
Anderson County Board of Commissioners
Meeting will be electronically pursuant to Resolution 20-04-812

Courtesy Resolutions/Proclamations/Presentations @ 6:00 p.m.

Resolution Honoring Kim Lay – requested by Sheriff Barker

Resolution Honoring K-9 Deputy Al – requested by Sheriff Barker

Resolution Honoring Jordan Victoria Bowling – Requested by Chairman Anderson

Presentation by Dr. Darinka Mileusnic, Knox County Regional Forensic Center

Consent Agenda

Monday, December 21, 2020 @ 6:30 p.m.

1. **Approval and corrections of November 4th & 16th 2020 County Commission Minutes**
2. **Approval of Notary and Bonds**
3. **Courtesy Resolutions/Proclamations**
 - Resolution Honoring Kim Lay – requested by Sheriff Barker
 - Resolution Honoring K-9 Deputy Al – requested by Sheriff Barker
 - Resolution Honoring Jordan Victoria Bowling – Requested by Chairman Anderson
4. **Waste Management Funds**
 - Norris Middle School is requesting donations for the Cheer Team.
 - US Naval Sea Cadet Corp is requesting donations for uniforms, registration fees, supplies, food, incentives or training.
5. **Committee Reports**
 - ADA Oversight Committee Minutes (12/7/20)
 - AC Employee Insurance BOT Minutes (11/17/20, 12/9/20)

Respectfully Submitted,
Joshua Anderson, Chairman



Norris Middle School

P.O. Box 980
5 Norris Square
Norris, Tennessee 37828
(865)494-7171 Fax (865)494-6693



Carey Downs
Asst. Principal

Rob Cummings
Principal

Ashley McInturff
Counselor

To whom it may concern:

11/10/2020

We would like to thank Josh Anderson/Anderson County Commission District 3 for the \$250.00 donation made to Norris Middle School cheer team. We appreciate your generosity.

Thank you,

Rob Cummings
Principal

Cheer coach
Morgan Bates

Approved

CONFIDENTIAL

Respectfully,
[Signature]

Enclosed for the [Name] is a copy of the [Document] which was prepared by the [Department] on [Date]. The [Document] contains information that is confidential and should be handled accordingly.

[Signature]
[Name]

[Signature]
[Name]
[Title]
[Date]



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Carey Downs
Asst. Principal

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Principal

Ashley McInturff
Counselor

To whom it may concern:

11/10/2020

We would like to thank Denver Waddell/Anderson County Commission District 3 for the \$200.00 donation made to Norris Middle School cheer team. We appreciate your generosity.

Thank you,

Rob Cummings
Principal

Cheer coach
Morgan Bates

Approved



U.S. NAVAL SEA CADET CORPS

SMOKY MOUNTAIN ANCHOR DIVISION
www.SMADseacadets.org | Email: TO.055KNX@SEACADETS.ORG



15 NOV 2020

From: SMOKY MOUNTAIN ANCHOR DIVISION
 SUBJ: REQUEST FOR SPONSORSHIP
 Ref: Fall/ Winter Training

Dates : Nov 14th THROUGH Feb 18 2021

The US Naval Sea Cadet Corp is congressionally recognized as the Navy's official youth leadership program. The USNSCC is not the JROTC. We are a non-profit organization not tied to a public school system, therefore we accept the home, public, and private schooled children ages 10 to 17.

This Winter the cadets from the local US Naval Sea Cadet unit that live in Anderson, Scott and Campbell county will host cadets from the surrounding area. The cadets will be conducting medical training, promotion exams, review boards and some will be headed to their 2 week Recruit training (boot camp). Cadets will be working on drills, community service and Wreathes Across America!

We are humbly requesting your help. Would you please sponsor the cadets' uniforms, registration fees, supplies, food, incentives or even a training? We have 25 cadets and 5 officers

Your donations will allow these cadets to instead use their personal funds for their gear, transportation and expenses associated with their trainings.

We would like to thank you very much for giving the cadets your support which makes these opportunities possible. The cadets are truly grateful and your assistance helps go a long way towards achieving their goals.

Non Profit Tax exempt ID # 64-3244496
 Your help is truly appreciated!
 Very respectfully,

Steve Mead
 \$500.00

Smoky Mountain Anchor Division
 Commanding Officer
 LTJG Todd Johnson, USN Ret
 (865)613-5518
todd.johnson1@outlook.com

Smoky Mountain Anchor Division
 Executive Officer
 Ens. Cathy Simes
 (814)934-5300
TO.055Knx@SeaCadets.org

www.SMADSeaCadets.Org



U.S. NAVAL
 SEA CADET CORPS

www.SeaCadets.Org

Anderson County ADA Oversight Committee
Minutes for December 7, 2020 meeting

Present:

Mayor Frank, ADA Coordinator Roger Lloyd, Commissioner Jerry Creasey, and Louise McKown, chair of the committee

Progress Report for TDOT:

An Excel file has been created of all that we need to do and what is done. Leean is working on this along with Budget Department. That excel sheet will be the report. It needs to be sent to TDOT by December 31st, so we aren't yet in crunch mode. Louise requested that Jerry and she get an email copy of it.

Assistive listening devices:

In an attempt to make assistive listening devices safe, the IT department ordered ear buds that people who are hard of hearing can take them home with them and use them for future county commission meetings. The men who do IT and TV for county commission meetings will give them out along with the receivers that must be returned when people leave the meeting. This expense is not included in the ADA transition plan and will have to be added. At the time of the December ADA meeting, Brian Young had yet to open the package with the invoice, but he suspects it will be around \$100. Right now, not many of the public attend commission meetings, so this is not a real issue. But Mayor Frank said we really should post a sign outside the door about their availability, especially after COVID-19 is not an issue.

ADA budget: The total for the ADA budget including roll over from last year's budget is \$31,459.7. Once the new construction on the entrance begins and the ramp at the existing entrance to the building is and the sidewalk to the ramp is done, we will have a better feel for how much funding we have to go for new projects.

Courthouse drinking fountains: Three have been ordered, but it will be another month until they come is, according to Roger. He suspects COVID is slowing their delivery. Louise asked what their thoughts were about textured mats being place at least a foot before the fountain that stick out into the hallway more than two inches. She did not get an answer, but will ask the question again once the fountains have been installed. Louise sent everyone on the committee various samples with prices that Home Depot carries and asked what they thought about the solution. We need to decide on something because we don't wish to deal with plumbing issues and cutting through the marble enclosure to make it deeper.

Courthouse Counter tops: Louise emailed Tim Isbel about this problem, but did not get an answer. She will make time to talk with him about the problem of lowering them or making a pull down counter top.

Polling sites: Louise created a report complete with photos of most of the 25 sites she toured on Election Day November 3rd elections. She did not have time with the sun setting soon to do Rosedale. The report showed the problems that still exist as well as those things that have permanently been rectified.

Louise was very happy that orange cones had been placed on either side of the ramp at Claxton Community Center because on an on-going basis, people park in front of the ramp there. Louise wanted to know if anyone had a contact with TVA to fix the other ADA issues there. Our effort to contact those

in charge of the center through Optimist Club have failed, probably because of failing health of these two members in the past that we counted on. However, Mayor Frank pointed out that the Optimist Club really wants voting to continue there and applied for a grant that they did receive to keep the electricity on there. Mayor Frank said, TVA seems open to doing some projects on the waterway for the public for when they close the Steam Plant, and perhaps they would also build anew center that is ADA compliant. But this has not been discussed with TVA.

Louise asked about Anderson County Schools if anyone had called Mayor Frank or Roger saying that they had changed out many of their schools' door hardware. The answer was no. Previously, Mayor Frank had requested this of Dr. Parrott, but she said it probably will mean sitting down with Clay McKamey make this happen. WE also need to follow-up with Oak Ridge Schools who have dealt with some, but not all curb cuts very nicely, but have yet to put down yellow truncated dome plates on top of them. They also need to report back to us as to what they have done, so that we can check these things off our transition plan.

Mayor Frank said she gave a copy of the report to Election Administrator, Mark Stephens. We still have our work cut out for us with other sites where temporary accommodations were not done. Mayor Frank suggested that we invite Mark Stephens to an up coming ADA committee meeting. We like that idea, but we did not set a date for it. Even though absentee voting is a possibility, especially for people over 60, Cherie Phillips told Louise that most seniors when called, didn't trust that system and would vote in-person.

Next meeting; The ADA committee will meet next on January 4th at 3:00. We have now received notice from Governor Lee that we can have electronic meetings. We will have this one will be virtual.

Anderson County Employee Insurance Board of Trustees

Minutes of Virtual Meeting: December 9, 2020

This meeting was held virtually in accordance with orders from Governor Bill Lee that allow local government bodies to conduct business via electronic meetings to help prevent the spread of COVID-19.

Members Present – Mayor Terry Frank, Interim Finance Director Robby Holbrook, HR Director Kim Jeffers-Whitaker, Tyler Mayes, Commissioner Rick Meredith

Others Present – LEEAN TUPPER

Call to Order

Mayor Frank called the meeting to order at 2 pm.

Approval of Minutes

Minutes of the November 17, 2020 meeting were approved, as presented, on a motion made by Tyler Mayes and seconded by Commissioner Meredith.

Action Items

1. 2020/2021 FY Incentives

A) HRA/Coaching for Employee-Only Option - \$25 per month premium deduction

B) Tobacco Cessation Program for Employee and Spouse - \$25 surcharge

HR Director Whitaker provided background regarding the two wellness program incentives currently in place for Anderson County Government employees. A motion was made by Commissioner Meredith and seconded by Tyler Mayes to approve Items 1(A) and 1(B) as wellness incentives for the FY 2020/21. Motion carried.

Next Scheduled Meetings

Workshop – 1 pm on February 24, 2021

Meeting – 1 pm on March 11, 2021

Adjournment

There being no further business the meeting was adjourned at 2:08 pm.

**Anderson County Employee Insurance Board of Trustees
Meeting Minutes**

November 17, 2020

In accordance with Governor Bill Lee's Executive Order No. 16 the meeting was held both in-person and virtually with some members participating electronically.

Members Present – Mayor Terry Frank, HR Director Kim Jeffers-Whitaker, Interim Finance Director Robby Holbrook, Commissioner Rick Meredith and Sheriff's Department representative Tyler Mayes

Others Present – Leean Tupper, Tammy Catron, Stephanie Strickland, Randy Walters, Drew Stone, Katherine Ajmeri, and CBIZ consultants Kari Presley, Nadea Rule and Seamus McNally

Call to Order

Mayor Frank called the meeting to order at 11:01 am.

Approval of Minutes

Minutes of the June 2, 2020 meeting were approved, as presented, on a motion made by Commissioner Meredith and seconded by Mr. Holbrook.

Items for Action/Discussion

1. Ms. Whitaker gave an overview of her report (Attachment 1) covering the 2019/2020 benefits and contracts. She noted that, since the Thrive Health & Wellness Center (employee clinic) opened in March 2016 through June 2020, \$1,744,682 in savings has been realized. She said the health clinic seems to be the most popular benefit provided by the county to its employees. She also noted that Fund 263 did not receive any additional appropriations from County Commission during FY 2019/20, and said that claims are projected to remain on the rise for FY 2020/2021. Ms. Whitaker explained that Premise Health has acquired CareHere (Attachment 2); however, no operational changes are anticipated at this time for the county's on-site health clinic. Ms. Whitaker discussed the Wellness Program and sought the Board's input on ideas for further enhancing the options that are provided. Board members are to provide feedback via e-mail to Kim.
2. It was discussed that RFPs not be issued this year for benefits. Continuity of care is important for both employees as well as the county and its vendors. (Attachment 3) On a motion made by Commissioner Meredith and seconded by Mr. Holbrook, the Board of Trustees authorized Ms. Whitaker to extend current contracts by one additional year. Motion carried unanimously by roll call vote. This covers the contracts for Delta Dental, USABLE (short-term disability), BCBS Vision, Flex/USABLE, CareHere on-site clinic, CBIZ Benefits Consultants, BCBS Medical, Rx Benefits, and USABLE (ancillary benefits). It was stated that, if a problem arises with current providers the issue can be looked at and, if necessary, changes could be made before a contract expires.
3. It was discussed to gather data through December 2020 and apply claims from the current medical plans in determining what, if any, plan specifics may need shored up for the upcoming fiscal year. Ms. Whitaker requested this to include a high-deductible "Bronze" health plan (HDHP) option that can be considered as an addition for FY 2021/2022.

CBIZ will gather information and provide it to the Board after the first of the year for discussion.

4. Commissioner Meredith made a motion to draft a Fund 263 reserve policy for \$500,000, and bring the draft policy back to the Board for discussion. Mr. Mayes provided the second to the motion. Motion carried unanimously by roll call vote. CBIZ representatives said they will research common language for such policies and share that information with the Finance Director.
5. Mr. Holbrook said the county hasn't really addressed how to fund the retirement benefit for retirees for whom the county reimburses up to \$800 per month for their health insurance costs. CBIZ's Kari Presley will work with Ms. Whitaker on some ideas to bring back to the Board.

Next Meetings

Workshop – 1 pm on February 24

Meeting – 1 pm on March 11

Adjournment

There being no other business on the agenda, the meeting was adjourned at 12:14 pm.

Human Resource and Risk Management Department

Staff: Drew Stone, Administrative Assistant
Stephanie Strickland, Benefits Administrator
Kim Jeffers-Whitaker, Director

Guidance:	Catherine Denenberg, HR Advisory Chair	CBIZ Staff, Consultant
	Human Resource Advisory Committee	Jay Yeager, Law Director
	Human Resource Board of Trustee	Robbie Holbrook, Int. Finance Dir.
	Anderson County Commission	Randy Walters, Fund Bookkeeper

2019/2020 ACG Benefit(s) Financial & Contract Report

Fund 263 / Self-Insured Health Insurance Benefit:

- Est Employees Participating, 324 (Est Non-participating Employees, 80)
- County Paid Premium Amount, \$4 million

- *CareHere (Thrive Health & Wellness Center/The Clinic)*
Contract Period: 3/2016 – Present
 - Admin Fees, \$88,550
 - Office Visit Cost, \$248,077
 - Patient Count, 527
 - Savings Summary since Inception, \$1,744,682 (includes \$646,785 productivity savings)Employee Savings since inception \$291,865

- *MedBen (Medical & Administration of COBRA)*
Contract Period: 7/1/2019 – 06/30/2020
 - Claims Paid, \$2,066,930
 - Admin Fees, \$176,375
 - Average Covered Lives, 749

- *Ventegra (Prescription)*
Contract Period: 7/1/2019 – 06/30/2020
 - Claims Paid, \$963,642
 - Prescriptions Filled, 9,045
 - Admin Fees, \$19,407
 - Rebates, \$16,807

- *Optum (Stop Loss)*
Contract Period: 7/2015 – 06/30/2020
 - County Paid Premium, \$481,779
 - Claims Refund/Received, \$27,027
 - Experience Reward, \$52,125

2019/2020 FY ACG Benefit(s) Financial & Contract Report, Continued

Fund 263 / Self-insured Health Insurance Benefit, Continued

- *CBIZ (Consultant)*
Contract Period: 7/2019 – Present
 - Admin Fee, \$30,000
-

Departmental Budgeted Benefits:

Short Term Disability:

- *USABLE*
Contract Period: 7/2019 – Present
 - Est. Employees Participating, 395
 - County Paid Premium, est. \$96,000

Life Insurance:

- *MIG/NABCO*
Contract Period: 1990 – 06/30/2020
 - Est. Employees Participating, 449
 - County Paid Premium, \$31,415

Dental (fully insured dental coverage):

- *Delta Dental*
Contract Period: 7/1/2006 – Present
 - Est. Employee Participating, 397 (187 Single / 210 Family)
 - County Paid Premium, est. \$166,000

Retirement:

- *Tennessee Consolidated Retirement System (TCRS)*
Contract Period: 7/1/1974 – Present
 - Est. Employees Participating, 415
 - County Paid Portion of Benefit, \$1,240,458
-

Employee Supplemental Benefits:

- *BCBST Vision (fully insured vision coverage):*
Available Period 7/1/2016 – Present
 - 330 Active Participants

2019/2020 FY ACG Benefit(s) Financial & Contract Report, Continued

Employee Supplemental Benefits, continued

- *TCRS 401k & 457b*

Available Period: 07/01/2019 – Present

- 51 Active Participants

- *Nationwide Pet Insurance*

Available Period: 7/1/2020 – Present

- 4 Active Participants

- *American Fidelity*

Available Period: 7/1/2015 – 6/30/2020

- 228 Active Participants

- *TASC Flex Benefit*

Available Period: 7/1/2019 – Present

- 80 Active Participants

Closing Notes:

Fund 263 did not receive any additional appropriations from the Legislative Body during the 2019/20 FY.

Claims are projected to remain on the rise for 2020/2021 FY.

Through the guidance of the BOT and the prior consultant (Sherrill Morgan), changes to medical, Rx, retirement and supplemental benefits were made during this FY.

This FY, Fund 263 has received \$79,152 in refunds/rebates from the stop loss and prescription vendors.

The HR Office along with our current consultants, CBIZ, and key advisors will continually review current trends to determine what changes may be introduced to minimize cost to the County and the employees.

Emergency Room Utilization Report - Aggregate ONLY

Fiscal Year	Total Member Visits	County Paid
2016/2017 FY	161	\$ 106,603
2017/2018 FY	180	\$ 106,807
2018/2019 FY	157	\$ 109,271
2019/2020 FY	98	\$ 123,745

Excess Claims - Aggregate ONLY

	Members			
	2016/2017 FY	2017/2018 FY	2018/2019 FY	2019/2020 FY
Claims in Excess of:				
\$25,000	8	19	16	17
\$50,000	4	5	9	6
\$70,000	2	2	3	1
Stop Loss Amount of \$100,000	1	6	4	4
Total Excess Claim Members	15	32	32	28
Total Excess Claims Cost	\$ 858,857	\$ 1,829,750	\$ 970,891	\$ 1,637,171

Prescription Claims - Aggregate ONLY

	Prescriptions			
	2016/2017 FY	2017/2018 FY	2018/2019 FY	2019/2020 FY
Total Prescriptions Filled	8,688	8,315	6,586	9,045
Total Prescription Claim Cost	\$ 941,999	\$ 1,008,800	\$ 856,796	\$ 919,932

Thrive Health & Wellness Center - Aggregate ONLY

	Prescriptions			
	2016/2017	2017/2018	2018/2019	2019/2020
Total Prescriptions Filled	1,035	1,944	3,603	4,554
Total Prescription Claim Cost	\$ 48,735	\$ 32,234	\$ 65,032	\$ 65,897

	Office Visits (Less Admin Fee)			
	2016/2017	2017/2018	2018/2019	2019/2020
Total Member Visits	2,796	3,754	3,288	3,377
No Shows	NA	171	41	93
County Cost	\$ 196,358	\$ 231,994	\$ 233,308	\$ 248,077

	Off-site Visits via CareHere			
	2017	2018	2019	2020*
Total Member Visits	2	39	52	4
Kroger's The Little Clinic	2	39	52	
TeleHealth	NA	NA	NA	4

*July - August 2020

Incentive Data : Aggregate ONLY

	Incentives			
	2016/2017 FY	2017/2018 FY	2018/2019 FY	2019/2020 FY
EE Only: \$25 HRA/\$15 Coach				
Participants	126			
Cost to Fund	\$ 43,000			
EE & Spouse HRA				
Participants		272		
Cost to Fund		\$ 81,060		
Tobacco Cessation				
Participants			44	67
Cost to Member			\$ -	\$ 18,628
EE Only: \$25 HRA				
Participants				197
Cost to Fund				\$ 59,100
Combined Total Cost	\$	183,160		
Combined EE Cost	\$	18,628		

Attach. 2

Acquisition brings Premise Health's revenue to approximately \$1 billion; Combined company improves access to health care for employers, employees, and dependents across the country

Premise Health, the largest direct health care provider, today announced it has signed a definitive agreement to acquire CareHere, a leading operator of wellness centers for self-funded organizations. The acquisition further solidifies Premise Health as the leading direct health care company and brings a comprehensive suite of innovative, affordable care delivery methods to self-insured employers and their teams across the country. With the addition of CareHere, Premise Health's annual revenue totals approximately \$1 billion.

The CareHere acquisition provides Premise Health with the opportunity to extend its integrated approach to care to additional markets, including municipal and state governments, universities, and Taft-Hartley plans; offer the widest array of health care services to self-funded employers; and advance its digital and physical access models to drive better outcomes and healthier populations for employees and dependents.

"Premise Health has continually evolved our model to deliver unmatched access to high-quality, affordable health care for the nation's largest employers and their employees and dependents," said Premise Health CEO Stu Clark. "CareHere is a pioneer in the direct health care space with a shared vision for the future of care focused on access, quality, experience, and value, and the combined capabilities of our two leading organizations will enable Premise Health to transform the health care experience for employers, members, and their families."

Employers will gain access to extensive benefits as a result of the acquisition. Premise Health's integrated health care ecosystem includes a robust access model, comprehensive primary care, and data-driven care coordination. This model meets members where they are in their care journey and focuses on the preventive and long-term health of the population.

Premise Health offers more than 30 health care products, the widest array in the industry, through physical (onsite and nearsite health centers, mobile units, and events) and digital (24/7 virtual care, remote monitoring, and connected devices) access models. By combining its extensive product portfolio and unparalleled access with CareHere's public sector experience and KLAS-rated reporting and analytics capabilities, Premise Health will deliver a more seamless and coordinated care experience to improve outcomes, generate cost savings, and enhance health care for employer populations.

The combined entity will reach over 11 million eligible lives across more than 2,200 clients. In addition, Premise Health will operate more than 850 onsite and nearsite wellness centers in 300 markets across 45 states and Guam.

"Since our founding in 2004, CareHere has been committed to delivering superior health and financial outcomes by challenging traditional conventions of health care for employers across the country," said CareHere CEO Ernie Clevenger. "By joining forces with Premise Health, that commitment is only intensified, and together we can serve as an invaluable resource for organizations, their teams, and their families and improve the health of populations."

Effective at close, CareHere will be **CareHere, a Premise Health Company** to reflect the value the organizations offer together. Brentwood Capital Advisors served as the exclusive financial advisor to CareHere in the transaction, which is scheduled to close on September 30, 2020.

RFP/Contract dates in red. Year required to bid in blue.

1. Delta Dental (RFP 4939, 4/30/2019) 2024
2. USABLE/ short term disability (RFP 4941, 4/30/2019) 2024
3. BCBS Vision (RFP 4940, 4/30/2019) 2024
4. Flex, USABLE (RFP 4942, 4/30/2019) 2024
5. CareHere On-site Clinic (4919, 12/17/18) 2024
6. CBIZ as our Consultant/Broker (RFP 4917, 4/15/2019) 2024
7. Medical, BCBS (RFP 2023, 3/16/2020) 2025
8. Prescription, RxBenefits (RFP 2020, 2/27/2020) 2025
9. Ancillary Benefits, USABLE (RFP 2019, 3/6/2020) 2025

Summary:

To break up the workload, I would suggest the following RFP schedule.

- o 3 by 2023: Dental, Clinic and Consultant
- o 3 by 2024: Vision, Medical and Rx
- o 3 by 2025: Ancillary (including Flex) and STD

StopLoss/Reinsurance bids annually to ensure best plan.