

BOARD OF SUPERVISORS

MEETING MINUTES

Special Meeting Date: 5/25/2017

Meeting Location: Bert Harris Center, Conference Room III
Sebring, Florida

FINAL - Approved 6/26/2017

Recorded by: Susie Bishop

MEETING LOCATION: BERT HARRIS CENTER, SEBRING, FL
MEETING SCHEDULED START: 8:00 A.M. CALL TO ORDER: @ 8:01 A.M.

Name	Title	Organization	Present
ATTENDANCE			
Scott Kirouac	Chairman	Highlands Soil & Water	Y
Dr. John Causey	Vice-Chairman	Conservation District	Y
Doug Deen	Secretary/Treasurer		Y
Pamela Fentress	Supervisor		Y
Steve Smith	Supervisor		Y
Commissioner Jim Brooks	Liaison	Highlands Co. Board of County Commissioners	Y
Susie Bishop	Executive Director	Highlands Soil & Water	Y
Earl Thomas	BMP Technician	Highlands Soil & Water	Y
Drew Pitts	MIL Manager	Highlands Soil & Water	Y
Jacob Miller	MIL Technician	Highlands Soil & Water	Y
<u>Other Attendees:</u>			
Randy Vosburg	Asst. Co. Administrator	HCBOCC	Y
Tasha Morgan	Director of Business Services	HCBOCC	Y

PUBLIC MEETING ANNOUNCEMENT READ BY CHAIRMAN

I. Welcome, Introductions & Announcements

Executive Director Bishop explained the reason for the special meeting - to discuss and approve a request to the Highlands County Board of County Commissioners to add our employees to the County Health Insurance Plan with the premium expense for each employee that joins be paid by HSWCD with a reimbursement for this expense from FDACS-OAWP. Additionally Bishop announced to the Board the resignation of BMP Technician Dakota McCullers. She will begin the search for his replacement immediately.

II. New Business

Bishop updated the Board on the progress made regarding the ability for our employees to join the HCBOCC Health Insurance Plan introducing the Assistant Co. Administrator, Randy Vosburg & HCBOCC Director of Business Services, Tasha Morgan. Vosburg and Morgan explained in detail how the self-funded policy operates, the specifics of joining, including the process and expenses. The county insurance committee had voted to accept our District to join, but to assess a one-time "joining fee" of \$1000.00 per employee. These fees will be added to the reserve of the plan - dollars used to pay claims in the plan. Bishop explained FDACS has agreed to reimburse HSWCD for this expense. If an employee adds dependants to the plan, at their personal expense for the premium, and if the dependants have a claim surpassing the ratio of their premiums paid in then the \$1000.00 joining fee will be required of the dependents too - but only in year one.

Discussion took place regarding the details of the coverage, the County's stop-loss policy and other requirements of HSWCD for joining. The HCBOCC requests that HSWCD offer the same added benefits they offer to their employees. This includes a monthly charge of \$3.50 for each employee for MD Live services and the Employee Assistance Program (EAP) for special services. The minimal EAP costs will be added into the monthly premium amount. The monthly premium for the employee is approximately \$583.00 for the fully paid premium plan. If an employee desires to upgrade his plan for a bit more options that added premium expense will be deducted from their monthly pay. The employee can also add, at their expense, dental, vision and increased level of life insurance plans too. There is also a prescription plan available at a much reduced out of pocket cost to the employee. Motion made to approve the employees have the opportunity to join the County health insurance plan (Fentress/Smith). Unanimous approval.

The next step will be this request being presented to the Board of County Commissioners on June 20. Bishop will attend the meeting and notify the BOS and employees of the outcome. Enrollment for the plan will be in early July with coverage becoming effective October 1, 2017.

Employees on the plan are required to participate in an annual wellness event or a complete physical with their physician. If they do not participate or get the physical they will be responsible for a premium increase for their health insurance policy. Based on the current Affordable Care Act, pre-existing conditions are not excluded from coverage. If legislative rulings in coming year change that, the County will work with their Agent to address this issue.

Meeting adjourned at 8:35 A.M.

Scott Kirouac, Chairman

Doug Deen, Secretary