

BOARD OF COUNTY COMMISSIONERS
UNION COUNTY, FLORIDA
ADJOURNED MEETING
JULY 26, 2021

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 ensure that a verbatim record is made.

PRESIDING: James Tallman, Chair

RECORDING: Kellie Hendricks Rhoades, Clerk of Courts & Comptroller

ATTENDING: Commissioner Lacey Cannon; Commissioner Channing Dobbs; Commissioner Ryan Perez; James Williams, County Coordinator; Dianne Hannon, Board Secretary; Russ Wade, County Attorney; Pamela Woodington, Finance Director

MEETING RECONVENED

Chair Tallman reconvened the meeting at 12:15 pm. Commissioner Cannon offered the invocation and led Pledge of Allegiance.

HEALTH INSURANCE DISCUSSION

Chair Tallman turned the floor over the Mr. Williams to review the results of the employee poll regarding employee preferences of Florida Blue or Aetna. He noted that 50 had chosen Florida Blue, 27 had chosen Aetna and 10 were undecided. Chair Tallman indicated that it was clear that a large majority would rather stay with Florida Blue, and it does not matter to him personally. **Commissioner Dobbs moved to renew the offer from Gallagher with Florida Blue. Commissioner Perez seconded the motion, and it passed unanimously.**

Additional discussion ensued regarding the funding options surrounding the HRA contribution, and the split between the employer portion and the employee portion. Clerk Rhoades indicated that the rates presented assumed the monthly \$90.70 HRA contribution and the \$22.00 employee portion remained the same, as the Florida Blue premium is \$537.73, the Medical Bridge coverage remains \$75.43, and the HRA contribution add to a total of \$703.86. If those amounts were chosen by the Board for single coverage on the most popular plan, the employer contribution would be \$681.86. The Board agreed by general consensus to keep the HRA contribution and employee share the same.

Mr. Williams indicated that according to the County's cafeteria plan, the County can contribute more towards employee premiums with dependent coverage. After much discussion regarding possibilities of structuring a different contribution amount and the County's ability to afford the increase, Kristi McCallister asked permission to address the Board. She stated that she has worked in the insurance field, and would like to clarify the item of discussion. Mrs. McCallister said she personally takes the County's insurance to insure her children, that if the Board does choose to contribute more towards dependent coverages, then the County is essentially paying to insure her children. She further added that while she would personally benefit, her opinion is that it isn't the County's responsibility. **Commissioner Dobbs moved to for the Board contribution to be \$681.86 per month for all employees. Commissioner Perez seconded the motion, and it passed unanimously.**

Clerk Rhoades then indicated that after a discussion with Mr. Williams, it could be a benefit for an employee with dependent coverage to contribute more and receive the HRA contribution, or to waive the Medical Bridge supplemental insurance to reduce their premium, depending on each employee's individual circumstances. She indicated that Gallagher staff is looking into the matter to determine if it is allowable under the current cafeteria plan. Board members confirmed with her that it would not effect the County's expense, and Clerk Rhoades confirmed that it would not, but simply give employees more options to choose insurance coverage that best fits their family. **Commissioner Dobbs moved to allow the recommended options if allowable. Commissioner Perez seconded the motion, and it passed unanimously.**

Adopted by vote of the Board of County Commissioners on August 16, 2021.