



LEE COUNTY

Life works well here

# BOARD OF COUNTY COMMISSIONERS

T. PAGE THARP GOVERNMENTAL BUILDING  
102 STARKSVILLE AVENUE NORTH, LEESBURG, GEORGIA 31763

TUESDAY, MAY 9, 2023 AT 4:30PM  
T. PAGE THARP BUILDING  
KINCHAFOONEE CONFERENCE ROOM  
WWW.LEE.GA.US

SPECIAL CALLED MEETING  
PERSONNEL COMMITTEE

## COUNTY COMMISSIONERS

Billy Mathis, Chairman	District 3
Luke Singletary, Vice-Chairman	District 2
Dennis Roland, Commissioner	District 1
Chris Guarnieri, Commissioner	District 4
George Walls, Commissioner	District 5

## COUNTY STAFF

Christi Dockery, County Manager  
Kaitlyn Good, County Clerk  
Jimmy Skipper, County Attorney

The Personnel Committee of Lee County Board of Commissioners met for a Special Called Meeting on Tuesday, May 9, 2023 at 4:30pm. The meeting was held in the Kinchafoonee Conference Room of the Lee County T. Page Tharp Governmental Building in Leesburg, Georgia. Those present from the County were Chairman Billy Mathis, Commissioner Luke Singletary, Commissioner Chris Guarnieri, Commissioner George Walls, County Manager Christi Dockery, Finance Director Heather Jones., Human Resources Director Brandy Hoey, and County Clerk Kaitlyn Good. Also present was Chad Slaughter and Heather Land from Marsh McLennan Agency. Commissioner Dennis Roland entered the meeting at approximately 5:15pm. Commissioner Singletary, Chairman of the Personnel Committee, called the meeting to order at 4:35PM.

## CALL TO ORDER

- (A) **Chad Slaughter, Senior Vice President of Employee Health and Benefits for Marsh McLennan Agency, LLC, to present on healthcare.**

Handouts were provided to the Board and staff members present.

### Know the Costs

This is a service targeted at imaging services (i.e. CT, MRI, Ultrasound, X-Ray, PET, etc.). There is a direct contract with American Health Imaging (formerly Albany Diagnostic Center) for this service that offers significant discounts with lower pricing and no out of pocket costs for employees. Members have \$0 cost share when using Know the Costs. During the first quarter, there was a reported approximate \$13,000.00 in savings with 15 total scans. In previous years, there has been a total of \$60,000.00 – \$70,000.00 in savings annually. Mr. Slaughter emphasized that this service is mainly dependent on word of mouth.

### Teladoc – Healthiest You

This service offers telemedicine with no copay requirement. The following components are offered with Healthiest You: General medical, dermatology, nutritional counseling, neck and back care, expert medical services, and mental health counseling. The County currently pays \$10 per employee for this service and Mr. Slaughter informed the Board that there is a \$1.00 increase and an added component to focus on adolescent mental health. In the current report period (March 2022 – February 2023), there were 85 visits for general medical, 14 visits for mental health, 1 visit for dermatology, and 5 visits for nutrition.

### Claims Experience/ Utilization

There are three levels of health care plan: Platinum (53 employees), Gold (86 employees), and Silver (HSA – 49 employees). Overall, the plan is running well, with only a few large claims. There are currently 185 employees and 383 total members on the medical insurance. The overall claims report shows the maximum claim liability, medical paid claims, Rx paid claims, total paid claims, amount over specific, total NET paid claims, fixed cost, and average net claim cost per PEPM for the year 2022-2023 to date. Through March 2023, the total maximum claim liability is \$2,661,986.00. Mr. Slaughter added that there are two types of reinsurance that we purchase: Specific

(reinsurance on any one individual with the threshold of \$80,000.00, the stop-loss) and Aggregate (protects the group/ plan as a whole). The reinsurer has paid out approximately \$480,000.00 this year to date.

#### Large Claim Activity

This past year, three individual claims were lased; however, there is only one of these claims that has continued on into this current year. The lased claims show a total of \$692,985.00 over the specific deductible of \$80,000.00.

#### Medical Renewal and Marketing Results

Out of those that responded to the RFP from Marsh McClellan, the best firm proposals came from Anthem BlueCross BlueShield (incumbent) and UMR Symetra. UMR has been used in the past. The proposal summaries in depth can be seen on page 16 of the provided handout. No proposal offered rates lower than what is current. For Anthem's proposal, there is a slight decrease in the administration costs from this year at \$122,006.00 vs. \$127,392.00, while UMR is higher at \$156,362.00. Additionally, for the Annual Total Fixed Cost, Anthem's proposal is \$1,213,284.00, while UMR is \$1,072,554.00, but both are higher than the current rate of \$949,186.00. The current annual maximum claim cost is \$3,535,938.00, with Anthem's proposal being \$3,550,960, and UMR's proposal being \$3,345,420.00. Both Anthem and UMR list an additional laser liability of \$120,000.00.

#### Employee Contributions

Page 19 of the provided handout details the 2022-2023 Current Employee Contributions. The Platinum Plan was increased by 5% last year. The current contribution revenue is \$420,729.00; if the Platinum Plan is increased by another 5%, the contribution revenue will be \$478,180.00, and if increased by 10% would be \$537,285.00.

#### Recommendations

Mr. Slaughter recommended maintaining Know the Costs and Teledoc as well as not changing the employee contribution to the Gold or Silver Plans. The Board and staff discussed the possibility of eliminating the Platinum plan altogether, as has been considered in years past as well as increasing the employer contribution for the Silver Plan. The Board and staff also discussed increasing the employer contribution to the Silver Plan as a draw for employees to sign up for that plan.

Mr. Slaughter asked that the Board and staff allow him to contact Anthem BlueCross BlueShield again for renegotiation since receiving the proposal from the other carrier just this same day. The Board agreed and Mr. Slaughter stated that he would have his full recommendation sent in as soon as possible so that the Board may vote accordingly at an upcoming meeting.

Mr. Slaughter's presentation at the regularly scheduled meeting of the Board of Commissioners set to immediately follow the present meeting was cancelled per these discussions.

#### EXECUTIVE SESSION

NONE

#### PUBLIC FORUM

*Citizens will be allowed to address the Board of Commissioners regarding any issues or complaints. Individuals should sign up prior to the start of the meeting.*

No citizens took part in the Public Forum

#### ANNOUNCEMENTS

- (A) The next regularly scheduled County Commission meeting is **Tuesday, May 9, 2023 at 6:00pm.**

#### ADJOURNMENT

The meeting was adjourned at 5:40pm.

*Lee County is a thriving vibrant community celebrated for its value of tradition encompassing a safe family oriented community, schools of excellence, and life long opportunities for prosperity and happiness without sacrificing the rural agricultural tapestry.*

Persons with special needs relating to handicapped accessibility or foreign language interpretation should contact the ADA Coordinator at (229) 759-6000 or through the Georgia Relay Service (800) 255-0056 (TDD) or (800) 355-0135 (voice). This person can be contacted at the T. Page Tharp Building in Leesburg, Georgia between the hours of 9:00 a.m. and 4:00 p.m., Monday through Friday, except holidays, and will assist citizens with special needs given proper notice of seven (7) working days.

The meeting rooms and buildings are handicap accessible.