

SPECIAL CALLED MEETING

The Spalding County Board of Commissioners held a Special Called Meeting in Room 108 in the Courthouse Annex, on Thursday, April 22, 2010 at 1:00 P.M. with Commission Chairman Edward Goss, Jr. presiding and Commissioners Gwen Flowers-Taylor, Eddie Freeman, David Phillips, and Bob Gilreath present. Also present were Interim County Manager Tim Whalen, Interim Assistant County Manager Virginia Martin, County Attorney James R. Fortune, Jr., and Glinda Robertson to record minutes.

I. OPENING (Call to Order) – Chairman Edward Goss, Jr.

II. OPEN SESSION

There was a motion to amend agenda to add Closed Session to discuss pending litigation.

Motion/second by Commissioners Freeman/Gilreath to approve amending agenda and carried by a vote of 5-0.

1. Consider approval of Spalding County Employee Insurance Benefits.

Matt Bidwell from CSI Group Benefits was present to address the Board. This was an update and review of Monday night's meeting. Mr. Bidwell announced that Cigna had changed their initial offer to +12.07% as opposed to the initial 14.4% offer. He also stated that according to the Insurance Advisory Committee, the employees do not wish to change insurance companies again. One reason for this was because Dr. Gore and Dr. Golightly do not participate in the Blue Cross/Blue Shield program.

Mr. Bidwell recommended that whichever carrier the county goes with, they should keep the dental plan and medical plan with the same carrier. It was recommended by the Insurance Advisory Committee to change the short term disability and life insurance to Hartford.

Blue Cross/Blue Shield had three representatives present for their proposal. Jill Griffith began by stating that BC/BS has a very good offering. She said two or three years ago, BC/BS did not do a good job of communicating with the county some of the programs they offer. She then introduced Paige Sell to address the Board with their offerings.

Ms. Sell stated that BC/BS owns their healthcare organization. They are always looking at ways to improve their programs. They look at what to do from a statewide perspective. They are empowering people with tools and resources to make them healthier. BC/BS knows the county is looking for employee satisfaction. The company is looking for gaps in care by making sure everyone takes their medications and gets all the tests they need. They are also reaching out to doctors and letting them know they are there to support them.

BC/BS offers a tremendous amount of services. They have a care center that reaches out to the employees. It can be by telephone, face to face, or electronically. They have many ways to communicate with the employees. They can assist with locating doctors or map directions for you. They offer a variety of programs that will be part of the county's offering. They also have a huge data warehouse. Health Risk Assessments will be used as part of that tool.

The employees will have access to a 24/7 nurse line. There may be other programs the county might want to consider. They are trying to drive people to the right level of care.

Ms. Flowers-Taylor stated the BC/BS report shows 94% of employees in a survey saw an improvement in their health after filling out the Health Risk Assessment form and receiving guidance from BC/BS. This is from a survey of 275,000.

Referrals with BC/BS are seamless. They have open access which means you can go to anyone within the network without asking for a referral.

BC/BS also has reporting capabilities. They can tell us how many diabetics we have, or how many employees have high blood pressure. They will let us know what kind of programs we might like to implement. They engage people early on and make them aware of their own health risks. BC/BS had samples of reporting.

Next, Ken Munkel, Client Manager from Cigna Healthcare, was also at the meeting to give his presentation. Mr. Munkel discussed the renewal process with Cigna. He

wanted to look at how to change the behavior of participants in the plan. He stated this is the only sustainable thing that will improve the cost of the plan. This will be done through a Health Risk Assessment Program. This program will help to assess people with their healthcare needs and direct them to the proper care they need.

Natasha Sherman, Client Strategy Specialist from Cigna, was also present to assist with the Cigna presentation. Her role is to engage in the wellness activities for the employees. She will develop specific programs for Spalding County and their employees. After people complete the Health Risk Assessment, they are automatically engaged with programs specific to their needs. The goal is to shift the focus from the cost of healthcare to the health of the employees.

Ms. Sherman went on to say that any person that gets lab work done at their doctor's office that is within the network, the information is automatically imported into the health assessment. It is very important that people fill out the Health Risk Assessment form. They have identifying tools that allow them pinpoint specific health risks for employees. Cigna has programs specific to chronic illnesses and for acute patients.

32% of employee population is currently logging on and using the tools Cigna provides. They have a drug comparison tool. Employees can get real time cost for medications on-line. Their life style management programs are unique. Each member gets a life style management coach. The smoking program has a 78% success rate.

Cigna met with the insurance committee for engagement strategies. Cigna states that five percent of the population will drive fifty percent of healthcare costs. Seventy percent of chronic diseases are preventable or reversible by lifestyle changes. Cigna would like to create a culture of wellness. There is a 3.8% difference in the cost from BlueCross/Blue Shield.

Mr. Ben Pittarelli with ACCG was also present to express his support for the BC/BS Program through ACCG.

Bill Gay addressed the Board by saying each of the last two years the county has made a change in insurance carriers. He stated if the county develops a reputation of jumping carriers, companies will not want to quote us. This type of change is disruptive to employees. Mr. Gay's recommendation is to remain with Cigna.

Ms. Flowers-Taylor believes it is imperative that our employees fill out the Health Risk Assessment form. She would also like to see parents have to fill out a form for children on the plan. Ms. Sherman stated she did not know any company that required anyone under 18 to fill out these assessments.

Mr. Freeman stated it has come to his attention that certain people might believe he has a conflict of interest and should stand down and not vote since he belongs to the ACCG. Mr. Fortune says there is no conflict of interest due to the fact there will be no financial gain for Mr. Freeman nor will he be covered by this insurance.

Ms. Flowers-Taylor was very impressed by the BC/BS presentation and equally by the Cigna presentation. At the end of the day, she wants to be able to see that our personnel become healthy. She stated it comes down to dollars and cents. She is impressed that ACCG wants our business and dropped their percentage of increase. She wants what's going to be the best for our employees.

Mr. Phillips asked for a recommendation from Mr. Bidwell. He stated both companies are fine companies. Mr. Bidwell is the insurance advocate for Spalding County. According to Mr. Bidwell, the high point of BC/BS is it's the lowest bid on the table. Both programs will offer very robust wellness programs. Cigna's plus is that they incorporate lab work into the wellness program.

Cigna and BC/BS both have very good discounts with medical providers. Once the decision is made Mr. Bidwell would like to talk to the county about the wellness program.

Motion/second to approve by Commissioners Freeman/Phillips and carried by a vote of 3-2. Goss and Flowers-Taylor voted against. This vote approves Spalding County to offer health and dental insurance with Blue Cross/Blue Shield; Dearborn Basic Group Life AD&D; and Hartford Voluntary Short Term Disability and Life Insurance.

There was a motion/second by Commissioners Flowers-Taylor/Freeman to require all employees and family members, 18 and over, to fill out the Healthcare Assessment for Blue Cross/Blue Shield. This was carried by a vote of 4-1 with Phillips voting against.

2. Consider approval of carryover contract for the Spalding County Community Services Development Block Grant (CSBG) Program with Three Rivers Regional Commission for Fiscal Year 2010.

Gwen Flowers-Taylor says the concern is how the Family and Children's Services would be involved with qualifying people for this plan. She believes the health clinic might be a better resource. The Board asked Ms. Martin to get the particulars on this item.

Motion/second to table by Commissioners Flowers-Taylor/Gilreath and carried by a vote of 5-0.

3. Consider approval of service agreement between Three Rivers Regional Commission and Spalding County to provide public transportation.

It has been confirmed by Mr. Fortune that Spalding County is providing the insurance on these buses because they are in the name of Spalding County. We will be getting five new buses from federal stimulus monies.

Motion/second to approve agreement by Commissioners Flowers-Taylor/Freeman and carried by a vote of 5-0.

4. Review and revise 2009-09 Ethics Ordinance of the Spalding County Code of Ordinances.

Mr. Fortune stated anything referring to employees has been taken out of the ordinance. He says his office sent the wrong copy of the ordinance over to the Board.

Ms. Flowers-Taylor would like to see "in-laws" put in the Definitions Section.

Mr. Gilreath does not like any of the Ethics Ordinance. He especially does not like the part that involves attorneys. The issue is having attorneys come in and being judges on these situations and charging the county for it.

Ms. Flowers-Taylor believes it is necessary to go on the outside to have someone look at these situations. She believes there should be an independent Board with someone of a legal background.

Mr. Gilreath says everyone on the Board is political. Anyone can make an off the wall comment on any of them whether it is true or not.

Ms. Flowers-Taylor says there has to be a source of review for the Board. Mr. Goss would like to see the attorneys review the situation pro bono.

Ms. Martin stated the City of Griffin has a list of people that are willing to participate with these situations at no charge. She suggests the county need to put together a pool of people willing to serve on this Board.

Mr. Fortune says there will be two kinds of complaints. There will be those against commissioners and those against non-commissioners. In the case of non-commissioners, three commissioners would hear the case to see if there is enough evidence to have a hearing. If there is enough for a hearing, a majority of the Board would set the penalty.

Ms. Flowers-Taylor says if they are found guilty, citizens should be notified with the end results of the investigation. They should be made public.

The commissioners want to look for a pool of people for this Board.

Motion/second to table by Commissioners Flowers-Taylor/Phillips and carried by a vote of 3-0. Two of the commissioners were out of the room.

V. CLOSED SESSION – Pending Litigation

Motion/second by Commissioners Flowers-Taylor/Freeman to go into closed session at 3:50 p.m. and carried by a vote of 5-0.

IX. ADJOURNMENT

Motion/second to adjourn at 4:03 p.m. by Freeman/Gilreath and carried by a vote of 5-0.

Chairman

Interim County Clerk