview policy and questionnaire per the Commission's instructions that would be completed electronically and treated confidentially so that employees would be encouraged to give honest responses. Information from the questionnaire would then be reported to the County Manager and Commissioners in a statistical format so that the identity of the employee is not revealed. Commissioner Palmer had also prepared a questionnaire that had similar questions but was not in a "check" or "ranking" format. Commissioner Palmer is of the opinion that individuals will just check off the form and not formulate responses that would be useful, which is why his questionnaire was formatted so that employees would think about their responses. Discussion ensued. This will be discussed further during the regular meeting when Commissioner Harkness and Commissioner Stamey are present.

ADJOURN: 5:27 p.m.

Respectfully submitted,

By: _____
Chairman Dustin Mealor

Attest: _____
County Clerk Lindsay Underwood