

**BOARD OF COUNTY COMMISSIONERS
UNION COUNTY, FLORIDA
SPECIAL MEETING
FEBRUARY 9, 2017**

NOTE: If any person decides to appeal any decision made with respect to any matter considered at this meeting or hearing, he or she will need a record for the proceedings and may need to insure that a verbatim record is made.

PRESIDING: Jimmy Tallman, Chairman

RECORDING: Savannah Chastain, Finance Officer

ATTENDING: Commissioner Woody Kitler; Commissioner Karen Cossey; Commissioner Tommy Nettles; Dianne Hannon, Board Secretary; Kellie Connell, Clerk of Courts;

1. MEETING CALLED TO ORDER

The meeting was called to order at 10:01 AM by Chairman Tallman.

2. INVOCATION AND PLEDGE

Commissioner Tallman delivered the invocation and led the Pledge of Allegiance.

3. DISCUSSION

Debbie Thomas, Cook and Associates, came before the Board and delivered the objective of the meeting. Larry Cook, Cook and Associates, stated that the presented timeline for renewal is preliminary and accommodation of the companies will be clarified.

Brian Brown, Director of Group Sales and Retention for AvMed, stated that a 15 month contract would be implemented to hold the rate in order to get on the proper fiscal year to allow for preparing the budget. Mrs. Booth questioned the effect this decision will have on the trend. Mr. Brown stated that AvMed will factor in the additional time period to accommodate for the extra 3 months to guarantee the rate will not change. The new contract would begin July 1, 2017 and would expire September 30, 2018 with a flat rate for the entire 15 months.

Mrs. Thomas and Mr. Cook explained the goal of BeniComp to the Board. The goal of BeniComp is to lower claims by increased health rates. Over the first few years, claims decreased and eventually plateaued. Mr. Cook discussed delivering ideas with and without BeniComp. If BeniComp is discontinued, options need to be discussed that will allow for reduced deductibles to an average of \$1000-\$1250. Mrs. Booth stated that 22 claims have been covered since 2014, when BeniComp was brought onboard. She suggested using the money that is paid monthly for BeniComp to establish a richer, more beneficial plan.

Mr. Brown stated that he will gather information regarding Health Savings Accounts, Health Reimbursement Arrangements, Flex Spending and other options. Mrs. Booth suggested scheduling a workshop to present plans then a meeting to present rates for plans. Commissioner Kitler suggested having individual carriers and agents to meet and develop options, present the options to the commissioners to review, then schedule a meeting to decide on a final plan. The

Board agreed to an insurance committee including Commissioner Cossey, Janet Booth, and Pam Woodington.

Commissioner Kitler questioned if everyone knows their involvement and level of importance with insurance. Mrs. Booth stated that 90% of issues come during open enrollment. She stated that in the coming months, open enrollment will be handled by Human Resources as well as Mrs. Woodington. If employees have an issue regarding insurance, they will report directly to Human Resources who is responsible for handling the issue, keeping the issue on file and assuring the employee the situation will not occur again.

Mrs. Thomas stated that Guardian, which offers group life, voluntary life, and dental, will present a 15 month contract, in which rates will be slightly higher to cover the 3 month period, and these rates will be back no later than April 1, 2017. Humana Vision is already on a contract that coincides with October 1 effective date. Mrs. Thomas stated that our 2-year rate ends September 30, 2017 which means the new rates may increase depending on claims. Mr. Cook agreed to have Humana quote rates on Guardian policies. He explained that it is complicated to get rates for supplementals 6 months in advance. Clerk Connell suggested holding a second open enrollment for supplementals for the employees to review and approve in July.

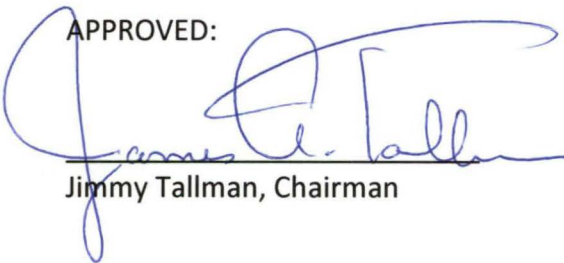
Clerk Connell suggested the Board consider removing Liberty National, Allstate and Aflac from payroll deductions to private payments by the individuals with these policies. **Commissioner Cossey moved to discontinue Liberty National, Allstate and Aflac from payroll deductions. Commissioner Kitler seconded the motion. The motion carried unanimously.**

Mr. Cook discussed Colonial Gap coverage. He explained that by eliminating BeniComp, Colonial Gap is an option. Mrs. Booth agreed to discuss this option with the insurance committee.

4. **ADJOURNMENT**

Chairman Tallman adjourned the meeting at 11:33 AM.

APPROVED:

A blue ink signature of Jimmy Tallman, written in a cursive style.

Jimmy Tallman, Chairman

ATTEST:

A blue ink signature of Kellie H. Connell, written in a cursive style.

Kellie H. Connell, Clerk of Courts