



Fannin County Board of Commissioners
Called Meeting
Jury Assembly Room
May 16, 2019 8:30 a.m.

CALLED MEETING

Chairman Helton called the meeting to order at 8:30 a.m.

Present in meeting were Chairman Helton and Post Two Commissioner Glenn Patterson. Post One Commissioner Earl Johnson was absent from meeting.

NEW BUSINESS

Chairman Helton stated it was time for renewal on the insurance with the County and that's an important time. Chairman Helton stated they were looking at a few changes.

Lena Andrews with Benefit Support & Ron Alford, Master Agent explained the upcoming changes. Chairman Helton stated they were going to maintain the same premiums as last year. Lena Andrews stated they were still negotiating and it may be a little less than 5%. There are three things that are being looked at.

Changes discussed were Spousal Carve Out – If an employee has a spouse currently on their Health plan and the spouse has access to coverage through their employer, they will be removed from the county's plan effective 7/1/2019. The spouse can stay on the county's plan but the county's plan would become secondary. Mr. Alford stated the spouse would have sixty days; they would have June and the county's effective date would be July 1st. And they can't have a break in coverage so there would be a thirty(30) day period for their employer insurance. Sheriff Kirby asked about the rate they're giving. "Would that be affecting the rate they are giving employee?"

The second item would be a Tobacco Use Premium -Each employee will sign a waiver at the Open Enrollment meeting to indicate if they use tobacco/vape or not. Starting July 1, 2019, the employees will have a chance to quit tobacco/vaping and use prescription patches or medications that the county will pay for. The employee will still need to pay for the co-pay on those certain medications or patches. The employees will have 6 months from July 1, 2019 (January 1, 2020) to stop using tobacco/vaping or they will be charged a premium of \$50.00 a month added to their cost of the plan. This will add approximately \$11.54 a week to their cost of insurance. Beginning January 1, 2020 there will be tests given to prove if the employee has stopped using tobacco/vape or not. If they have stopped and this is proven, then the \$50.00 will not be charged. Commissioner Patterson asked about tools to help the employees stop using and Ms. Andrews elaborated on some of the tools and stated it would be ongoing.

The third item is Step Therapy – This program reduces high cost on prescriptions. In most cases, using Good RX, your cost will be cheaper than your co-pay using your Health Insurance. Ms. Andrews elaborated on the different ways to save on drugs. By example, she went into detail about "The GoodRX card and GoodRX App also. Chairman Helton asked about a new medication previously on and if it would affect anyone. Ms. Andrews stated that anyone who was on a medication and if it was working for them, it would be grandfathered in. Ms. Andrews stated that each additional case is looked at differently and it would be overridden due to clinical notes. Ms. Gazaway stated the prescription cost to the county had gone up for the year and health insurance claims were \$4 million dollars and health insurance paid back a little over \$2 million. Chairman Helton stated they felt very strongly about looking at these other options.

Robert Graham asked the question about new hires with the tobacco surcharge. Ms. Andrews and Mr. Alford agreed upon the six months. Sheriff Kirby asked about the six months and exactly what it would mean. Chairman Helton responded by stating, "They would have six months to quit and then after that the additional charge would be applied." Sheriff Kirby asked at six months, "Who determines who gets charged?" Mr. Alford stated they would have to trigger the system who it would be so they could come back and talk to them. Commissioner Patterson wanted to clarify that these three will all go into place at the same time. Chairman Helton stated the only one that might impact their fee would be the tobacco.

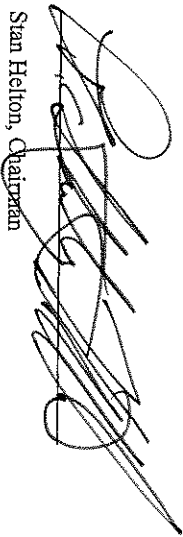
Sheriff Kirby asked about six months, "So the six months mark starts when? Ms. Garaway stated it would start on July 1st. Kirby stated, "So come January, we'll know how many will quite." Commissioner Patterson wanted Sheriff Kirby to know that they could get some help with it also. Chairman Helton made the motion first to renew the healthcare plan with BSI for the time frame from July 1, 2019 thru June 30, 2020. Motion made second by Commissioner Patterson. By majority, motion passed unanimously.

EXECUTIVE SESSION

No need for Executive Session at present time.

CLOSING

Motion to adjourn made at 9:12 a.m. first by Chairman Helton. Motion made second by Commissioner Patterson. Motion passed unanimously.



Stan Helton, Chairman



Earl Johnson, Post One Commissioner



Glenn Patterson, Post Two Commissioner

Attest:

Sherri Walker, County Clerk