
Anderson County Board of Commissioners

Presentations @ 6:00 P.M.

Oak Ridge High School Scholarship – presented by Commissioner Denenberg

Clinton High School Scholarship – presented by Chairman Anderson

Consent Agenda

Monday, May 17, 2021 @ 6:30 p.m.

- 1. Approval and corrections of April 2021 County Commission Minutes**
- 2. Approval of Notary and Bonds**
- 3. Courtesy Resolutions/Proclamations**
- 4. Committee Reports**
 - Anderson County Library Board Minutes (3/18/21)
 - ADA Oversight Committee Minutes (4/6/21)
 - Anderson County Employee Insurance BOT Minutes (4/26/21)
 - Anderson County Conservation Board Minutes (5/3/21)

**Respectfully Submitted,
Joshua Anderson, Chairman**

Anderson County Library Board
Minutes of Regular Meeting Held Online Via Zoom
Thursday, March 18, 2021

The meeting was held electronically considering the continuing COVID-19 pandemic.

Present: Attending via Zoom

Library Board Members: Susan Miceli, Debra Cox, John Selser, Katherine Smith, Jeanine Brewer, Theresa Venable, Mary Jane Berry (Regional Board), Josh Anderson (Regional Board), Steve Mead (County Commissioners) Tommy Mariner (new board member representing Norris)

Library Directors: Meg Harrison (Clinton), Norma Day (Rocky Top) Matthew Jordan (Clinch Regional Library Director), Kimberlee Byrge and Misty Campbell, Co-Acting Directors (Norris Library) (and Clinton employees)

Absent: Lake McCoy

Others: None

Call to Order and Revisions to Agenda:

Chair Josh Anderson called the meeting to order at 5:08 pm. There were no revisions to the agenda.

Tommy Mariner introduced himself to the Board. He provided some highlights of his background, including the fact that his mother was once a librarian at the Norris Library. She retired from work when Tommy and his wife Rosemary's daughter was born to help care for the baby, while Tommy and Rosemary served in the military. Tommy taught ROTC at Anderson County High School for 17 years. Tommy Mariner has been appointed by the Norris City Council and is on the agenda to be approved by the County Commission.

Appearance of Citizens: None

Approval of Minutes

Steve Mead moved to approve the minutes of the special meeting of March 4, 2021. Susan Miceli seconded the motion. A rollcall vote unanimously approved the minutes as presented.

Treasurer's Report – Appended to these minutes

Susan Miceli had 3 transfers to present. Norris Library wanted to decrease Local Restricted Reserve by \$8,823.00 and increase Date Process Equipment by \$8,823.00 to cover the cost of the items being purchased with the LSTA and CARES grants. LSTA is 50% reimbursement, and CARES is 100% reimbursement. Norris Library asked to decrease Travel by \$2,000.00 and increase Office Supplies/Miscellaneous by \$2,000.00. Since COVID-19 has restricted travel, these funds would help more with miscellaneous library purchases. Clinton Library wanted to decrease travel by \$219.00 and increase Data Processing Equipment by \$219.00 to finish up spending on their tech grant. Since some items were less expensive, the surplus of grant funds allowed them to purchase a cloud-based wi-fi extender that will extend their wi-fi further and increase its reliability. These purchases will be for an annual license and an installation cord for the cloud-based wi-fi.

Steve Mead moved to approve the transfers as a group. Theresa Venable seconded the motion. The vote passes unanimously by roll call vote.

Susan had three more items to discuss:

1. No news on the budget as yet.
2. Susan asked to add someone to the Finance Committee. She has spoken to Jeanine, who is interested in serving. Susan moved to add Jeanine Brewer to the Finance Committee. Theresa Venable seconded the motion. No vote needed as Chair appoints the Committee members, so Josh Anderson will appoint Jeanine.
3. Susan had written a request to Paul in County Payroll at the County for Kimberlee to be paid at the director rate when she is working at Norris and to be paid through the Norris payroll when working at Norris. This would make Kimberlee's pay equal to Misty's when she is working at Norris as co-acting director. Steve Mead moved that when Kimberlee is working at Norris Library, she be paid the Norris director rate. John Selser seconded the motion. The motion passed unanimously by roll call vote.

Director Reports – Actual reports are appended to these minutes.

Briceville – Daphne Windham

- Former Briceville elementary school teacher Marshall McGhee and former Briceville elementary art teacher Louise Childress have contacted Daphne. The hope to present about 50 years of former BEW student art projects in the library. In the coming months, the art will be organized and arranged. Some will be posted on social media to welcome former students and patrons into the library to view the art. Anyone wanting to claim their own art and take it home may do so.

- They have too many donated books at this time and will have a “give away” soon. There are a lot of books on the Civil War available.
- In the next few weeks, they will hold a “Food for Fines” program. The donated food will go to the Blessing Box located outside the library. For every non-perishable food item donated, \$1 will be removed from a patron’s fines.
- All of the books about Briceville have been sold. Next month, the author will send them a shipment of about 50 copies in case anyone is interested in buying one.
- Water fountains are still not working and may need to be replaced.
- Daphne is applying for the Oak Ridge Breakfast Rotary Club Foundation grant. She hopes to get some seating for the preschoolers to be able to properly social distance during story time in the future.
- Patron numbers and READS numbers are up. People are coming into the library again.
- Daphne and Brandy each attended a training webinar.

Clinton – Meg Harrison

- Meg is hoping to add some outdoor programming to Phase 3 of the reopening plan.
- Regular programs are proceeding online.
- The Friends group is planning another mystery box sale in May.
- Meg spent her LSTA grant money efficiently and ended up with extra money to spend. She will be purchasing new keyboards and mice in the staff areas, a replacement for the large print keyboard in the computer lab, a new wireless printer that is compatible with mobile devices, a couple of USB hubs for staff workstations, and a wireless cloud managed access point which will extend the range and reliability of their wireless network.
- When the library reopens to gathering in groups, they will have to decide what to do with a large amount of paperwork from the attic. This includes personnel and purchasing records predating the building.
- Meg has attended the Southeast Collaborative Online Conference and has taken several training sessions. Kimberlee, Kelly, and Karen have also taken webinar training sessions.

Norris – Kimberlee Byrge

- Once a new employee is hired, Norris Library will begin digital programming.
- Money has been transferred into the right line items for grants, so they have been able to make requisitions for tech items on the LSTA and CARES grants.
- Cleaning supplies and sneeze guards purchased through the CARES grant have started arriving at the library.
- More than 480 eBook only cards were created/fixed for students at Norris Middle School so that they can access TN READS.
- The first book purchases since December have now been made.
- Reports have been collected for missed quarterly stats workbook.

- Payment for the cataloging system has been submitted. It was past due.
- Multiple carts for purchase using state/federal funds were created to be ordered. This is pending approval of the library board to switch to a processing account suggested by the Regional Office.
 - Pros: Limited staff/space. Only one employee at Norris is currently trained to process books. There is limited space available for storing unprocessed/uncatalogued books/materials. Processing at purchase would alleviate this burden.
 - Cons: Cost of processing is per items and would need to be considered during every purchase going forward.
- Norris is signed up for Google for non-profits.
- They are hiring new employees.
- Chuck took a webinar and is scheduled for TEL training.

Rocky Top – Norma Day

- Customers are happy to be coming inside and selecting books and using computers again.
- Patron count since reopening on February 16th until today is 655. 953 items have been checked out through READS.
- Rocky Top is only library in this area that offers TN Boating Exam to public other than Blount County Public Library. There is a high demand for this service. They have given 12 exams since they reopened.
- During the closure, they weeded the collection. Every table and several carts are full of books, waiting for customers to purchase. They have sold some and the money was put into their FOL account. They have been unable to have their annual book sale due to Covid.
- Norma has applied for the Pettway Grant this year. She plans to replace circulation furniture.
- ViTA (Volunteer Income Tax Assistance) continues to be busy. They have prepared and e-filed 240 returns as of today.
- Program totals – 4 virtual with 41 views – 8 recorded with 659 views
- Norma has attended 2 webinars.

Regional Library – Matthew Jordan

- New State Library opens April 13, 2021, in its new location on the Bicentennial Mall just north of the State Capitol and the current TSLA building in Nashville. The new 165,000 square foot facility includes a climate-controlled chamber for safely storing historic books and manuscripts, with a space-saving robotic retrieval system. The facility will have classrooms for student groups and meeting space for training librarians and archivists.
- The State's temporary allowance for electronic meetings is extended through April 28, 2021. Live video or audio access, and subsequent recordings must be available for the public.
- They are sad to share the news of the passing of Karen Schall, Morgan County Library Board and Regional Library Board member, and former Director of the

Coalfield Public Library. Karen was an active and progressive director, a wise member of the library board, and a kind and practical soul with an interesting history. She will be missed.

<https://www.legacy.com/obituaries/knoxnews/obituary.aspx?n=karen-schall&pid=197642356&fhid=31105>

- Matthew encourages library boards and directors to be proactive in meeting two of their main duties in the spring: the upcoming budget request process with their funding bodies and the recruitment of new board members to replace any members who are completing their second terms at the end of June. (The new two-term limit does allow someone to come back on the board after a three-year hiatus.) A document that may be helpful with your budget request is included on the Statistics LibGuide (hosted by Christy Chandler, our State Data Coordinator): the “FY2019 Support Rankings Ability to Pay”(on the left side, halfway down), which shows the income per capita compared to library appropriations per capita for counties in TN. Where is your county ranked on the list and how well is your county supporting its libraries given its per capita income?
<https://tsla.libguides.com/datacollection>.
- For new board appointees, library patrons are often a good source, but also consider thinking outside the box to try to get new voices from parts of the community that might not be represented or who have an expertise/perspective that would be useful to the Board. You could advertise in the paper, contact local service and other organizations, contact schools, consider an active businessperson or Chamber member, ask elected officials for recommendations, etc.
- Matthew also listed various upcoming workshops and events.

Old Business:

A. Director Review Status – John Selser

John presented a status report to the Board. Clinton is currently the only completed review. John encouraged board members to get the necessary items completed and returned to him. When fully completed, they will be sent to the secretary of the Board for safekeeping.

B. Reopening Status –

Josh commented that things are going well. The libraries are not yet ready to move to next level as numbers have kind of plateaued. Meg mentioned that they would like to add outdoor programming to Level 3, when they reach that level. Mary Jane asked about mask protocol for such outdoor programming when they do it.

Meg said she would look into adding that into the policy if the board so desires. Susan moved that Meg add verbiage to Level 3 to include masking, distance requirements, etc. John seconded it.

Roll call vote was unanimous in favor of the motion.

Meg reviewed some points from the opening phases for the libraries:

Phase 2 –

- attendance caps (Clinton – 20, Norris – 4, Rocky Top and Briceville – 10)
- Social distance signage
- Sneeze guards
- Copying by staff only
- No touch transmission
- Quarantining returned items
- Restrooms available or not depending on structure of building
- Returns straight to drop box.

Phase 3 –

- No attendance caps
- Use of hand sanitizers
- Social distance signage
- Virtual programming (Add outdoor programming)
- Computer limits to provide social distancing
- Adding seating in compliance with social distancing

Phase 4

- Will be final phase in moving back to normal operations.

The full Phases of Reopening the Libraries is appended to these minutes.

C. Bylaws and Policy Updates – John Selser

John presented a proposal to align the Grievance Policy of the ACLB with that of Anderson County. He explained what is contained in the Grievance Policy and what is needed to align it with Anderson County's policy. The Board policy is superseded by Anderson County Policy. The goal is to comply with Anderson County Policies.

Mary Jane Berry moved that we approve the policy as presented by John to align the policy with that of Anderson County. Steve Mead seconded it. The motion was approved unanimously by roll call vote.

Susan Miceli stated that the Snow/Bad Weather Closure Policy needs to be rewritten. As it is currently written, a Director needs to notify only the Board Chair if she/he decides to close a library. Susan feels that the entire board should be notified, either via email, text, or phone, to keep the whole Board in the loop, since others may get questions/calls from the public. This will be considered at a later meeting.

New Business

No new business

Announcements/Next Meeting: Next meeting will be April 15 2021 at 5 pm. Location TBA

Adjournment: 7:15 pm.

Respectfully submitted,
Katherine Smith, Secretary

Anderson County ADA Oversight Committee
Minutes April 6, 2021

Present: Roger Lloyd, ADA coordinator, Mayor Frank's Administrative Assistant Leean Tupper, Commissioner Jerry Creasey, and Louise McKown, chair of the committee. Mayor Frank had another meeting to attend at the same time.

Roger Lloyd's Report:

Renovations to the Courthouse:

We are almost there getting a contractor to renovate the new entrance to the Courthouse. However, we do not yet know if this same contractor once finished with the entrance and Room 118A, will also stay and do ADA work, which has some smaller jobs that we would be lucky to find a contractor to do.

We finally got three drinking fountains in and installed that fit perfectly in our enclosures. These replaced two of the old-style tall inaccessible fountains that were installed when the Courthouse was built and another one in the Juvenile Court. They have a feature that allows someone to fill up a water bottle without touching the fountain. The spouts have been taped over due to COVID. Because it almost took six months to get them, we are looking for other instances where we might need these drinking fountains to replace inaccessible fountains. A grant written by someone that Roger wasn't sure who that ordered a lot of them for our buildings. But they didn't do it for the Courthouse, so we still need some more for the Courthouse.

We will still need to have some textured rugs or vinyl strips around the benches in the hallways because people who are blind, even with using a white cane will not know that the benches are there before they plow into them.

Roger has yet to receive a drawing or conceptual pull-down countertop from Tim Isbel---who is very busy now with other projects. But he knows it is in the works of being done.

Additional reports from Roger:

Roger went to the Conservation Board's meeting in March and gave them the 2010 ADA regulations for the fishing pier that they want to build for Lost bottom boat ramp area. The fishing pier is accessible at Gibbs Park, but it may have been built using 1990 ADA regulations, which may be different than 2010 regulations. TVA has yet to respond to the request to put in a fishing pier. Many people at TVA are working at home so that it is hard to track them down.

Roger will be in Oak Ridge April 8th mowing the grass at the Dickens Building and General Sessions Court. He will move the accessible parking sign so that one of the accessible parking spaces has an access aisle. Somehow that did not happen when we reduced the number of signs and accessible parking spaces from when the Oak Ridge Senior Center occupied the space that the General Sessions Court is.

Louise's report:

Louise has called Anderson County, Oak Ridge and Clinton City schools requesting that if they do anything on their ADA list, to call Roger to report what they have done. This way in November he isn't spending a lot of his time calling them to ask what they have done for TDOT's report due in December. She also mailed a copy of what has to be done to the director of maintenance at Oak Ridge Schools who did not get a copy when we met with them two years ago.

She also got hold of Lee Greever, maintenance director at the Armory in Clinton, which is a polling site, to let him know we needed some ADA work there and sent him the photos of what needs to be done. He immediately got bought poles and signs for the parking lot and stripped two accessible spots. They need two more, one of which will be van accessible. That will get done when they repave the parking lot. However, work on the curb cut and making the parking completely flat will mean asking his headquarters for additional funds to do the work. The good news is he is willing to do it.

Louise asked if anyone knew if \$18,000 would be allocated for ADA in next year's county budget. Leean and/or Roger will ask Robby Holbrook, Director of Finance. We always assume so, but Louise will never forget that one year, nothing was allocated for ADA. We know we haven't spent much this year, but we plan on making up for it once the new entrance is finished.

Louise one day during the time when temperatures were taken at the front entrance, had a hard time getting through the inside front door using her wheelchair with the table propping it open. She asked Roger to see if the Veterans Office would be bothered by not having the inside door removed.

Louise asked if she could contact the City Manager of Norris to ask them to deal with ADA concerns at their Community Center, which is a polling site and Public Library, which the county partially funds. Both these buildings are on our ADA transition plan. She also asked if she could mail the ADA survey to the head librarians in Rocky Top, Norris, Briceville and Clinton suggesting they put ADA into their budgets for their respective cities. It is probably the best time to do this before these cities' budgets are set.

Because Briceville doesn't have a city government, the county will have to do that work in the library parking lot, but possibly their librarian knows someone locally who can do it, rather than have Roger spend his day there. The rest of the ADA committee members agreed to let her contact these people. Leean will get Louise the current names and contact information of the librarians.

May's meeting date will be May 3rd at 3:00 pm. Leean reported that it looks like Governor Lee will not let us have virtual meetings starting at the end of April. She will let us know if he decides otherwise. Louise will let Annette know that we want to meet in Room 118A. Louise will also ask Anette when construction starts in Room 118A, to help us find another space to meet that allows us to be socially distant.

The Oak Ridger reported as of April 15th, that only 21% of Anderson County residents were fully vaccinated. It will take us awhile to reach herd immunity, so this committee would choose to be in a room where we are socially distant. Meeting in the past in Roger's room was OK for three people to be socially distant, but not four people. We would like Mayor Frank or Leean Tupper to be there. ____

Minutes written and respectfully submitted by Louise McKown, chair of the ADA Oversight committee.

Anderson County Employee Insurance Board of Trustees
Virtual Meeting Minutes
April 26, 2021

The meeting was held virtually without objection in accordance with Governor Bill Lee's Executive Orders.

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

Call to Order

Mayor Frank called the BOT Meeting to order at 10:01 a.m.

Roll Call

All members Present

Approval of Minutes

Motion by Tyler Mayes, Second by Robby Holbrook to approve minutes. Minutes of the March 24, 2021 were unanimously approved as presented.

Items for Action and/or Discussion:

1. **Melanie Sharp of CareHere gave a presentation on Occupational Therapy that outlined CareHere's proposal for Chiropractor Services and Physical Therapist Services.** HR Director Kim Jeffers-Whitaker will return to the BOT with a financial analysis of current expenditures/usage of those services under the county's BCBS plan in order to offer a comparison for decision-making. No action taken. (Documents Attached)
2. **Unpaid MedBen Claims Process.** Motion was made by Commissioner Meredith, second by Tyler Mayes to approve Version 2 Claims Process. Approved unanimously by roll call vote. (Version 2 Attached)
3. **Short-Term Disability Process Modification.** HR Director Kim Jeffers-Whitaker presented proposal to modify county's current Short Term Disability Policy. Modification was discussed. It was agreed that members would conduct outreach with various agencies to get input on possible impacts before taking action. Policy Change will be placed on a future BOT Agenda for action. (Proposed change attached)
4. **Fund 263 Proposed Budget.** Motion was made by Commissioner Meredith, Second by Tyler Mayes to recommend approval of the proposed 2021/2022

budget and also authorize the Finance Director to make any necessary cost changes, and updates for actual enrollment. Motion passed unanimously by roll call vote.

New Business

No new business came before the board.

Old Business

HR Director Kim Jeffers-Whitaker noted that she is still having conversations with Legal/ID Shield. She will update BOT soon. She also noted open enrollment was going well and onsite enrollment is continuing through the end of the week. She also noted that any changes made with employees conducting self-enrollment will receive additional verification as part of a checks and balances system.

Next Meeting

Another meeting will be scheduled in approximately two weeks to review stop loss with Seamus McNally of CBIZ. Leean Tupper will poll members for best dates.

Adjourn

Meeting was adjourned without objection at 10:27 a.m.



Proposed to: Anderson County, TN

Anderson County, TN - PT/Chiro

April 16, 2021

HEALTH CENTER

ADDITIONAL STAFFING

Weekly Staffing Breakdown	FTE's	Weekly Hours	Weekly Hours	Weekly Hours
Chiropractor	0.20	8	8	8
Physical Therapist	0.40	16	16	16

CAREHERE COST BREAKDOWN

	2021	2022	2023
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Chiropractor Staffing Cost \$ 37,294 \$ 39,487 \$ 42,448

*Includes Benefits, Training & Professional Dev, & Liability. All staffing costs will be billed as a direct pass-through with no mark-up.

*The chiropractor may need to be scheduled on separate days for 4 hour shifts so patients can be served twice a week.

Physical Therapy Staffing Cost \$ 51,157 \$ 54,165 \$ 58,228

*Includes Benefits, Training & Professional Dev, & Liability. All staffing costs will be billed as a direct pass-through with no mark-up.

Supplies, CLIA Waived Labs, & Misc \$ 5,023 \$ 6,117 \$ 6,405

*All costs will be billed as a direct pass-through with no mark-up. Any additional equipment/furniture will be billed as a direct pass-through cost as well.

TOTAL ANNUAL COST \$ 93,474 \$ 99,769 \$ 107,081

Chiropractor Implementation (includes FF&E and Computer Supplies) \$ 10,853

*All costs will be billed as a direct pass-through with no mark-up. Any additional equipment/furniture will be billed as a direct pass-through cost as well.

Physical Therapy Implementation (includes FF&E and Computer Supplies) \$ 16,500

*All costs will be billed as a direct pass-through with no mark-up. Any additional equipment/furniture will be billed as a direct pass-through cost as well.

Implementation Travel, Transportation, and Lodging \$ 7,265

*All costs will be billed as a direct pass-through with no mark-up.

Item 1

Item 2

updated
proposal
version 2

MEDBEN UNPAID CLAIM PROCESS

Applicable Date Range: from 7/1/2020 through 6/30/2021

Board of Trustee Approval of Process: [REDACTED]

1. EE submits invoice to HR
 - EE to sign HIPAA Waiver allowing HR and CBIZ HIPAA Officers to verify charges
 - HR to verify non-payment of invoice by MedBen
2. Processing and HR Review
 - Request itemized invoice
 - Determine if claim is a accepted event (allowable)
 - Determine if the claims was filed timely (within 12 months of the date of service)
 - Review accuracy of coding
 - Confirm jurisdiction of invoice (in / out of network)
 - Conduct negotiation of charges with provider / facility
3. HR submits verification of review and HR recommendation to Finance Department for payment utilizing MedBen Unpaid Insurance Claim Payment Request Form.
4. Upon review of documentation in Item 3, Finance Director is authorized to pay the claim or if questions remain, request a BOT meeting for further review and approval.
5. Denial of payment for claims
 - HR shall:
 - Confirm processing denial procedure and decision with Consulting Team
 - In agreeance, member would be notified of denial and underlying reason
 - Letter to include member's ability to file appeal with Board

Item 2

MEDBEN UNPAID INSURANCE CLAIM PAYMENT REQUEST FORM
MEDBEN UNPAID CLAIM PROCESS ATTACHED
Applicable Date Range: from 7/1/2020 through 6/30/2021

Date Member Notified HR of Issue: _____

Date HR Received Documentation/Invoices from Member: _____

Date HIPPA Release Obtained from Member: _____

Dates of Service: from _____ to _____

Due Date of 1st Bill Received by Member: _____

Reason Claim Was Not Processed/Paid by Carrier (if known):

Total of All Invoices: \$ _____ # of Invoices in Question: _____

Negotiation Period with Provider(s): from _____ to _____

Outcome of Negotiations:

Amount of Reduction accomplished (if applicable) \$ _____

Employees share \$ _____

County's share \$ _____

HR Recommendation:

Signed: _____ Date Submitted to Finance Dept.: _____

Finance Dept. Approval By: _____ Date: _____

Item 3

Due to the County's current policy language (below), employees are not receiving the full County paid benefit of short-term disability (STD). One goal of modifying the policy language will also require a STD contractual language update. I have confirmed that the update listed below will NOT impact the County's premium. Additionally, the employee will then realize the full 13-week benefit the County is paying for – the other goal.

NOTES: Current STD runs for 13 weeks after eligibility date.

Example: If an employee has 10 weeks of sick leave available, they must, in accordance with policy and now contractual language, use their 10 weeks prior to receiving their STD benefit. Once they exhaust those 10 weeks, the employee will only receive 3 weeks of full STD payout.

Current Policy Language:

6 Benefits / 6.4 Short Term Disability Insurance

Eligible employees are covered by Anderson County Government short-term disability plans after one hundred eighty (180) days of continuous full-time employment. This base benefit is paid in full by the County on your behalf. Short Term Disability insurance is designed to assist an employee with income should the employee become partially or totally disabled and be unable to perform the essential functions of his or her job. The summary plan descriptions explain short-term disability benefits.

7 Time Off Benefits / 7.7 Family Medical Leave / Pay During Leave

All FMLA absences are unpaid. However, you shall first take any paid leave available under the provisions and limitations of Sick Leave; then exhaust any accrued compensatory time under the provisions of Compensatory Leave; then may choose to exhaust any paid Annual Leave available under the provisions of Annual Leave and then shall be in a leave without pay status for the balance of the twelve (12) week leave period. Any sick and/or annual leave time taken will be regarded as part of FMLA leave.

You will continue to accrue sick and annual leave time during an approved FMLA leave of absence if you remain in pay status; however, employees taking leave shall not accrue sick and annual leave time while in a no pay status. You are considered to be in a pay status any time the County is paying your salary/wages.

→ SUGGESTED LANGUAGE:

6.4 Short Term Disability Insurance

Eligible employees are covered by Anderson County Government short-term disability plans after one hundred eighty (180) days of continuous full-time employment. This base benefit is paid in full by the County on your behalf. Short Term Disability insurance is designed to assist an employee with income should the employee become partially or totally disabled and be unable to perform the essential functions of his or her job. The summary plan descriptions explain short-term disability benefits.

→ Eligible employees shall first exhaust any paid leave available under the provisions and limitations of Sick Leave; then exhaust any accrued compensatory time under the provisions of Compensatory Leave. The short-term disability benefit will begin after the elimination period or the expiration of the employee's sick leave and compensation payout, whichever is later.

item 4

GL Account	Description	2020 - 2021 Amended Budget	Department Request
263. -43101- - 0101	Self-Insurance Premiums/Contributions - General Fund	\$3,641,220.00	-
263. -43101- - 0115	Self-Insurance Premiums/Contributions - Transfer In - Library	\$68,052.00	-
263. -43101- - 0116	Self-Insurance Premiums/Contributions - Transfer In-Solid Waste	\$20,520.00	-
263. -43101- - 0118	Self-Insurance Premiums/Contributions - Transfers In-EMS	\$526,524.00	-
263. -43101- - 0127	Self-Insurance Premiums/Contributions - Channel 95	\$20,520.00	-
263. -43101- - 0128	Self-Insurance Premiums/Contributions - Transfers In-Tourism	\$20,520.00	-
263. -43101- - 0131	Self-Insurance Premiums/Contributions - Transfers In-Highway	\$168,540.00	-
263. -43101- -	Total Self-Insurance Premiums/Contributions		\$4,439,298.00
263. -43101- -	Vision Premiums		\$40,620.00
263. -43101- -RTREE	Self-Insurance Premiums/Contributions - Retirees	\$0.00	\$20,097.00
263. -43101- -DRTREE	Self-Insurance Premiums/Contributions - Retirees Dept. Applicable Funding		\$26,400.00
263. -43101- -TOB	Tobacco Surcharge		\$25,200.00
263. -43102- - FLEX	Other Employee Benefit/Contributions - Flexible Spending Program	\$90,000.00	\$90,000.00
263. -44110- -	Interest Earned	\$500.00	\$0.00
263. -44165- - PRES	Rebates -Pharmacy (per CBIZ)		\$190,771.00
263. -44165- - STOP	Rebates -Stoploss Reimbursements (PER CBIZ)		\$188,217.00
	Total Revenue	\$4,556,396.00	\$5,020,603.00
263. -51900-213-	Other General Administration - Payments To Retirees	\$9,600.00	\$9,600.00
263. -51900-307- THRV	Other General Administration - Communication - Thrive/Clinic	\$2,800.00	\$3,300.00
263. -51900-340- BCBS	Other General Administration - Medical & Dental Services - Blue Cross/ Blue Shield	\$2,357,418.00	\$2,752,464.00
263. -51900-340- FLEX	Other General Administration - Medical & Dental Services - Flexible Spending Program	\$90,000.00	\$90,000.00
263. -51900-340- PRES	Other General Administration - Medical & Dental Services - Prescriptions/RX	\$960,754.00	\$1,028,415.00
263. -51900-340- TELE	Other General Administration - Medical & Dental Services - Telehealth	\$9,130.00	\$9,130.00
263. -51900-340- THRV	Other General Administration - Medical & Dental Services - Thrive/Clinic	\$330,000.00	\$325,000.00
263. -51900-399- BCBS	Other General Administration - Other Contracted Services - Blue Cross/Blue Shield	\$238,844.00	\$198,000.00
263. -51900-399- CBIZ	Other General Administration - Other Contracted Services - Consulting Services CBIZ	\$30,000.00	\$30,000.00
263. -51900-399-CBIZP	Other General Administration - Other Contracted Services - CBIZ RXConsulting Services	\$0.00	\$20,000.00
263. -51900-399- FLEX	Other General Administration - Other Contracted Services - Flexible Spending & H.S.A Program	\$0.00	\$300.00
263. -51900-399- RX	Other General Administration - Other Contracted Services - RxBenefits		\$32,400.00
263. -51900-399- TELE	Other General Administration - Other Contracted Services - Telehealth	\$15,870.00	\$9,000.00
263. -51900-399- THRV	Other General Administration - Other Contracted Services - Thrive/Clinic	\$99,000.00	\$108,000.00
263. -51900-435- THRV	Other General Administration - Office Supplies - Thrive/Clinic	\$0.00	\$0.00
263. -51900-503-	Other General Administration - Excess Risk Insurance	\$505,000.00	\$392,394.00
263. -51900-512-	Other General Administration - Affordable Health Care Tax	\$1,600.00	\$1,600.00
263. -51900-514- THRV	Other General Administration - Depreciation - Thrive/Clinic	\$0.00	\$0.00
263. -51900-599-	Other General Administration - Other Charges	\$1,000.00	\$1,000.00
263. -51900-599-WELLP	Other General Administration - Other Charges - Wellness Program	\$24,980.00	\$10,000.00
	Total Expenses	\$4,675,996.00	\$5,020,603.00
	EXCESS or (SHORTFALL)	(\$119,600.00)	\$0.00

ANDERSON COUNTY CONSERVATION BOARD MINUTES

May 3rd, 2021

Members Present:

Chairman Josh Anderson, Scott Burton, Earl Cagle, Ben Taylor

Members Absent:

Lewis Ridenour, Tony Powers

Others Present:

Andrew Stone - Conservation Board Secretary, Jason Hollenbaugh, Stephanie Wells,
Mary W. Murray - Citizen

Chairman Josh Anderson called the Conservation Board meeting to order at 5:15pm on
May 3rd, 2021.

1st Item of Business:

Motion by Scott Burton, seconded by Earl Cagle to approve the minutes from the March 1st, 2021
ACCB Meeting (ACCB Meeting on April 5th, 2021 was cancelled).
Motion carried unanimously.

2nd Item of Business:

Mary Murray, Anderson County citizen, spoke about two roads in Anderson County Park that
need to be addressed. Scott Burton suggested for Ben Taylor to reach out to the Anderson County
Highway Department to advise on correcting the issue.
Item was deferred to next meeting.

3rd Item of Business:

Ben Taylor detailed the need for a new lawn mower to replace older models. Andrew Stone
provided the financial account for which the mower would be purchased.
Motion by Scott Burton, seconded by Josh Anderson to approve the purchase of a new mower for
estimated \$11,000.
Motion carried unanimously.

New Business:

Discussion held on the renting of the BnB at the Anderson County Park. Andrew Stone and
Stephanie Wells informed the Board on the reservation status and ideas on how to boost future
reservations.
Item was deferred to next meeting.

Motion to adjourn by Scott Burton, seconded by Josh Anderson.

Next meeting: June 7th, 2021