



SUMNER COUNTY COMMISSION

355 N. Belvedere Drive – Room 111
Gallatin, Tennessee 37066-5410

Commissioners

First District
Moe Taylor
Terry Wright

Second District
Billy Geminden
Larry Hinton

Third District
Alan Driver
Steve Graves

Fourth District
Jerry Foster
Leslie Schell

Fifth District
Baker Ring
Danny Sullivan

Sixth District
Deanne DeWitt
Luke Tinsley

Seventh District
Gene Rhodes
Brian Stewart

Eighth District
Merrol N. Hyde
Shellie Young Tucker

Ninth District
Jerry F. Becker
Chris Taylor

Tenth District
Paul R. Goode
Caroline S. Krueger

Eleventh District
Scott Langford
Jeremy Mansfield

Twelfth District
Michael Guthrie
Justin Nipper

The following minutes are included in this packet:

Budget Committee.....August 9

Committee on Committees..... August 16

Education Committee.....August 2

Emergency Services Committee..... August 2

Employee Benefits Committee.....February 23 & May 18

General Operations Committee.....August 2

Legislative Committee.....August 9



BUDGET COMMITTEE MINUTES
August 9, 2021

MEMBERS PRESENT
Chris Taylor, Chairman
Billy Geminden
Justin Nipper
Leslie Schell
OTHERS PRESENT
Leah Dennen
Ben Allen
David Lawing
Anthony Holt
Lori Atchley
Jim Young

- I. CALL TO ORDER by Chairman Taylor at 6:00 pm in Room 112 of the Sumner County Administration Building in Gallatin, TN.
 - A. Invocation- Led by Commissioner Geminden.
 - B. Approval of Agenda- Motion to approve by Commissioner Nipper, second by Commissioner Schell, unanimous approval.
 - C. Recognition of Public-None
 - D. Approval of Minutes – July 12, 2021- Motion to approve by Chairman Taylor, second by Commissioner Geminden, unanimous approval.
- II. REPORT OF THE BUDGET COMMITTEE CHAIRMAN- Chairman Taylor explained, regarding redistricting, we now know when the census is going to come out. He stated that we have worked with Administrator of Elections Atchley, and she will come to the committee to discuss what she needs, and it will be addressed then. Ms. Atchley stated she has submitted a letter to Mayor Holt regarding new voting machines and would like to request \$1.5M from the American Recovery Plan Act. Finance Director Lawing asked Ms. Atchley if she has the grant confused with the State COVID Local Recovery Grant, because the American Recovery Plan Grant is very limited. Ms. Atchley stated she has spoken with Jason Mumpower at the comptroller's office, and he stated that voting machines qualify. Finance Director Lawing requested Ms. Atchley have Mr. Mumpower send an email stating that; she stated she would. Chairman Taylor asked Finance Director Lawing and Law Director Dennen to research the grant because there are additional rules on how the money can be spent that will be coming out in September. Mayor Holt pointed out that water, sewer, and broadband qualify for sure, and we need to hire a firm to work with the federal government on what projects we can use the additional funds for. Mayor Holt informed the committee that this is a direct appropriation from the federal government, and we need to make sure the funds are spent correctly, because if we don't, we will have to pay it back with local funds. Chairman Taylor stated we know we are going to have to get new machines at some point, and we will address it when needed. Lori Atchley pointed out that the new machines will have a voter verified paper audit trail, so it is pay it now or pay it later. She stated she wants to keep the committee informed.
- III. REPORT OF THE COUNTY MAYOR-None
- IV. REPORT OF THE FINANCE DIRECTOR
 - A. Approval letter from the Tennessee Comptroller of the Treasury for the FY2022 budget- Included in packet. Finance Director Lawing stated the only thing noted is they request him to send monthly financial reports and highway cashflows to the county commission, which we already do. He stated the financials for July and August will be sent next month.
- V. OLD BUSINESS- None
- VI. NEW BUSINESS
 - A. Education
 1. Technology infrastructure for Liberty Creek Schools- Motion to approve by Chairman Taylor, second by Commissioner Schell, unanimous approval.
 - B. Resource Authority transfer station proposal-Finance Director Lawing provided the attached contract. He stated he has met with Mr. Young, Mr. Wright, and Mr. Maloney to speak about the resource authority. Finance Director Lawing stated their concern is that there has been a large growth in solid waste. In addition, Hendersonville has a good potential to begin using it. They are requesting approximately \$13M from the county and the two cities that fund them. Finance Director Lawing explained the best way to fund this, if the county commission chooses to do so, is during the refinancing of the bond. He further explained that a special called financial management meeting will need to be held at the same time as the budget committee in September. Chairman Taylor stated he feels comfortable approving in this committee, but the resource authority will need to give a presentation to the full commission for them to discuss and act upon. Mr. Young stated they would present Monday night at the county commission meeting. Mayor Holt stated he has concerns that if something goes wrong, the county will be responsible for the entire bond.

Chairman Taylor pointed out that any item approved unanimously automatically waives the second reading.

C. Appropriations

1. County Mayor
 - a. Three-star grant - \$50,000- Motion to approve by Commissioner Schell, second by Commissioner Nipper, unanimous approval.
 - b. County administration building roof railings- Motion to approve and fund from local capital by Chairman Taylor, second by Commissioner Schell, unanimous approval.
 - c. American Recovery Funds – broadband- Mayor Holt spoke to this. Motion to approve by Commissioner Schell, second by Chairman Taylor, unanimous approval.
2. Election Commission
 - a. Purchasing voting machines with American Recovery Funds - \$1.5M- No action taken.
 - b. Requesting FY2022 budget to be approved as originally submitted (May 10th) for part time, overtime, and new full-time items- No action taken.
 - c. Hiring full time replacement 30 days in advance of retiring employee leaving on Sep 17th- The committee agreed for Administrator of Elections Atchley to hire a full-time person for replacement. No motion was made.
3. Law Director – Salary adjustments and additional staffing- Law Director Dennen requested salary adjustments to current staff and part time help. The committee agreed for Law Director Dennen to hire a full-time person and the salary adjustments to wait until the salary study is completed. No motion was made.
4. IT – commission chamber audio/video solution- The committee agreed for this item to be forwarded to the general operations committee.
5. Risk Management -Motion to group and approve items VI.C.5 a. and b by Commissioner Schell, second by Chairman Taylor, unanimous approval.
 - a. \$50,141 from general fund unassigned fund balance for building and contents insurance over budgeted amount-
 - b. \$13,982.07 from general fund unassigned fund balance for liability insurance over budgeted amount
6. EMA - \$5,896 from general fund unassigned fund balance for new command post insurance- Motion to approve by Commissioner Schell, second by Chairman Taylor, unanimous approval.
7. Sheriff's Office
 - a. \$180,000 from SRO assignment for SRO vehicles, equipment, uniforms, and training expenses- Motion to approve by Chairman Taylor, second by Commissioner Schell, unanimous approval.
 - b. \$62,000 for jail COVID abatement- Motion to approve and fund from local capital by Chairman Taylor, second by Commissioner Schell, unanimous approval.
8. Hendersonville Library - \$2,500 TOP grant for mobile hotspots and digital art classes- Motion to group and approve items VI.C.8 and 9 by Chairman Taylor, second by Commissioner Schell, unanimous approval.
9. Millersville Library - \$2,999.19 TOP grant for mobile hotspots and technology trainers
10. Juvenile Services – FY2021 AOC grant carryover- Motion to group and approve items VI.C.10 and 11 by Chairman Taylor, second by Commissioner Schell, unanimous approval.
11. FY2021 carryovers

D. Transfers

1. Within payroll lines- Motion to group and approve items VI.D.1 and 2 by Chairman Taylor, second by Commissioner Nipper, unanimous approval.
 - a. County Clerk – move \$50,000 from part time personnel to overtime and regular salary lines
 - b. Gallatin Library – change 40-hour employee to 32 hours; use some of remaining funds to hire additional part time staff
2. Other inter-budgetary

E. Tax Refunds- Motion to group and approve items VI.E.1 and 2 by Commissioner Schell, second by Commissioner Nipper, unanimous approval.

1. Holleman Hydroseeding and Erosion Control - \$48
2. Jayson Promotions Inc - \$8

VII. ADJOURNMENT- Motion to adjourn at 6:44pm by Chairman Taylor.

AGREEMENT
BETWEEN THE SUMNER COUNTY, TENNESSEE
AND
THE CITIES OF HENDERSONVILLE AND GALLATIN
FOR BORROWING MONEY ON BEHALF OF
THE RESOURCE AUTHORITY OF SUMNER COUNTY

WHEREAS, this Agreement is entered into by and among the undersigned parties, for and on behalf of their respective governing bodies, that being the City of Hendersonville ("**Hendersonville**"), the City of Gallatin ("**Gallatin**"), and the County of Sumner ("**County**"); and

WHEREAS, Hendersonville, Gallatin and the County, all which are parties to this agreement, are all part of the entity created by the 1979 Private Acts of Tennessee, the entity known as the Resource Authority of Sumner County ("**Resource Authority**"); and

WHEREAS, the Private Act provides that in the event that capital or operational funds are needed each year in excess of revenues generated and available by the **Resource Authority**, fund needs shall be paid by the named entities pursuant to the split set forth in the Private Act; and

WHEREAS, as our County sees substantial growth, bringing with it more citizens, and therefore more waste, ways to handle the waste must be addressed; and

WHEREAS, state and federal laws, rules, and regulations require more detailed disposal of waste and such renovations must be undertaken to meet the needs of our county, but the payments could exceed the **Resource Authority** revenue.

NOW, THEREFORE, in consideration of the covenants contained herein, the parties agree as follows:

1. As the **Resource Authority** has no credit history and **Gallatin**, **Hendersonville** and the **County** enjoy excellent credit ratings and better opportunities to borrow sums at a reasonable price; it is agreed between the parties that the **County** shall borrow up to Thirteen Million Dollars (\$13,000,000.00), for a period of twenty (20) years on behalf of the **Resource Authority**, but with the understanding that any annual obligation shortage shall be the debt of all the entities as set forth in the private act; and
2. The **Resource Authority** shall pay the annual debt payment to the county no later than thirty (30) days before the payment is due to the paying agent to service the debt; and
3. The day-to-day operations of the **Resource Authority** shall be run by the **Resource Authority** board and staff as previously created by the Private Act.
4. The participating governmental entities agree to contribute annually, if needed and requested, to bond payment shortfall of the **Resource Authority** on the basis of the following standards as set forth in the Private Act:

The **County** shall pay three/sevenths ($3/7^{th}$); and
Gallatin shall shall pay two/sevenths ($2/7^{th}$); and
Hendersonville shall shall pay two/sevenths ($2/7^{th}$); and

Resource Authority _____

Adopted: _____

Date: _____

Approved as to Form: _____ Attorney for Resource Authority

**COMMITTEE ON COMMITTEES
MINUTES
PAUL R. GOODE, CHAIRMAN
AUGUST 16, 2021**

Present:

Paul R. Goode, Chairman
Deanne DeWitt, Vice-Chairman
Jerry Becker
Brian Stewart
Shellie Young Tucker

Also Present:

Leah Dennen, County Law Director
Ben Allen, Staff Attorney
Anthony Holt, County Mayor

The regular meeting of Committee on Committees was brought to order with an invocation by Comm. Stewart on Monday, August 16, 2021, at 6:30 p.m. Chairman Goode declared a quorum to conduct business.

Agenda. Upon motion of Comm. Tucker, seconded by Comm. Stewart, the Committee voted unanimously to approve the agenda.

Approval of Minutes of July 19, 2021. Upon motion of Comm. DeWitt, seconded by Comm. Becker, the Committee voted unanimously to approve the minutes of July 19, 2021.

Public Recognition. None

Report of the Chairman. No report

Report of the County Mayor. No report

8.Old Business. None

9. New Business.

Chairman Goode handed out report with appointments for all standing committees to move forward to full Commission.

Upon motion of Comm. Tucker, seconded by Comm. Stewart, the Committee voted unanimously to approve the appointments to the standing committees and forward to full Commission.

Chairman Goode announced the chairman and vice chairman will be elected during committee meetings and not at the Commission meeting.

Law Director Leah Dennen stated the Legislative Committee will form as the elections occur.

Chairman Goode announced the following appointment to the Library Board:

- Dennis Carey

Upon motion of Comm. DeWitt, seconded by Comm. Tucker, the Committee voted unanimously to approve the appointment of Dennis Carey to the Library Board.

Chairman Goode announced the following appointment to the Music City Executive Airport Authority:

- Tim Lynch, Jr., 5 year term – No action taken - Mr. Lynch does not wish to continue serving and board had an extra member so no replacement needed.

Next Month, September 2021

Library Board:

10. Adjournment. Upon motion of Comm. Becker, seconded by Comm. DeWitt, the Committee adjourned at 6:35 p.m.

Prepared by Jennifer Mitchell

**MINUTES
EDUCATION COMMITTEE
AUGUST 2, 2021**

Present:

Baker Ring, Vice-Chairman
Billy Geminden
Paul R. Goode
Brian Stewart

Absent:

Danny Sullivan, Chairman
Alan Driver
Caroline Krueger

Also Present:

Ben Allen, Staff Attorney
Dr. Del Phillips, Director of Schools
Anthony Holt, County Mayor

Vice-Chairman Ring brought the regular meeting of the Education Committee to order with an invocation on Monday, August 2, 2021 at 5:33 p.m. in the Sumner County Administration building in Gallatin.

Adoption of the Agenda. Upon motion of Comm. Stewart, seconded by Comm. Geminden, the Committee members approved the agenda by unanimous voice vote.

Approval Minutes May 3, 2021. Upon motion of Comm. Geminden, seconded by Comm. Goode, the Committee members approved unanimously the minutes of May 3, 2021.

Recognition of the Public. None

Report of the Chairman. No report

Report of County Mayor. No report

Report of Director of Schools. Del Phillips, Director of Schools stated that August 3, 2021 is the first day of school and will open as close to normal as possible. He also reported that the Liberty Creek schools are coming along well.

Old Business. None

New Business

10a. Technology Infrastructure at Liberty Creek Elementary and Liberty Creek High School.

Upon motion by Comm. Geminden, seconded by Comm. Goode, the Committee voted unanimously to approve.

11. Adjournment.

Vice-Chairman Ring declared the Committee adjourned at 5:41 p.m. upon motion of Comm. Goode and seconded by Comm. Geminden.

Prepared by Jennifer Mitchell

**MINUTES
EMERGENCY SERVICES COMMITTEE
CHAIRMAN, ALAN DRIVER
AUGUST 2, 2021**

Present:

Alan Driver, Chairman
Jerry Foster, Vice-Chairman
Michael Guthrie
Merrol N. Hyde
Caroline Krueger
Luke Tinsley
Terry Wright

Also Present:

Leah Dennen, County Law Director
Ben Allen, Staff Attorney
Anthony Holt, County Mayor
Aaron Pickard, Sheriff Chief Deputy
Ken Weidner, Emergency Management Agency
Marilyn Anderson, ECC Director
Joe McLaughlin, Cottontown Volunteer Fire
Greg Miller, EMS Chief
Commissioners: Geminden, Goode, Mansfield,
Stewart, Chris Taylor, Moe Taylor and Stewart

Chairman Alan Driver called the meeting of the Emergency Services Committee to order with an invocation by Comm. Guthrie on Monday, August 2, 2021 at 5:00 p.m. in the Sumner County Administration Building. A quorum was present.

3. Approval of Agenda. Comm. Krueger moved, seconded by Comm. Foster, to approve the agenda. The motion carried unanimously.

4. Approval of Minutes of May 3, 2021. Comm. Foster moved, seconded by Comm. Wright, to approve the minutes of May 3, 2021. The motion carried unanimously.

5. Recognition of the Public. Without objection, Chairman Driver moved recognition of the Public into the New Business section before item 14a.

6. Report of the Chairman. No report

7. Report of the County Mayor. No report

8. Report of the Sheriff. Sheriff Chief Deputy Aaron Pickard reported on July financials for the office. The average jail population for July 2021 was 595. Mr. Pickard also stated staffing shortages have caused a delay in opening the jail expansion. He also noted animal control's intake for July was 124 with outtake of 160. He said mental health transports are going well with the service provider.

9. Report of the Fire Department.

Joe McLaughlin reported calls were down the month of June but increased in July. He handed out the equipment requests report for each department. He stated each department would pay the cost difference of their requests.

10. Report of the Emergency Services Director.

Chairman Driver stated that a presentation would be given addressing item 14b as part of the report and no vote is required. Greg Miller, Emergency Medical Services Chief, stated his department is also facing critical staffing shortages. He said financials were not ready for July as the month just closed out. Chief Miller said for the past five months each month has exceeded the previous and they have been the busiest months in the history of emergency medical services. In the month of July there were over 2,525 response calls and over 1,900 transport calls.

Chief Miller gave a presentation addressing item 14b on the agenda. He shared that there has been a 53% increase for out of county transfers which has increased response times. The average transfer time is 2 hours and 45 minutes. The increased number of transfers have also increased maintenance costs. The decision to begin using First Call and other private services to handle the out of county transfers has been made to help combat some of these issues. Chief Miller expects this change to have minimal impact on revenue.

11. Report of the Emergency Management Agency.

Ken Weidner, Director of the Emergency Management Agency reported that they are working with a couple of the municipalities to become part of the Hazard Mitigation Plan. The Emergency Operation Plan is up for renewal and are in the process of re-writing the plan to submit for approval. Mr. Weidner said PPE supplies are no longer available from Nashville and to prepare for funding requests for PPE supplies.

12. Report of the Emergency Communications Center. Marilyn Anderson, Director of ECC, reported on the progress at the Center. Ms. Anderson stated they have hired a new Deputy Director and will introduce her at the next meeting. They handled approximately 28,675 calls in the month of June and 29,426 in July. Currently they have eleven vacancies and are also experiencing a decreased number of applications.

13. Old Business. None

a. Hendersonville Fire Department Memorandum of Understanding.

County Mayor Anthony Holt stated that the purpose of the agreement with the City of Hendersonville is to add service to the county by building a fire station in the Durham Farms area that would help cover outside the city limits. He also said there has been no discussion about doing away with the volunteer fire departments.

Chairman Driver recognized Comm. Chris Taylor who explained that the Commission and Committee have been working with CTAS and have taken their recommendations and adapted them to strengthen the volunteer fire departments. He further stated that funding for the volunteer fire departments is included in the tax rate. Comm. Chris Taylor discussed cooperation with the municipalities to provide reliable emergency services to residents in the county.

Recognition of Public. Chairman Driver opened Recognition of Public.

Steve Frost of Hendersonville and Treasurer of Shackle Island Volunteer Fire Department spoke about his concern of any confusion that may cause citizens to think they are no longer their fire department which could affect their fundraising efforts.

Marty Bowers of 3127 Tyree Springs, Hendersonville spoke about his concern with the order the calls will be received. He talked about the importance of Shackle Island remaining the primary for receiving calls in the area. He would like to see \$4.8M spread between all volunteer fire stations.

Pat McDaniel of 219 The Hollows Ct., Hendersonville spoke against the Memorandum of Understanding.

Jeremy Mansfield, District Eleven County Commissioner spoke in opposition of the Memorandum of Understanding and the related expenses. He talked about how a county fire tax would affect county residents and funding for the volunteer fire department.

Michelle Jouvence of 1335 Long Hollow Pike, Gallatin stated she would rather see county tax payers' money being spent on county emergency services instead of City of Hendersonville services.

John Miller of 104 Pond Drive, Gallatin spoke against the Memorandum of Understanding.

Moe Taylor, District One County Commissioner clarified that funding for the volunteer fire departments comes from charitable contributions which is part of the tax rate. He talked about access to water/fire hydrants in the county. Mr. Taylor stated he will not support this Memorandum of Understanding.

With no one else wishing to speak, Chairman Driver closed Recognition of the Public.

After discussion, Comm. Foster moved to send the Memorandum of Understanding to Law Director Leah Dennen for review, seconded by Comm. Guthrie. The motion carried unanimously.

- b. Out of County Patient Transfers from Local Hospitals. Presentation given by Chief Miller as part of his report for Emergency Services. No action required.

15. Adjournment. Chairman Driver declared the meeting adjourned at 6:12 p.m. upon motion by Comm. Tinsley and seconded by Comm. Krueger.

Prepared by Jennifer Mitchell

**MINUTES
EMPLOYEE BENEFITS COMMITTEE
February 23, 2021**

Members Present:

Justin Nipper
Michael Guthrie
Anthony Holt

Also:

Leah Dennen
Bob Shupe
David Lawing
Debbie Robertson

Scott Karner
Brittney Spradling
Ashley Berry
Christy Freedle

Mr. Nipper called the Self Insurance Board Employee Benefits Committee meeting to order on Tuesday, February 23, 2021, at 9:05 a.m. in Room 112 of the Sumner County Administration Building in Gallatin, Tennessee.

Agenda: Mr. Guthrie made a motion to approve the agenda, seconded by Mr. Holt, unanimous approval.

Public Recognition: None

Minutes: Motion was made by Mr. Guthrie to approve the minutes of the December 1, 2020, zoom meeting, seconded by Mr. Holt, unanimous approval.

Report of Committee Chair:

A county employee spoke on her behalf asking for approval to get the gastric sleeve procedure. She completed everything except getting the surgeon to sign. She is having problems with him wanting to sign. The committee explained the process to her so she could explain it to her surgeon. Mr. Guthrie made a motion to approve the procedure once her surgeon signs the paperwork, seconded by Mr. Nipper, unanimous approval.

A county employee spoke concerning her mammogram billing. She stated that mammograms have always been covered at 100% in the past. When she went for her mammogram in December 2020, she was not told that they had switched to 3D mammograms which are not covered at 100% under preventative services. She asked that they be covered under preventative so employees will not be discouraged from getting their preventative care.

Mr. Karner stated that it is a topic for discussion for our self-insured group to have 3D mammograms covered effective July 1, 2021, or whenever the insurance board approves it to become effective. Mr. Lawing asked if BlueCross BlueShield (BCBS) could send us a list of all employees who had the 3D mammogram from July 2020 through December 2020 to see the total amount if we go back retroactive and reimburse these employees. Mr. Lawing would also like BCBS to look at the verbiage in our Evidence of Coverage book to make sure it lines up with what is actually covered at this time.

Report of Consultant: Ms. Spradling talked about the summary report and that our monthly medical/RX change is a positive \$242,018 and year-to-date is \$1.1M. Our monthly dental change is \$9,655 and year-to-date is \$53,657. We have one large loss claim that termed, and we still have three active claims that have not made much change. We were notified that we will have one more large loss claim next month. The health/RX expenses Per Employee Per Month (PEPM) are tracking solidly for now.

Mr. Lawing stated that this report is looked at on a cash basis. The trust has a lot of deferred annual costs due to COVID. BCBS estimated about 2%, so we have quite a bit of money holding

for deferred procedures. Rates are set at the beginning of July, so it stays static per employee, but the costs trend up every month. Right now, the county is showing positive gains but with the current trends, those two numbers will probably cross into the red early next year. Mr. Lawing stated the county will need to look at a reasonable, moderate, premium increase. Mr. Shupe is going to look at our prescription drug program which is our main cost-driver. Some prescription drugs are necessary, and some are preventative. We do not want to cut coverage so that people stop taking their needed maintenance drugs. Mr. Shupe is looking at the RX program to keep the coverage at what we need but also to get a little more containment. The initial premiums we received from BCBS is probably quite a bit more than the county can reasonably afford at this point. The initial numbers from BCBS are 12.5%. You have the deferred procedures, so you have the cash which brings you down to 10.5%. Mr. Shupe is going to look at the prescription drugs, and we are hoping, if it is successful, to bring it down to 6.5% or 7.5%. Hopefully, we can get the premiums somewhere below 8% or even 7%. Mr. Shupe stated that in 2006, our drug costs were 16%-18% and estimates 50% of our costs will go to drugs in the future. He said we need to change the plan today.

One to One: Ms. Berry showed us her clinic utilization report and noted that it has increased. She stated that they are planning to open the clinics, possibly next week, for people to come back in. They are holding off on walk-ins right now.

Ms. Berry stated that they have the COVID vaccine and are now vaccinating the BOE employees. She stated she has to follow the state plan but can get to the county employees age 65 and older at this time. One to One will provide a flyer to distribute to our employees concerning the COVID testing and the COVID vaccine.

Ms. Freedle recapped the 2020 Wellness Program noting that we had to cancel it due to COVID. Anyone on the preferred plan will remain on the preferred plan for July 2021. Anyone who wished to change from standard to preferred to be effective July 2021, had the opportunity to do a physical and complete health coaching. She presented a timeline plan for the 2021 wellness program and benchmark changes which included lowering the A1C level to 5.7 to catch pre-diabetics. Mrs. Robertson asked if we are still giving the employee one and ½ hours from work to get their physical. Mr. Holt stated we should give them this time to get their physical/HRA, but they will need to go on their own time for any health coaching or follow-up wellness visits.

Mr. Holt made a motion to set a timeline for the physicals from July 1st to September 30th; have the HRA's at the end of August; have face to face coaching sessions; give employees one and ½ hours to get their physical/HRA without having to use their vacation/sick time and lower A1C benchmark level to 5.7; seconded by Mr. Guthrie; unanimous approval.

Finance Director: Mr. Lawing reported that this past month was one of our better months picking up about \$257,000 in cash. All but one month has been a positive pick-up. BCBS has made us aware that there are several deferred procedures out there. You have a static premium that is set each year and increasing costs. Potentially, before the start of next year without some of these enhancements and changes that we discussed, we are looking at some of these costs and expenditure lines to cross each other in a negative way. The dental looks good; Mr. Lawing doesn't believe we need an increase in dental premiums for next year.

Old Business: Mr. Nipper asked for an update on the Tennessee Consolidated Retirement System actuarial. Mr. Lawing informed them that they are still working on it, but we will nudge them again and try to get it as soon as possible.

Mr. Holt asked Mr. Lawing when he thinks we will be able to make a decision on the amount we will need to increase the premiums for the budget. Mr. Lawing stated it relies on two things: 1)

Ms. Dennen, Ms. Spradling, and Mr. Shupe are working with BCBS to try to iron out some things to release data and 2) how quickly they can move with BCBS on getting everything accomplished. Mr. Lawing estimates about two months. Mr. Lawing thinks a good number to go with is 7% to not slow down the budget process and then see what Mr. Shupe comes back with. If we can not get anything worked out, he is suggesting it will be 10 to 10 ½% increase.

New Business: Ms. Spradling reported on the BCBS admin renewal. She stated there is no increase in the dental. BCBS sent a two-year and a three-year option for the medical where the fee would be the same for the first year but would increase the following year. Mr. Holt made a motion to go with the two-year renewal, seconded by Mr. Guthrie, unanimous approval.

Ms. Spradling also stated she and Mr. Lawing received an email from BCBS yesterday with five optional changes for self-funding groups. She recommended the county approve the therapy coverage for autism and approve 3D mammograms as a preventative service with no member cost-share. Mr. Holt made a motion to approve the autism change and the 3D mammogram change effective January 1, 2021, seconded by Mr. Guthrie, unanimous approval. Mr. Holt asked our consultants to study the other three changes and to make their recommendations at the next meeting. Ms. Spradling stated she would present these recommendations at the next meeting.

There was no further business, so Mr. Nipper adjourned the meeting at 10:30 a.m.

EMPLOYEE BENEFITS COMMITTEE MINUTES

May 18, 2021

Members Present:

Justin Nipper, Chairman
Michael Guthrie, Vice Chair
Anthony Holt

Also Present:

Ben Allen
Bob Shupe
David Lawing
Debbie Robertson

Scott Kerner
Brittney Spradling
Michelle Fyke
Christy Freedle

- I. Call to Order - Mr. Nipper called the Self Insurance Board Employee Benefits Committee meeting to order on Tuesday, May 18, 2021, at 9:05 a.m. in Room 112 of the Sumner County Administration Building in Gallatin, Tennessee.
 - A. Approval of Agenda: Mr. Guthrie made a motion to approve the agenda, seconded by Mr. Holt, unanimous approval.
 - B. Recognition of Public: None
- II. Approval of Minutes: Motion was made by Mr. Guthrie to approve the minutes of the February 23, 2021, meeting, seconded by Mr. Holt, unanimous approval.
- III. Report of the Committee Chair: none
- IV. Report of the Consultant:
 - A. Monthly Projections – Ms. Spradling reported that last month was the first time in a very long time that the total monthly medical/Rx costs were in the negative. This was due primarily to a large increase in Rx costs. This month the trust got an Rx rebate so that helped offset those costs. We are back in the positive this month, and year-to-date is in the positive (over \$1M). Dental is still trending positive and has been steady this year. We have picked up some large losses, but the stop loss fund reserve is doing well. The trust made a good decision to discontinue the stop loss policy with BlueCross BlueShield.
 1. BlueCross BlueShield (BCBS) has three optional changes the insurance board needs to vote on.
 - Kidney transplants to be covered at 100% after deductible - Mr. Guthrie made a motion to accept this change, seconded by Mr. Holt, unanimous approval.
 - Blepharoplasty/browplasty to be based on medical necessity through the prior authorization process and remove the exclusions from the Evidence of Coverage - Mr. Guthrie made a motion to approve this change, seconded by Mr. Holt, unanimous approval.
 - Office visit coverage for erectile dysfunction but not pay for drugs to treat - Mr. Holt made a motion to approve this change, seconded by Mr. Guthrie, unanimous approval.
 2. Prescription Drug Program – Finance Director Lawing stated that Mr. Shupe has been looking into the possibility of separating the prescription drug coverage from the medical coverage at BCBS because of the increasing costs. Ms. Spradling noted that the Rx growth has been a huge problem in the plan. She stated they work with US1, a large pharmacy consultant, who did an analysis on the Rx program based on claims information. They believe there could be some controls put in place to have a cost avoidance of around \$81,000. They looked at brand pricing, specialty drug pricing, generic pricing, dispensing fees, claim costs, administrative fees, and formulary rebates.

Our contract is through BCBS, and everything goes through BCBS. We have to go through who they choose as a pharmacy benefit manager (PBM), and they maintain all control. Ms. Spradling stated we do not pay an administrative fee at this time. Our rebates through BCBS are based on our drugs. If we had direct contact with a PBM, we would have more control and the ability to audit whether our contract is being followed. When implementation is in progress and if we change to a different PBM, we need to ensure that the same pharmacies can still be used by employees. The pharmacy coverage information would be on the BCBS medical card, but it would have different coverage information for Rx. We also need to require grandfathering at the start of the contract for the first year so if someone was on a tier one drug, it would remain on a tier one and not switch to tier two. Our goal is to make it as seamless as possible for employees and staff. Ms. Spradling informed the committee that BCBS wants to charge us \$6.50 per member per month to break out our pharmacy benefits, which is a high amount. This quoted carve-out fee appears to be higher than what some other clients are being charged. We may need to explore other providers if BCBS is not willing to work with us. Mr. Holt asked Mr. Karner if he would go back to BCBS and see what they can do for us to see if we can remain with them. Mr. Karner said he would check with them and let us know. The earliest implementation for changing the Rx program would be September 1, 2021. The most sensible date to start would be January 1, 2022. Finance Director Lawing stated that the chart given out by Ms. Spradling showing the upward growth of Rx costs is fairly accurate. Looking at a period of four years, Finance Director Lawing stated we are looking at 204% of the base year, and if it continues at that rate, it is going to double again in four years. Mr. Shupe asked the committee to give their approval to move forward with a bid on the Rx program. Mr. Holt made a motion for Mr. Shupe to get costs from other PBMs, seconded by Mr. Guthrie, unanimous approval.

- B. One to One Reports: Ms. Freedle introduced the clinic's new client services manager, Michelle Fykes. Ms. Freedle discussed the utilization of each clinic location. The patient satisfaction is at 95.65%. The clinic gave 91 COVID vaccinations at the county administration building. One to One will be sending out information on the HRA/physical events the week of May 18, 2021.

V. Report of the Finance Director:

- A. BCBS Premium Renewal Rate - Finance Director Lawing stated that Mr. Shupe is working on the prescription coverage. BCBS rates included some funds for postponed COVID cases which was at 1½%, but we should have that cash now. We have built a 7% increase into the budget for medical insurance premiums. With the work being done now, Finance Director Lawing recommends going with the 7% increase for the BCBS renewal rate. Mr. Holt made a motion to go with the 7% renewal rate, seconded by Mr. Guthrie, unanimous approval.

Finance Director Lawing reported the financials are strong. Year-to-date, we are up \$1.2M on medical, and month-to-date we are up \$119,000. For dental, we are up \$72,000 year-to-date and \$9,800 month-to-date. With the 7% increase and the work that Mr. Shupe and Ms. Spradling are doing, Finance Director Lawing thinks we can hold premiums next year and reevaluate changes for the next year.

- B. TCRS Actuarial Update – Finance Director Lawing gave an update on the TCRS actuarial and noted that the last column of the chart shows \$851,057, which is the estimated total cash payments over the next 30 years and \$349,584 liability change that it

would cost the county. He explained that when the retiree insurance program was started under GASB, there was a liability because some employees were already halfway or two-thirds of the way through their retirement. For best practices, the county should have been setting back cash and expensing it as they went based on the working life of the employee. Due to a lack of resources, the county always paid as they went. The estimate between the liability changes and TCRS is about \$1.2M over 30 years. Just looking at the actuarial, Finance Director Lawing believes these numbers are significantly higher than the actual amounts. He recommended that if the committee approves this, we should have Mrs. Robertson send out an email to make sure we have received all emails from participants that were actually sent in by the November 1, 2020, deadline. Mr. Holt made a motion to approve using all TCRS entities toward the county retiree insurance program with the last 10 years of employment being with Sumner County Government, seconded by Mr. Guthrie, unanimous approval.

C. Other Actuarial Update - Finance Director Lawing discussed all scenarios, regarding the commissioned officers actuarial, with the committee.

- Scenario 1 - Commissioned officers' eligibility reduced based on the state changes. They will have extra penalties, and it lowers their coverage significantly.
- Scenario 2 - Plan re-opened for all employees. It will cost approximately \$6.3M additional over the next 30 years and will add \$34.6M to the liability.
- Scenario 3 - Commissioned officers' eligibility reduced, and plan re-opened for all employees. It will cost \$7.4M and add \$35.6M in liabilities.
- Scenario 4 - Date of hire (DOH) cut-off date changed from 1/1/2018 to 1/1/2020. Finance Director Lawing stated this is the scenario the committee needs to discuss. It will cost approximately \$1M and add \$2.3M in liabilities. Some departments were not aware that the plan had been closed to everybody and were still using retiree insurance as a selling point for new employees. Mr. Holt made a motion to accept scenario 4 with a date of hire cut-off of 1/1/2020, seconded by Mr. Guthrie, unanimous approval.
- Scenario 5 - Commissioned officers' eligibility reduced; DOH cut-off changed to 1/1/2020.
- Scenario 6 - Commissioned officers' eligibility reduced; DOH cut-off removed for commissioned officers only.
- Scenario 7 - Commissioned officers' eligibility reduced; DOH cut-off removed for commissioned officers, and DOH cut-off changed to 1/1/2020 for everyone else.

VI. Old Business:

- A. 3-D Mammograms Reimbursement - Ms. Spradling reported that BCBS sent a report showing the total amount of payments received from county employees for 3-D mammograms from July 2020 until December 2020 is \$4,852.93 for services not covered at 100%. Mr. Holt made a motion to reimburse this amount to the employees, seconded by Mr. Guthrie, unanimous approval.

VII. New Business: None

VIII. Adjournment - There was no further business, so Mr. Nipper adjourned the meeting at 10:25 a.m.

**MINUTES
GENERAL OPERATIONS COMMITTEE
LESLIE SCHELL, CHAIRMAN
AUGUST 2, 2021**

Present:

Leslie Schell, Chairman
Michael Guthrie
Larry Hinton
Caroline Krueger
Baker Ring
Shellie Y. Tucker

Absent:

Gene Rhodes, Vice-Chairman

Also Present:

Ben Allen, Staff Attorney
Anthony Holt, County Mayor

The scheduled meeting of the General Operations Committee was brought to order with an invocation by Chairman Schell on Monday August 2, 2021, at 6:00 p.m. in the Sumner County Administration Building. Chairman Schell declared a quorum present to conduct business.

Agenda. Comm. Ring moved, seconded by Comm. Hinton, the Committee voted unanimously to approve the agenda. The motion carried unanimously.

Minutes of March 1, 2021. Upon motion of Comm. Hinton, seconded by Comm. Ring, the Committee voted unanimously to approve the minutes of March 1, 2021.

Report of Chairman. No report

County Mayor. No report

Recognition of the Public. None

8. Old Business.

9. New Business.

9(a.) Surplus Assessor of Property. Upon motion of Comm. Hinton, seconded by Comm. Ring, the Committee voted unanimously to approve the surplus from Assessor of Property.

9(b.) Sumner County Administration Building Roof Railings. County Mayor Anthony Holt spoke about the roof leaks caused by the roof railings and gave three options to remedy the problem as follows:

- Remove the railings all together and repair the roof - \$37,000.00
- Reuse current railings with change to installation method - \$165,000.00
- Install new rails - \$340,000.00

Comm. Hinton moved to reuse current railings but change installation method for approximately \$165,000.00, seconded by Comm. Ring. After discussion, the Committee voted unanimously to reuse current railings with different installation method and give County Mayor Anthony Holt authority to accept bids for this project.

10. Adjournment. Chairman Schell declared the Committee adjourned at 6:40 p.m. after a motion by Comm. Ring was duly seconded.

Prepared by Jennifer Mitchell

**MINUTES
LEGISLATIVE COMMITTEE
BAKER RING, CHAIRMAN
AUGUST 9, 2021**

Present:

Baker Ring, Chairman
Alan Driver
Larry Hinton
Scott Langford, Commission Chairman
Leslie Schell
Chris Taylor
Absent:
Danny Sullivan, Vice-Chairman
Paul Goode

Also Present:

Leah Dennen, Law Director
Ben Allen, Staff Attorney
Anthony Holt, County Mayor
Commissioners: Geminden, Nipper,
Mansfield and Moe Taylor
Josh Suddath, Director of Development
Services

Chairman Baker Ring brought the regular scheduled Legislative Committee meeting to order with an invocation by Comm. Chris Taylor on August 9 , 2021, at 5:30 p.m. Chairman Ring declared a quorum present to conduct business.

3. Approval of Agenda. Without objection, Chairman Ring added item 9c to the agenda for discussion about libraries as requested by Comm. Hinton. Upon motion of Comm. Schell, seconded by Comm. Hinton, the Committee voted unanimously to approve the agenda as amended.

4. Minutes of July 12, 2021 for approval. Upon motion of Comm. Schell, seconded by Comm. Chris Taylor , the Committee voted unanimously to approve the minutes of July 12, 2021.

5. Recognition of the Public.

6. Report of Chairman. Chairman Ring had no report.

7. Report of County Mayor. County Mayor Anthony Holt had no report.

8. Old Business.

9. New Business.

- a. Veterans' Service report (attached).
No action taken

- b. Designating a section of Highway 109 as "Gold Star Family Highway". After discussion, Comm. Chris Taylor moved for approval, seconded by Comm. Schell, the Committee voted unanimously to approve the designation.
- c. Discussion of Central Library. Comm. Hinton opened discussion about a change that has been proposed for the library system. County Mayor Anthony Holt stated the change is to consolidate the libraries and that the decision will be made by the Library Board, not the County Commission. Law Director Leah Dennen explained all local libraries will be kept and one of the five directors will be chosen to serve as an executive director. She further explained that the goal is to bring consistency among all the libraries, qualify for bulk purchases and meet requirements for more grants. After further discussion, the Committee moved on to the next agenda item as no action was required.

10. Certificates of Recognition.

- a. Honoring American Legion Post 17 Baseball Team

Comm. Driver moved to approve item 10a, seconded by Comm. Schell, the Committee voted unanimously to approve the Certificate of Recognition.

11. Zoning.

- a. Sumner County Regional Planning Commission Resolutions 2021-01, 2021-02, 2021-03 and 2021-04 (First Reading).
 - Sumner County Regional Planning Commission Resolution 2021-01: A Resolution related to various clarifications and corrections to text found at Chapters 9, 10, 11, 13 & 15 & Appendix A of the County Zoning Resolution.
 - Sumner County Regional Planning Commission Resolution 2021-02: A Resolution related to amendments to requirements contained in the County Zoning Resolution at Chapter 14, Section 1411 related to Cluster Residential Development and Section 1414 related to Public Notice Requirements.
 - Sumner County Regional Planning Commission Resolution 2021-03: A Resolution related to amendments to requirements contained at Chapter 4, Section 404 of the County Zoning Resolution related to variable lot sizes in the Rural Residential District.

- Sumner County Regional Planning Commission Resolution 2021-04:
A Resolution amending and clarifying requirements contained at Chapter 8 of the County Zoning Resolution for Open Space Set Asides and Homeowner's Associations.

After discussion, Comm. Chris Taylor moved to group and approve, seconded by Comm. Langford, the Committee voted unanimously to approve Sumner County Regional Planning Commission Resolutions 2021-01 through 2021-04.

Chairman Ring stated that census results should be available around August 14th. A tentative meeting date of August 23rd was discussed.

12. Adjournment. Chairman Ring declared the meeting adjourned at 5:55 p.m. upon motion of Comm. Hinton, and seconded by Comm. Schell.

Prepared by Jennifer Mitchell