
Anderson County Board of Commissioners

6:00 P.M.

Proclamation – Harry C. (Whitey) Hitchcock

Proclamation – President’s Volunteer Service Award – requested by Mayor Frank

Resolution – Honoring 4-H – requested by Mayor Frank

Resolution – Honoring Janet Hawkins – requested by Commissioner Foster

Presentation – Game Changers Program Coordinator, Rachel Baker

Public Hearing – Resolution No. 23-1-1073 Amending the “Anderson County Zoning Resolution” to include the property at 122 Mountain Side Lane, Rocky Top, Parcel 030.00, Tax Map 008 from A-2 (Rural-Residential District) to A-1 (Agriculture-Forestry District).

Public Hearing – Resolution No. 23-2-1075 Amendment to the “Anderson County Zoning Resolution” to include the rezoning of the property at the intersection of the East end of Marlow Circle and Oliver Springs Highway, Clinton, Parcel 14.03, Tax Map 087 from A-2 (Rural-Residential District) to C-1 (General Commercial District).

6:30 P.M.

Consent Agenda

Tuesday, February 21, 2023

1. Approval and corrections of January 17, 2022 County Commission Minutes.

2. Approval of Notary and Bonds

3. Committee Reports

- Anderson County Fire Commission Minutes (2/07/23)
Fire Commission Letter of Resignation from Commissioner Vowell
- Conservation Board Minutes (1/09/23) (2/06/23)
- Rules Committee Minutes (2/09/23)
- HR Advisory Committee Minutes (1/11/23) Employee Insurance BOT Minutes (9/27/22)

**Respectfully Submitted,
Joshua Anderson, Chairman**

Board of Commissioners-Anderson County, Tennessee

Proclamation

WHEREAS, Harry C. (Whitey) Hitchcock III was elected by the people of Anderson County to three terms on the Anderson County Board of Commissioners where he served with distinction; and

WHEREAS, his life was filled with educational pursuits that included a Bachelor of Science in Forestry from the University of Tennessee; a Masters of Forestry from Northern Arizona University; and a Ph.D. in exercise physiology from the University of Tennessee where he was strength and conditioning coach for the 1987 NCAA Champion Lady Vols basketball team; and

WHEREAS, his lifetime was filled with service--from service in the United States Air Force during Vietnam, to teaching anatomy and physiology for 16 years at Clinton High School, to service as a county commissioner; and

WHEREAS, in 2013 he committed to sharing understanding and insight through his book, "The Soul of a Teacher," where he examined the connection between education, creativity, and spiritual growth; and

WHEREAS, through passage of Resolution No. 18-03-683, Anderson County honored Dr. Hitchcock on February 19, 2018 upon his retirement from public service on the Anderson County Board of Commissioners; and

WHEREAS, on January 10, 2023 Dr. Whitey Hitchcock passed away, leaving behind his wife of 34 years, Ellen Gaddy Hitchcock; sons, Derek White and Brent Thompson; several grandchildren, great-grandchildren; sisters, and many beloved nieces and nephews.

NOW, THEREFORE, BE IT RESOLVED, by the Anderson County Board of Commissioners, meeting in regular session this 21st day of February, 2023, that we do hereby proclaim February 22, 2023 as

Harry C. (Whitey) Hitchcock Day

in Anderson County to honor his legacy, and to remember his life, his service, and his contributions to this county, state, and nation. Our hearts are with his family on this occasion.

IN WITNESS WHEREOF, we have hereunto set our hands and caused the official seal of Anderson County to be affixed on this 21st day of February, 2023

Josh Anderson, Chairman, Board of Commissioners

Terry Frank, Anderson County Mayor

ATTEST:

Jeff Cole, Anderson County Clerk

Board of County Commissioners - Anderson County, Tennessee

Proclamation

WHEREAS, the President's Volunteer Service Award is a national volunteer awards program that encourages citizens to live a life of service; and

WHEREAS, this national award honors individuals whose service has made positive impacts on their communities around the country and inspires those around them to put words into action; and

WHEREAS, led by the AmeriCorps and managed in partnership with Points of Light, the President's Volunteer Service Award program allows certifying organizations to recognize their most exceptional volunteers; and

WHEREAS, the Anderson County 4-H Extension Office is a President's Volunteer Service Award Certifying Organization, and is now recognizing local 4-H participants – both youth and adults – who have given of their time, knowledge, and talents to serve their fellow citizens; and

WHEREAS, Danny Bridges Jr., Baylee Brown, Sadie Gray, Bristol Brown, Lydia Calhoun, Riley Mozingo, EmmaGrace Bridges, and Briley Gray have each received Gold Awards for their volunteer efforts by completing between 96 and 143 hours of volunteer service in 2022 and have been honored as President's Volunteer Service Award recipients. Likewise, Alice Ogan, Skylar Mozingo and Laura Gray each completed between 28 and 124 volunteer service hours last year and received Bronze Awards as 2022 President's Volunteer Service Award recipients. Together, they all completed 1,197 volunteer hours last year.

NOW THEREFORE, in recognition of the outstanding accomplishments of our local President's Volunteer Service Award honorees and the positive examples they set for others in our community, and in acknowledgement of National Volunteer Week, April 16-22, 2023, we, Terry Frank, Mayor of Anderson County, Tennessee, and members of the Anderson County Board of Commissioners do hereby proclaim April 19, 2023 as

President's Volunteer Service Award Day

in Anderson County, and we wholeheartedly thank the honorees for their dedicated leadership, their voluntary contributions of time and labor, and their compassionate hearts for service to the community.

IN WITNESS WHEREOF, we have hereunto set our hands and caused the Seal of Anderson County, Tennessee, to be affixed this 21st day of February, 2023.

Terry Frank, County Mayor

Joshua Anderson, Commission Chairman

ATTEST:

Jeff Cole, County Clerk

Anderson County, Tennessee

Board of Commissioners

RESOLUTION NO. 23-02-1079

RESOLUTION HONORING JANET HAWKINS

WHEREAS, it is with bitter-sweet emotions, we announce the retirement of one of the most well-respected members of the Anderson County Chamber of Commerce, Janet Hawkins; and

WHEREAS, Janet has been involved with the Chamber of Commerce since 1976, first serving as a part-time secretary to the Clinton Chamber of Commerce from 1976 until 1982 while working full-time for J. Edwin Birdwell, Jr., President of First American Bank ; and

WHEREAS, in 2002, she joined the Anderson County Chamber of Commerce on a temporary six (6) month assignment that quickly became permanent due to her dedication and exemplary work ethic; and

WHEREAS, over her tenure Janet has held many positions within the Chamber, including: Administrative Assistant, Director of Administration, Director of Administration and Finance, and Executive Vice President of Retail and Development; and

WHEREAS, she became a 2017 graduate of Leadership Anderson County and the Tennessee Chamber of Commerce Executives Institute. In 2018, Janet graduated from East Tennessee Regional Leadership before completing the requirements of the Institute of Organizational Management, a program of the U.S. Chamber of Commerce Foundation in 2019; and

WHEREAS, Janet has been instrumental in the daily operations of the Chamber over her twenty (20) plus year career. She formed a committee in 2018 to complete an application for the Tennessee Downtowns Program for the City of Clinton, as well as in 2019 for a Tennessee Downtown Grant for Wayfinding Signage. In 2021, she led the effort to complete a tedious two hundred (200) page application for the Tennessee Main Street Program for Historic Downtown Clinton. Over the course of the Pandemic, Janet created the Chamber Championship Program to boost local small business in which over Eight Thousand Dollars (\$8,000.00) was collected in sponsorships and returned to the community. Recently, she led the way in the creation of the Anderson County Chamber Foundation, which gained full approval in December 2022. Janet also facilitated the grant application for Marketing & Promotion of Anderson County for the Three Star Program through Tennessee Economic and Community Development, which was announced in August 2021. Because of her work in our community, Janet was awarded the 2021 Tennessee Chamber of Commerce Executives (TCCE) Professional of the Year.

NOW, THEREFORE, BE IT RESOLVED by the Anderson County Board of Commissioners meeting in regular session this 21st day of February 2023 that we honor Janet Hawkins for her exemplary service to Anderson County, congratulate her on her retirement, and wish her well with her future endeavors. She has made a positive and impactful mark on the history of the Anderson County Chamber of Commerce. We graciously thank her for her dedication, and congratulate her for a job well-done. Anderson County and the Chamber of Commerce are forever grateful for your years of dedicated service. Your legacy will be felt for many years to come.

BE IT FURTHER RESOLVED that we hereby proclaim February 25, 2023 as “*Janet Hawkins Day*” in recognition of her superior service to the citizens of this great county.

RESOLVED, DULY PASSED AND EFFECTIVE this 21st day of February 2023.

Joshua N. Anderson, Chair

Terry Frank, Mayor

Jeff Cole, County Clerk (ATTEST)



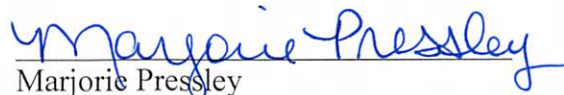
ANDERSON COUNTY GOVERNMENT

*deferred
to Feb.*

Legal Notice of Public Hearing

Published in Compliance with TCA § 13-7-105 (b)

The Anderson County Board of Commissioners will hold a Public Hearing on January 17, 2023 at 6:00 PM in Room 312 of the Anderson County Courthouse, 100 N. Main Street, Clinton, Tennessee, to consider an amendment to the "Anderson County Zoning Resolution" to include the rezoning of the property at 122 Mountain Side Ln., Rocky Top, Parcel 030.00, Tax Map 008 from A-2 (Rural-Residential District) to A-1 (Agriculture-Forestry District). A copy of the proposed zoning amendment is available at the Office of Planning & Development at the Courthouse.


Marjorie Pressley
Anderson County Building Commissioner

WHEREAS, the Anderson County Regional Planning Commission has reviewed and made recommendations regarding the proposed amendment of the "Zoning Resolution of Anderson County, Tennessee," in accordance with Tennessee Code Annotated § 13-7-105 (b).

NOW, THEREFORE, BE IT RESOLVED that the Anderson County Board of Commissioners does hereby amend the Anderson County Zoning Resolution.

This resolution shall take effect immediately after its notification and passage, the public welfare requiring it.

Josh Anderson, Chairman

ATTEST:

Jeff Cole, County Clerk

DATE: _____

Anderson County Board of Commissioners
Anderson County, Tennessee

RESOLUTION NO. 23-1-1073

A RESOLUTION AMENDING THE “ZONING RESOLUTION OF ANDERSON COUNTY, TENNESSEE” BY REZONING PARCEL 030.00; ANDERSON COUNTY TAX MAP 008 FROM A-2 (RURAL-RESIDENTIAL DISTRICT) TO A-1 (AGRICULTURE-FORESTRY DISTRICT)

WHEREAS, the Anderson County Commission, in accordance with Section 13-7-105 of the Tennessee Code Annotated, may amend the zoning resolution and the “Zoning Map of Anderson County, Tennessee”; and

WHEREAS, the Anderson County Regional Planning Commission has forwarded its recommendation to the Anderson County Commission regarding the amendment to the “Zoning Map of Anderson County, Tennessee.

NOW, THEREFORE, BE IT RESOLVED by the Anderson County Board of Commissioners of Anderson County, Tennessee, meeting in regular session on the 17th day of January, 2023, in Clinton, Tennessee, that:

SECTION 1. The Zoning Map of Anderson County, Tennessee, is hereby amended by rezoning Parcel 030.00; Anderson County Tax Map 008 from A-2 (Rural-Residential District) to A-1 (Agriculture-Forestry District). Said territory located at 122 Mountain Side Ln., Rocky Top; and being more clearly defined by the attached map that is made part of this resolution.

SECTION 2. This resolution shall be effective from and after its passage and publication, as required by Section 13-7-105(b) of the Tennessee Code Annotated, the public welfare requiring it.

ADOPTED this _____ day of _____, _____.

Josh Anderson, Chairman

Terry Frank, County Mayor

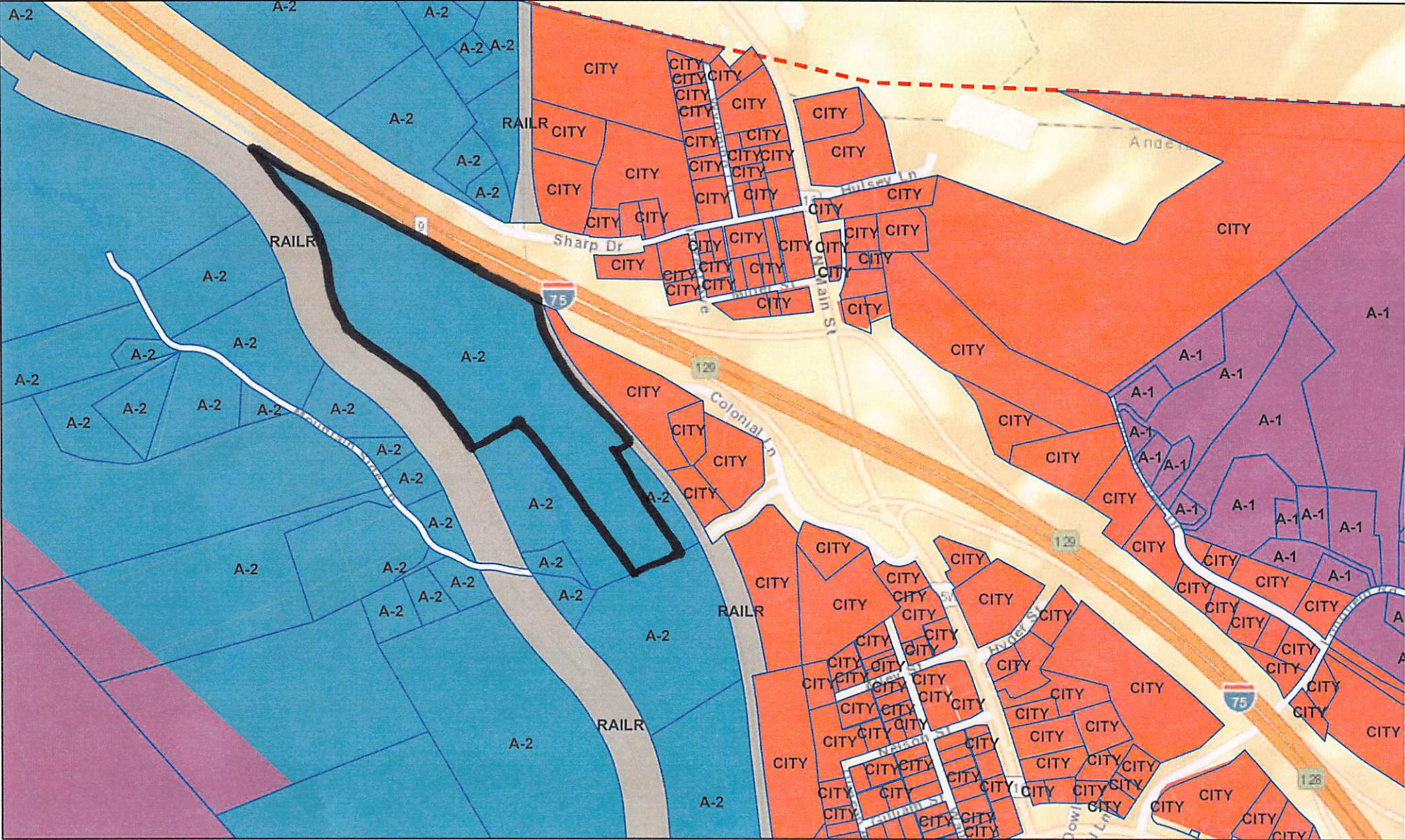
Public Hearing Held: _____

Resolved and Approved: _____

ATTEST:





Jeff Cole, County Clerk

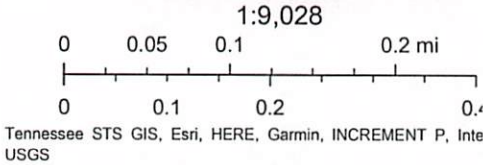
Mountain Side Ln 122

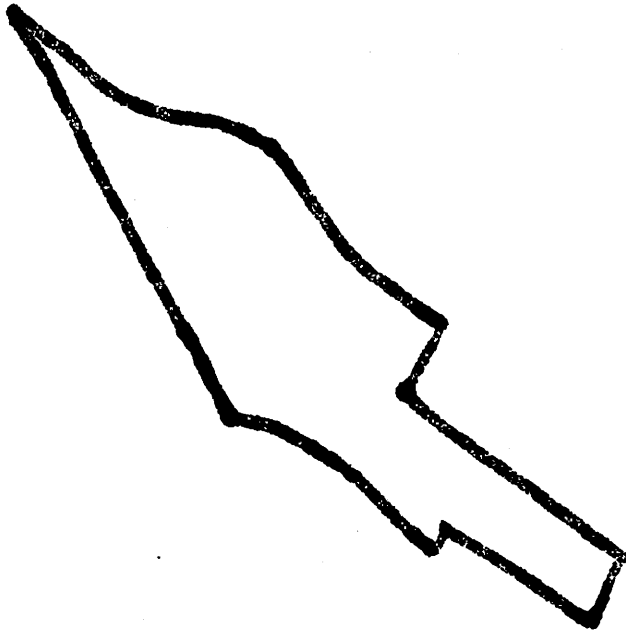


12/16/2022, 9:30:20 AM

Zoning 1.14.22

 A-1	 Parcels
 CITY	 Other
 A-2	 County Boundary





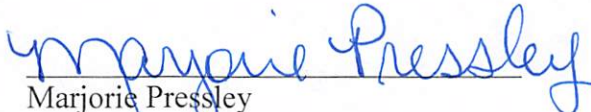


ANDERSON COUNTY GOVERNMENT

Legal Notice of Public Hearing

Published in Compliance with TCA § 13-7-105 (b)

The Anderson County Board of Commissioners will hold a Public Hearing on **February 21, 2023** in Room 312 of the Anderson County Courthouse, 100 N. Main Street, Clinton, Tennessee, to consider an amendment to the "Anderson County Zoning Resolution" to include the rezoning of the property at the intersection of the East end of Marlow Circle and Oliver Springs Hwy, Clinton, Parcel 14.03, Tax Map 087 from A-2 (Rural-Residential District) to C-1 (General Commercial District). A copy of the proposed zoning amendment is available at the Office of Planning & Development at the Courthouse.


Marjorie Pressley
Anderson County Building Commissioner

WHEREAS, the Anderson County Regional Planning Commission has reviewed and made recommendations regarding the proposed amendment of the "Zoning Resolution of Anderson County, Tennessee," in accordance with Tennessee Code Annotated § 13-7-105 (b).

NOW, THEREFORE, BE IT RESOLVED that the Anderson County Board of Commissioners does hereby amend the Anderson County Zoning Resolution.

This resolution shall take effect immediately after its notification and passage, the public welfare requiring it.

Josh Anderson, Chairman

ATTEST:

Jeff Cole, County Clerk

DATE: _____

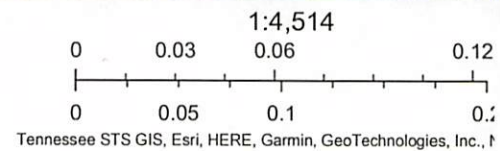
Oliver Springs Hwy



9/19/2022, 4:24:32 PM

Zoning 1.14.22 R-1 Parcels

CITY Other County Boundary
A-2





Anderson County Board of Commissioners
Anderson County, Tennessee

RESOLUTION NO. 23-2-1075

A RESOLUTION AMENDING THE “ZONING RESOLUTION OF ANDERSON COUNTY, TENNESSEE” BY REZONING PARCEL 14.03; ANDERSON COUNTY TAX MAP 087 FROM A-2 (RURAL - RESIDENTIAL DISTRICT) TO C-1 (GENERAL – COMMERCIAL DISTRICT)

WHEREAS, the Anderson County Commission, in accordance with Section 13-7-105 of the Tennessee Code Annotated, may amend the zoning resolution and the “Zoning Map of Anderson County, Tennessee”; and

WHEREAS, the Anderson County Regional Planning Commission has forwarded its recommendation to the Anderson County Commission regarding the amendment to the “Zoning Map of Anderson County, Tennessee.

NOW, THEREFORE, BE IT RESOLVED by the Anderson County Board of Commissioners of Anderson County, Tennessee, meeting in regular session on the Twenty First day of February, 2023, in Clinton, Tennessee, that:

SECTION 1. The Zoning Map of Anderson County, Tennessee, is hereby amended by rezoning Parcel 14.03; Anderson County Tax Map 087 from A-2 (Rural - Residential District) to C-1 (General - Commercial District). Said territory located at the intersection of the East end of Marlow Circle and Oliver Springs Hwy, Clinton; and being more clearly defined by the attached map that is made part of this resolution.

SECTION 2. This resolution shall be effective from and after its passage and publication, as required by Section 13-7-105(b) of the Tennessee Code Annotated, the public welfare requiring it.

ADOPTED this _____ day of _____, _____.

Josh Anderson, Chairman

Terry Frank, County Mayor

Public Hearing Held: _____

Resolved and Approved: _____

ATTEST:

Jeff Cole, County Clerk

Anderson County Fire Commission

February 7, 2023 Meeting Minutes

Meeting called to order by Shain Vowell at 6:30pm.

Members Present: Ambrea Kroth, Jamie Brewster, Dusty Sharpe, Stephanie Fox, Joe Gilliam, Terry Allen, Jim Shetterly, Matt Burrell (Norris), Justin Bailey, Shain Vowell, Sabra Beauchamp, Nathan Sweet, James Arnold, and Brice Kidwell.

Old Business

- Shain Vowell advised that at the recent Fire Protection Study Group meeting the mayor provided an outline of questions and discussed the plan for the group. The next meeting is scheduled for February 16th 3:00pm-4:30pm.
- There have been no additional updates from Danny Phillips in the County Zoning Department regarding the policy that would make the departments aware of new commercial properties being built. Once a copy of the policy is available it will be made available.

New Business

- Shain Vowell advised that he would be resigning from his role on Fire Commission. They are hoping to have the position filled by another commissioner prior to the next meeting.
- Matt Burrell shared additional information I Am Responding; they are currently doing a demo of the product and can share the demo if others are interested. This system provides integration with Rapid SOS which is utilized by dispatch.

Department Reports

- **Andersonville VFD** – no report

Anderson County Fire Commission

- **Briceville VFD** – no report
- **Claxton VFD** – no report
- **Marlow VFD** – no report
- **Medford VFD** – Chili supper March 25th 5:00pm at Clinch River Baptist Church.
- **Anderson County Rescue Squad** – no report
- **Clinton FD** – not present
- **Rocky Top FD** – Introduced new Assistant Chief Anthony Braden.
- **Norris VFD** – On June 8th there will be a walk down at Norris Dam for a confined space training to prepare for some work they will be performing. Norris is developing a response plan in the event of an emergency.
- **Oak Ridge FD** – not present
- **Oliver Springs FD** – AFG grant period closes this Friday.

On Monday the SAFER grant opens.

There are 8 hours of free classes available through TFACA to each volunteer department.

- **Commissioner Shain Vowell** – no report
- **Commissioner Sabra Beauchamp** – no report
- **Anderson County EMS** – May 2nd both the EMT and EMR classes will begin. The EMT class will be held at ACEMS on Tuesday/Thursday evenings and every other Saturday. EMR class will be held at Clinton Fire Department on Tuesday/Thursday evenings.

They are submitting in the upcoming budget to have all AEDs replaced. They can include AEDs for the fire departments if interested, please send Director Sweet the number you would want.

If departments have HIPAA documents that need to be shredded, reach out to EMS and they can assist.

Anderson County Fire Commission

Still working towards having an AEMT class in the fall.

- **Anderson County EMA** – Brice is working to setup Ready Op logins for the volunteer fire departments.

New radio batteries came in and have been distributed.

Working to put together small hazmat spill buckets for the departments.

Reminder of the upcoming hazmat classes that are taking place in February and March.

Next week at the purchasing meeting the other testing should be finalized. Brice is working with MES to schedule Scott air pack testing.

- **Anderson County Sheriff's Office** – not present
- **Y-12 Fire Department** – no report
- **ORNL Fire Department** – not present
- **Secretary** – no report

Meeting adjourned at 7:13pm

Next scheduled meeting is March 7th at 6:30pm

Submitted this the 7th day of February 2023

exp. 9/26

**ANDERSON COUNTY
BOARD OF COMMISSIONERS**

2-3-23

Annette Prewitt
Chief Deputy Clerk
100 N. Main St.
Clinton, Tn. 37716

Re: Fire Commission Resignation

Annette:

Please accept this letter as my resignation from the Anderson County Fire Commission. I feel my recent efforts are not accomplishing what the members of that commission require and do not want to hinder any efforts they may have in the future. I will chair the upcoming meeting on Tuesday, February 7 and will notify the members at that time.

My hope is that another commissioner will step forward and offer to chair the Fire Commission who may be able to serve them better. There will need to be another county commissioner appointed to the Fire Commission to maintain the two seats that are required.

If you have any questions, please let me know.

Thank you in advance,



Shain Vowell
Anderson County District 4 Commissioner
(cell) 865-806-8608

ANDERSON COUNTY CONSERVATION BOARD MINUTES

January 9th, 2023

Members Present:

Chairman Josh Anderson, Lewis Ridenour, Tony Powers

Others Present:

Ben Taylor – Parks Director, Stephanie Wells – Tourism Director, Kim Jeffers-Whitaker – HR Director, Robert Holbrook – Finance Director, Andrew Stone, Jason Hollenbaugh

Members Absent:

Scott Burton, John Croes

Chairman Josh Anderson called the Conservation Board meeting to order at 5:00pm on January 9th, 2023.

1st Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, to approve taking the recommended Parks Employee salary increases by the Human Resources Department to the Budget Committee, with the funding to be provided by the Parks Revenue Code. If approved, these salary increases would be made effective February 1st, 2023.

Motion carried unanimously.

2nd Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, to proceed with the authorization of Vacasa Rental Management Company as the rental properties' listing and management company.

Motion carried unanimously.

3rd Item of Business:

Update of shore-line erosion project by Ben Taylor.

Item deferred to next meeting.

4th Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, to continue renting Long Term spots at their same rate from November to March of each year, made effective November 1st, 2023.

Winter Storage revenue still to be deducted and coded separately from Camping Revenue during these months.

Motion carried unanimously.

5th Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, for a Short Term spot (C10-C38) rate increase of \$5.00 beginning March 1st, 2023. Campers with prior set rate to continue as they are.

Motion carried unanimously.

6th Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, to limit field-overflow storage to boat or trailer storage for active rentals only. No RV, campers or other items may be stored, parked or otherwise kept anywhere other than an assigned rental spot.

Motion carried unanimously.

7th Item of Business:

Motion by Lewis Ridenour, seconded by Tony Powers, to deem dilapidated campers unfit and to be removed at the Park Director's discretion. Request to the Law Director to establish language to be added to campers' initial contract agreement.

Motion carried unanimously.

8th Item of Business:

Motion to adjourn by Lewis Ridenour, seconded by Tony Powers.

Next meeting scheduled for Monday, February 6th 2023.

ANDERSON COUNTY CONSERVATION BOARD MINUTES

February 6th, 2023

Members Present:

Chairman Josh Anderson, Lewis Ridenour, Scott Burton

Others Present:

Ben Taylor – Parks Director, Jay Yeager – Law Director, Andrew Stone – Secretary

Members Absent:

Tony Powers, John Croes

Chairman Josh Anderson called the Conservation Board meeting to order at 5:00pm on February 6th, 2023.

1st Item of Business:

Motion by Scott Burton, seconded by Lewis Ridenour, to approve prior meeting Minutes from January 9th, 2023 meeting.

Motion carried unanimously.

2nd Item of Business:

Discussion held on shore-line erosion around Norris Lake. Law Director Jay Yeager and Ben Taylor to seek additional information on plan.

Item deferred to next meeting.

3rd Item of Business:

Update of Gibbs Ferry Pier project and TVA Permit application.

Item deferred to next meeting.

4th Item of Business:

Draft for the policy and application process for events held at Anderson County Parks' presented by Law Director Jay Yeager. ACCB to review draft and report updates at next meeting.

Item deferred to next meeting.

Meeting Adjourned

Next meeting scheduled for Monday, March 6th 2023.

Anderson County Board of Commissioners
Rules Committee
Minutes

February 9, 2023 5:00 PM
Room 312

Members Present: Tyler Mayes, Michael Foster, Catherine Denenberg, Anthony Allen and Bob Smallridge

Members Absent: None

Call to Order: Commissioner Denenberg called the meeting to order.

Others Present: Mayor Frank, Chairman Anderson, Commissioner Palmer

Commissioner Foster nominated Commissioner Allen for Chairman. He declined.

Commissioner Smallridge nominated Commissioner Denenberg. Seconded by Commissioner Allen. Smallridge moved to cease nominations. Motion to elect Commissioner Denenberg as Chairman of the Rules Committee passed.

Commissioner Denenberg made a motion to review procedures and put back as it should be. Seconded by Commissioner Foster. Motion carries.

Mayor Frank respectfully requests that the committee look at possibly differentiating time for citizens that live here and citizens that are out of our county—that is, county citizens are afforded more time than an out of county citizen.

Next meeting will be March 9, 2023 at 3:00 p.m.

Commissioner Foster made a motion to send information out to Commission, Elected Officials and Department Heads for their input. Seconded by Commissioner Mayes. Motion passed.

New Business
None.

Meeting adjourned

Rules of Procedure

Rule I

The Anderson County Board of Commissioners (Commission) shall normally meet monthly at 6:30 p.m. on the third Monday of all months unless a majority of commissioners approve an alternate date. Should the third Monday fall on a legal holiday, Commission shall meet on the following day or on a date agreed to by the majority.

The Chairman and the Vice Chairman of County Commission shall be elected at the first meeting held after August 31st each year. The Chairman and Vice Chairman shall serve until such election unless replaced during the year by a vote of 3/4 majority (12) of Commission.

Rule II

The following shall be the order of business:

1. Call to Order -- In the absence of the Chairman and Vice Chairman, the County Clerk shall call the meeting to order for the purpose of roll call and the election of a Chairman Pro Tem.
2. Roll Call
3. Prayer
4. Pledge of Allegiance
5. Approval of the Minutes
6. Appearance of Citizens -- The purpose of this portion of the Agenda is to provide citizens an opportunity to address their government for items or concerns not on the Agenda. Citizens are to state their name and address and limit remarks to less than three minutes. Commission will not address the issues brought before Commission nor take any action at this time other than refer the item to a committee or, by a vote of 2/3 majority (11) of Commission, to place it on the agenda under New Business.

If many individuals show an interest in commenting on a particular issue, County Commission may call a public hearing before taking action on that issue.
7. Approval and Correction of the Agenda -- Consent Agenda - The Commission Chairman may propose a consent agenda for routine or non controversial items. The consent items are voted by one motion with no debate. A commissioner may request an item to be moved from the consent agenda to the regular agenda.

The Commission Chairman shall prepare and distribute an agenda listing the items of business in their proper order by the Wednesday afternoon prior to the meeting. These shall include a listing of the committees, boards, and commissions scheduled to report with the names of those who will present the report; elections to be held; and resolutions/motions under unfinished business and new business filed with the Clerk of Commission by 12:00 noon on the Wednesday before the meeting. The agenda may be amended by a vote of 2/3 majority (11) of Commission.

Only for unpredictable emergencies should information or requests presented to Commission less than five days before the regular monthly Commission meeting, be considered. Any Commissioner wanting to bring a matter before Commission, that was not filed with the Clerk of Commission by 12:00 noon on the previous Wednesday, can rise to a Point of Personal Privilege and request that the matter be placed on the agenda. Commission shall, by a vote of 2/3 majority (11) of Commission, allow the item to be discussed and acted upon under new business.

Rules of Procedure

Agenda items must be submitted to the appropriate committee before being presented to County Commission for a vote. Items that have not been submitted to a committee can be included on the agenda as part of department or elected official reports or by Commissioners under new business for brief discussion to determine which committee it should be assigned to or to determine if it needs immediate attention. County Commission can either refer such items to the appropriate committee by a majority vote or with a 2/3's (11) vote can take it up for immediate discussion and vote if it is an emergency or action needing immediate attention.

8. Proclamations/Courtesy Resolutions/Presentations -- The Chairman, or the Vice Chairman in his absence, shall be empowered to issue honorary proclamations.

Requests for proclamations, courtesy resolutions and presentations to be on the agenda shall be made before the noon Wednesday deadline for agenda items. Presentations shall be allowed during the Public Hearing/Presentation session held immediately before the regular county commission meeting, unless the Chairman approves placing it on the agenda for the regular county commission meeting.

9. Approval of Notaries and Bonds
10. Public Hearing Report by Vice Chairman
11. Elections to Committees, Boards & Commissions / Nominating Committee Report

Every four years after the County Commissioners have been elected and take office, but prior to the regularly scheduled September meeting, the Chairman, if re-elected, or the Vice-Chairman, in his absence and if re-elected, or in his absence the County Clerk shall convene Commission to select a Nominating Committee and to conduct any other business deemed necessary. The Nominating Committee shall be composed of one member from each Commission district. Members will serve two years in each four-year term and will only serve longer with the consent of the other member from the same district. It shall be the duty of the Nominating Committee to recommend members for all Commission appointments to committees, boards, and commissions.

Voting -- After all nominations for a vacancy have ceased, each Commissioner shall vote for one candidate in each round of voting. The candidate with the lowest number of votes shall be dropped after each round of voting until a candidate is elected by a majority (9) of Commission.

12. Presentation of Reports
Presentation of items needing action by County Commission -- County Commission will not address these items nor take action on items that have not been to a Committee other than refer the item to a committee, or if it is shown that an item needs immediate attention County Commission can, by a vote of 2/3 majority (11) of Commission, place it on the agenda under New Business.

A. Elected Officials

B. Department Heads

C. Reports of Committees, Board & Commissions - The reports shall be presented orally or in writing by the Committee Chairman (or his designated representative). Minority reports may be presented by any member of that Committee before the Committee Chairman presents resolutions implementing the recommendations of his/her Committee. During this time, only motions relative to the items in the committee report may be offered.



Rules of Procedure

13. Unfinished Business
14. New Business -- Resolutions not covered in committee reports but filed in writing with the Clerk of Commission no later than Wednesday noon before the Commission meeting shall be listed under New Business and shall be in order.

Resolutions that were not filed with the Clerk of Commission by 12:00 on the previous Wednesday may be presented at this time and acted upon by a vote of 2/3 majority (11) of Commission.

15. Announcements
16. Adjourn

Rule III No member of Commission shall speak more than once nor more than three minutes on the same motion -- except the Chairman of the Committee or the maker of a motion, who shall have the right to answer questions. However, by majority vote, Commission may extend the length of time and the number of times a member may speak on a given motion. Asking a question regarding the motion does not count as a Commissioner's time to speak on the motion.

Rule IV Citizens and public officials will be allowed to address County Commission, subject to the conditions in Rule V, on items on the agenda as the item is brought forth during the meeting. Citizens and public officials may speak once on each item and will have up to three minutes to speak. Groups will be encouraged to select a spokesperson to present a comment for the group. Citizens and public officials are encouraged to provide more detailed comments on issues during County Commission committee meetings and in written comments and calls to County Commissioners.

Rule V Comments by County Commissioners, public officials, and citizens must be professional and respectful and must refrain from outbursts, profanity, questioning motives, and personal attacks. The chair can limit comments to those relevant to the item to be voted on and can stop inappropriate, disruptive, or overly repetitive speakers.

Rule VI All motions required to be recorded as a roll call vote will utilize electronic voting. For any other motion, the Chair or any Commissioner may call for an electronic vote. Electronic votes will be taken and displayed by the County Clerk. Commissioners will vote yes, no or abstain. Commissioners not voting in a reasonable amount of time will be counted as abstaining. Votes shall not be changed once the results have been publicly displayed.

Rule VII If the electronic voting equipment is not available or is not functioning, as determined by the County Clerk, the County Clerk will take a roll call vote if requested by the Chair or any Commissioner.

Rule VIII A roll call vote shall be required on all appropriations.

Rule IX Requests for appropriations shall not be voted on by Commission unless: (1) it is in writing; (2) the Budget Committee has had an opportunity to consider the request by virtue of the request having been timely submitted prior to the Budget Committee meeting; and (3) notice of the request has been provided to the Clerk of Commission by noon of the Wednesday before the Commission meeting. The Budget Director shall be responsible for distributing the request and scheduling it for consideration by the Budget Committee. However, appropriation requests not submitted to the Budget Committee or which have not been provided to the Clerk of Commission by noon of the Wednesday before the Commission meeting may be voted on if

Rules of Procedure

submitted to the commission in writing but shall require a vote of 3/4 majority (12) of Commission for approval. An appropriation shall be considered to have been before the Budget Committee if it was available for consideration at the most recent Budget Committee meeting or if action is still pending on the appropriation from a previous Budget Committee meeting.

Requests for approval of multi-year contracts shall not be voted on by Commission unless: (1) it is in writing; (2) the Purchasing Committee has had an opportunity to consider the request by virtue of the request having been timely submitted prior to the Purchasing Committee meeting; and (3) notice of the request has been provided to the Clerk of Commission by noon of the Wednesday before the Commission meeting. The Purchasing Agent shall be responsible for distributing the request and scheduling it for consideration by the Purchasing Committee. However, multi-year contract requests not submitted to the Purchasing Committee or which have not been provided to the Clerk of Commission by noon of the Wednesday before the Commission meeting may be voted on if submitted to the commission in writing but shall require a vote of 3/4 majority (12) of Commission for approval. Multi-year contracts shall be considered to have been before the Purchasing Committee if it was available for consideration at the most recent Purchasing Committee meeting or if action is still pending on the multi-year contracts from a previous Purchasing Committee meeting.

- Rule X** The reports of all boards and commissions for the preceding quarter shall be provided to the Clerk of Commission by noon of the Wednesday before the Commission quarterly meetings.
- Rule XI** Committees shall meet to choose a Chairman among their members, unless a Chairman is named by Commission. The Committee Chairman shall select the time for the Committee to meet. A committee meeting may be called by a majority of the committee members if the Chairman is absent or declines to meet. The term of committee appointments shall be for one (1) year unless otherwise specified by law or resolution. Any citizen serving on a committee, board or commission appointed by the County Commission must be a resident of Anderson County.
- Rule XII** No Commission Committee shall be composed of a majority (9 or more) of commissioners.
- Rule XIII** The Operations Committee shall be composed of one member from each Commission district. Members will serve two years in each four-year term and will only serve longer with the consent of the other member from the same district. Simultaneous service on the Operations Committee and Budget Committee is not allowed. If a Commissioner serves on Operations Committee and his or her counterpart serves on Budget Committee, full Commission may suspend Rule XI by a majority vote allowing simultaneous service if one of the two commissioners from a district fails to meet the attendance requirement.
- Rule XIV** A quorum for all committees appointed by Commission shall be three or a majority, whichever is less.
- Rule XV** Any committee member who is absent for three successive committee meetings ceases to be a member of that committee. The first exception to this rule may be granted by the committee chair. A second exception shall be considered by Commission based on a written appeal.
- Rule XVI** The Clerk of Commission (Chief Deputy) shall be responsible for:

Anderson County Board of County Commissioners

Rules of Procedure

- A. Notifying all Commission committee members and the press of committee meetings.
- B. Preparation and distribution of minutes of Commission committee meetings.
- C. Duties as defined by the current job description as approved by County Commission.

Rule XVII Signs, posters, and placards may be carried outside the Commission or Committee meeting room, but shall not be allowed within.

Rule XVIII If any person becomes disorderly or refuses to be in order, the Chairman shall call upon the Sheriff, Deputy Sheriff, or officer for assistance. If such person refuses to come to order or to be seated, the Chairman shall declare such person disorderly and order his or her detention until such time as the Chairman deems that said person is willing to be orderly. Any Committee Chairman may invoke the same authority.

Rule XIX All matters not covered in these rules or state law, shall be governed by the latest edition of Roberts Rules of Order. The Chairman, with Commission approval, shall appoint a parliamentarian. The parliamentarian shall either be a member of the Commission or the County Attorney. If the parliamentarian is a Commissioner, the parliamentarian shall be allowed the same rights to debate and vote on motions as any Commissioner.

Rule XX The foregoing Rules of Procedure may be amended or repealed by a vote of 2/3 majority (11) of Commission. Rules shall become effective at the next meeting after approval. A rule may be temporarily suspended by a vote of 3/4 majority (12) of Commission.

Rule XXI Any Commissioner who abstains for cause, as defined in T.C.A. §12-4-101, or otherwise determined by state law, on any motion coming to a vote before Commission shall not be counted in determining the number of votes needed for a majority, 2/3 majority or 3/4 majority.

Rule XXII All proposed Private Acts forwarded to the Tennessee General Assembly for passage must be previously approved by the County Commission by a two-thirds (2/3) majority (11) vote prior to being sent to the General Assembly, the County Commission must subsequently approve the Private Act again at a regular or special called meeting, after approved by the General Assembly, by a two-thirds (2/3) majority vote prior to the Private Act becoming law.

Rule XXIII Motions to rescind something adopted at a previous meeting require a 2/3 majority (11) vote by Commission for approval, unless prior notice has been provided by having it in a committee report or placing it on the agenda by noon of the Wednesday before the meeting that it will be voted on, in which case a majority of commission can approve.

Rule XXIV In the event any of the foregoing rules are determined to be in conflict with statutory provisions, then only that part in conflict shall be null and void. The remainder shall remain in full force and effect.

Adopted 11-18-02

Amended 4-21-03; 11-19-07; 3-16-15
11-17-03; 1-20-09; 12-17-15
8-16-04; 3-16-09; 3-21-16
9-20-04; 2-16-10; 3-17-20
1-17-06; 9-16-13

**Anderson County
Human Resource Advisory Committee Minutes
January 11th, 2023
10:00 a.m. in Room 118A, Courthouse**

Members Present

Robby Holbrook, Rachel Comunale as proxy for Jay Yeager, Hal Cousins, Jeff Cole, Gary Long, Johnny Alley, Russell Barker, Tim Shelton, Regina Copeland, and Catherine Denenberg.

Members Absent

Terry Frank and Rex Lynch.

Others Present

Paul Richardson, Steve Owens, Kim Jeffers-Whitaker, Krystal Burkhart, Andrew Stone, Brian Young, Coby Melton, Tammy Catron, Roger Lloyd, and Karen Ooten.

Call to Order

Catherine Denenberg called the meeting to order. Quorum present.

Approval of Prior Minutes

Approval of Minutes from the October 26, 2022 meeting.

Motion by Gary Long, seconded by Robby Holbrook. Motion passed by voice vote.

Approval of Agenda

Approval of current agenda for the January 11, 2022 meeting.

Motion by Rex Lynch, seconded by Johnny Alley. Motion passed by voice vote.

HR Director Report

HR Director Kim Jeffers-Whitaker presented the following items to the committee:

1. Presented a brief summary of the recent Employee Survey.
Tim Shelton requested some demographics on future surveys to better address concerns.
The employee request that was brought to the attention to the committee was starting the employee appreciation luncheon again.
2. Presented the clarification of the language in the medical benefit for retiree's.
3. Presented the email that was sent to employees regarding w-2 access.
4. Krystal Burkhart presented the Biggest Loser Challenge Wellness event.

Old Business

1. HR Director, Kim Jeffers-Whitaker, presented the Evacuation Plan update. Buildings & Grounds, EMA, and ACSO were represented to provide answers concerning the recent

**Anderson County
Human Resource Advisory Committee Minutes
January 11th, 2023
10:00 a.m. in Room 118A, Courthouse**

drill. Some items mentioned were providing vests to the floor monitors, a possible voice alarm, and the possibility of adjusting the emergency exit doors for quicker egress.

2. HR Director, Kim Jeffers-Whitaker, presented requested Longevity Plan examples to the committee. A Motion was made to approve \$50 a year longevity plan beginning the 5th year of continued employment with Anderson County Government, and to create a policy for committee approval. Motion by Gary Long, seconded by Tim Shelton. Motion passed by voice vote.
3. The HR Advisory Committee Resolution, Background checks, and Veteran's Day leave law policy were tabled until the Law Director could be present. The Law Director's proxy handed out materials concerning these three items to the committee.

New Business

IT Director, Brian Young, presented the Multifactor Authentication program. Regina Copeland Motioned to begin a policy for the Multifactor Authentication Program. Seconded by Robby Holbrook. Motion passed by voice vote.

Next Meeting

April 12th 2023 @ 10 a.m. in Room 118A

Adjourned

Kim Jeffers-Whitaker

From: Jay Yeager <jyeager@aclawdirector.com>
Sent: Wednesday, January 11, 2023 9:43 AM
To: Kim Jeffers-Whitaker; Rachel Comunale; Andrew Stone
Subject: Re: HR Advisory Meeting - Jan 11th

Kim:

I will not be at today's meeting. Rachel is coming over to help. She has my permission to cast proxy votes in my name.

Thanks,

Jay

Anderson County Board of Commissioners

Human Resources Advisory Committee Agenda

January 11, 2023

Room 118A at 10 a.m.

1. Call to Order
2. Roll Call
3. Approve Prior Meeting Minutes
4. Approval and Corrections of Agenda
5. HR Director Report
 - Employee Survey
 - Retirement Benefit
 - Other
6. Old Business:
 - Evacuation Plan Update, HR Director and EMA
 - Longevity Program, HR Director
 - HR Advisory Committee Resolution Update, Law Director
 - Background Checks, HR and Law Director
 - Veteran's Day Leave Law/Policy, Law Director
7. New Business
 - Multi-factor Authentication, IT Director
8. Next Meeting
 - April 12, 2023 @ 10 am in Room 118A
9. Adjourn

Anderson County Employee Insurance Board of Trustees
Meeting Minutes – September 27, 2022

Members Present: Mayor Terry Frank, Robby Holbrook, Tyler Mayes, Kim Jeffers-Whitaker, Phil Yager

Others Present: CBIZ representative (by phone) Kari Presley, Leean Tupper, Randy Walters, Katherine Ajmeri, Krystal Burkhardt

Call to Order

Mayor Frank called the meeting to order at approximately 2 p.m.

Approval of Prior Meeting (May 10, 2022) Minutes

Motion by Tyler Mayes, seconded by Kim Jeffers-Whitaker. Motion carried unanimously.

Items for Action/Discussion

1. Retiree Benefit Language Action Item – Requesting Board input and approval for language clarification of the Anderson County Retiree Benefit. Motion made by Tyler Mayes, seconded by Phil Yager, to approve the changes presented with an effective date of January 1, 2023. Motion carried by voice vote. (See Attachment A for related language.)
 - a. Robby Holbrook made a separate motion, seconded by Tyler Mayes, to review the Retiree Benefit and a possible “sunset” to the benefit during a future meeting. Motion carried by voice vote.
2. Thrive Health & Wellness contract amendment – This item was pulled from today’s meeting agenda by CareHere/Premise representatives on the morning of 9/27/2022, due to a variety of issues on their end.
3. 2023-2024 Benefit RFPs Action Item – The Board reviewed the list of Benefits RFPs and considered whether to exercise renewal options or put benefits out for bid.
 - a. Tyler Mayes made a motion, seconded by Robby Holbrook, to authorize HR to renew the existing CareHere/Premise contract for one additional year. Motion carried by voice vote.
 - b. Tyler Mayes made a motion, seconded by Phil Yager, to authorize HR and Purchasing to issue RFPs for dental insurance. Motion carried by voice vote.
 - c. Robby Holbrook made a motion, seconded by Phil Yager, to exercise the available renewal options on the current contracts for vision, short-term disability, Flex benefits, and the benefits broker & consultant. Motion carried by voice vote. (See Attachment B)
4. (A) Kim Jeffers-Whitaker stated she would like the Employee Benefits Advisory Group to be involved with the county’s wellness program to improve employee engagement. Board members offered their support.
(B) Kim Jeffers-Whitaker stated Anderson County received a Rx Benefits first-quarter 2022 rebate totaling \$64,382.12. (See Attachment C)
5. Employee Survey – Kim Jeffers-Whitaker asked the Board members to e-mail her by mid-October with their ideas or questions related to the annual employee survey.

New Business

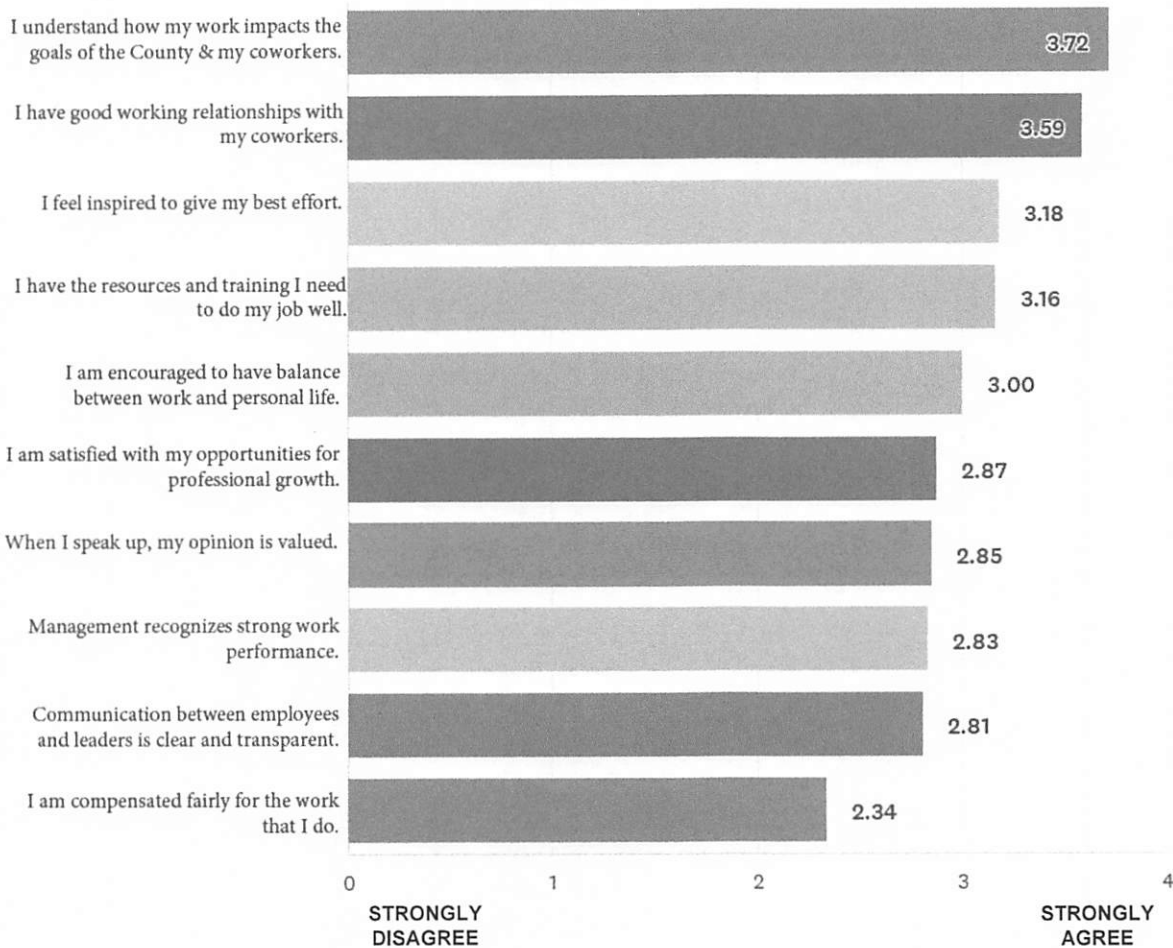
Robby Holbrook distributed the summary financial statement for Fund 263, saying he would discuss them at the next meeting. (See Attachment D)

Adjournment

There being no further business, the meeting adjourned shortly before 3 p.m.

Q1 Please respond to the following statements.

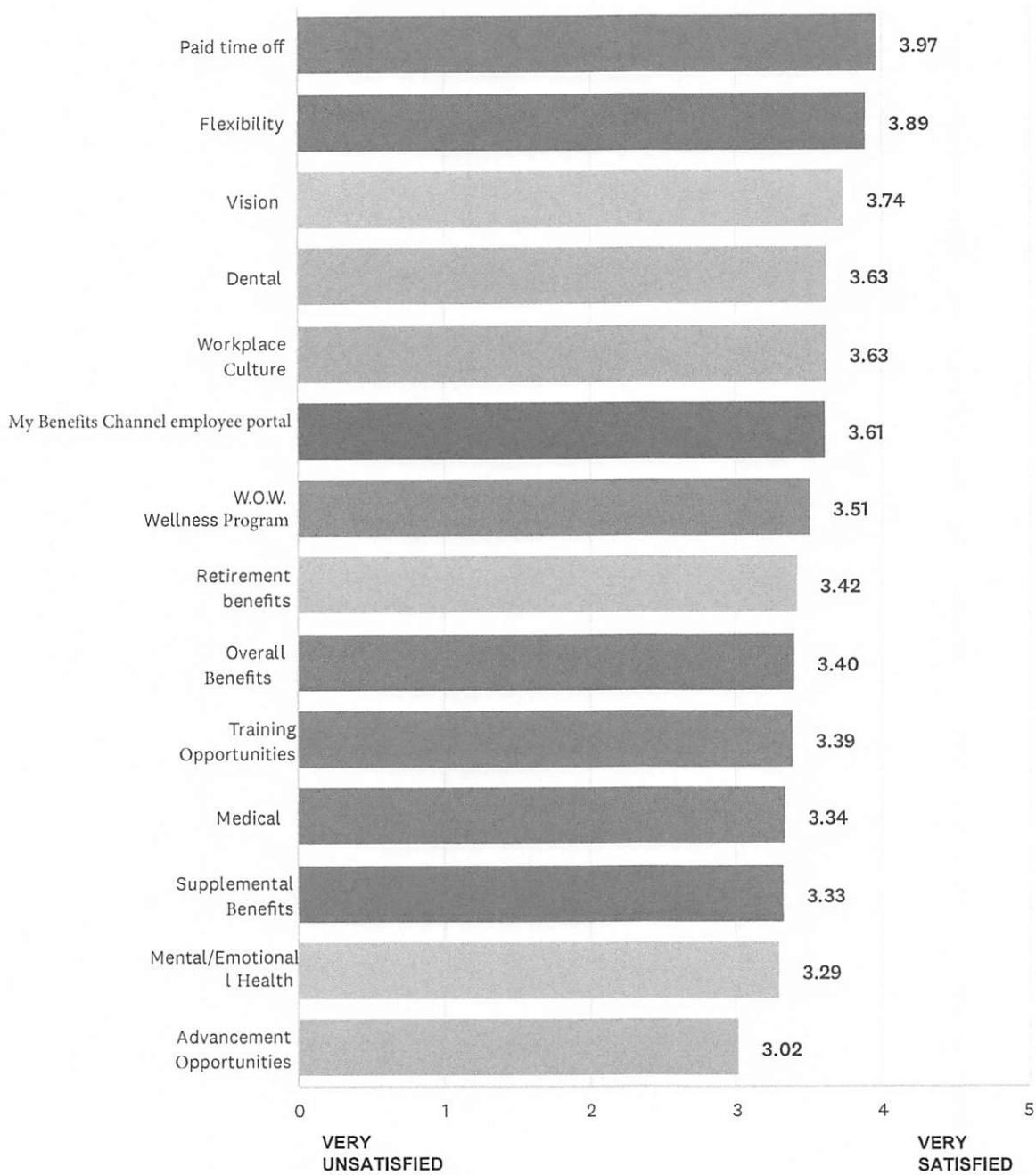
Answered: 141 Skipped: 2



Anderson County Benefits & Wellbeing Survey

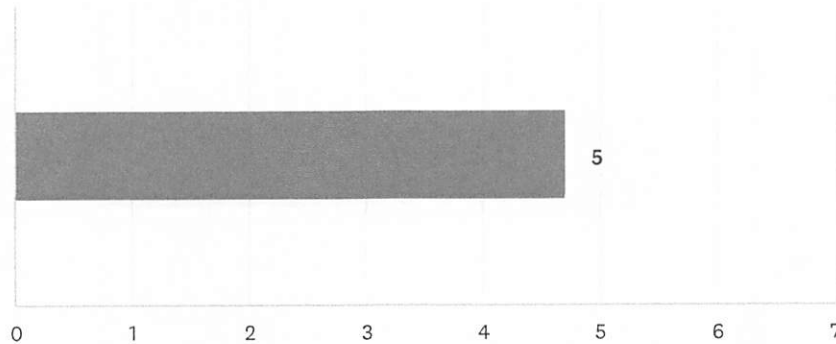
Q2 How satisfied are you with each of the following?

Answered: 139 Skipped: 4



Q3 How would you rate the information you receive about your benefit plan?

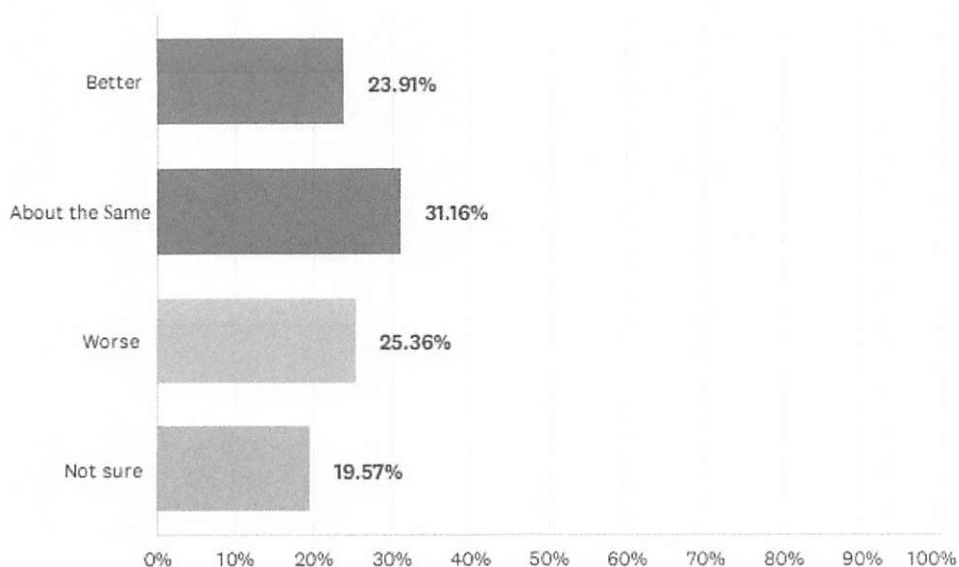
Answered: 115 Skipped: 28



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	540	115
Total Respondents: 115			

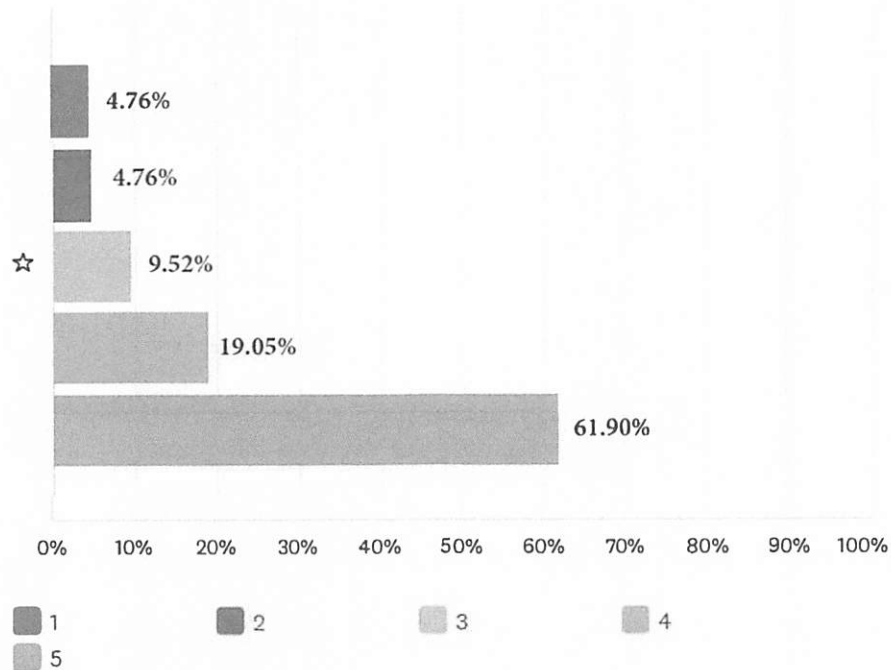
Q4 In your opinion, how does Anderson County's benefits package measure up to what similar employers offer?

Answered: 138 Skipped: 5



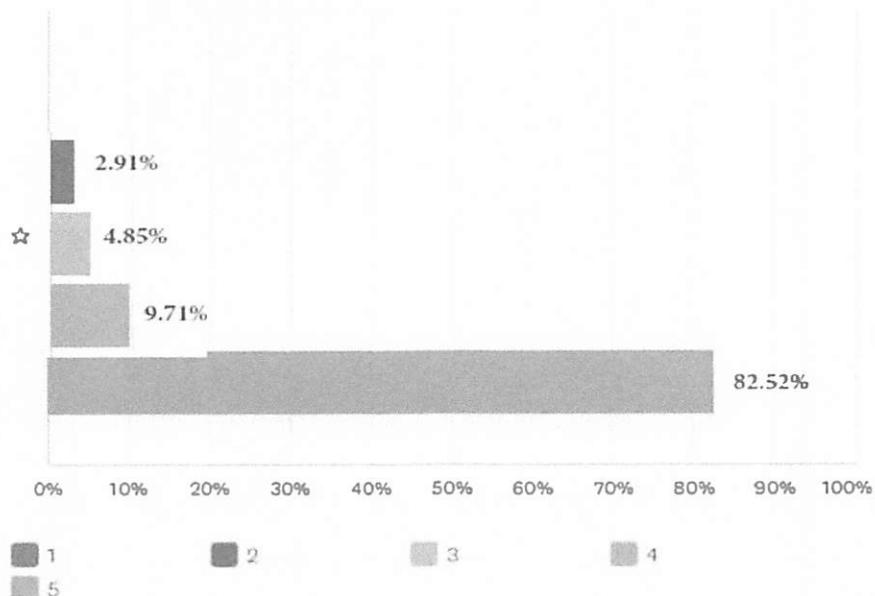
Q5 Please rate the FREE Telehealth Program (medical or behavioral). Skip this question if you have not used the telehealth program.

Answered: 42 Skipped: 101



Q6 Please rate your experience with the care at Thrive Health & Wellness Center. Skip this question if you have not utilized the Thrive Health & Wellness Center.

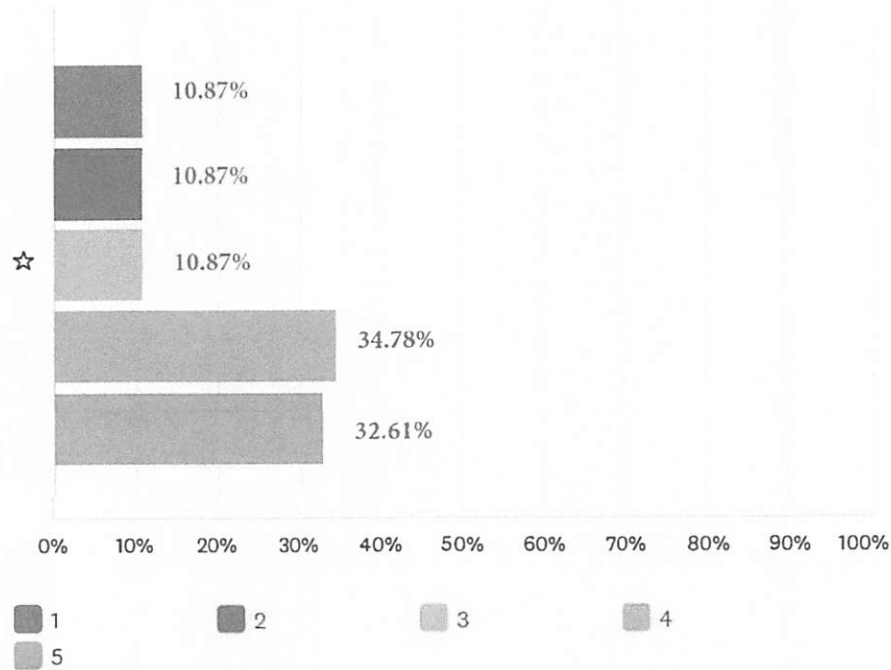
Answered: 103 Skipped: 40



Anderson County Benefits & Wellbeing Survey

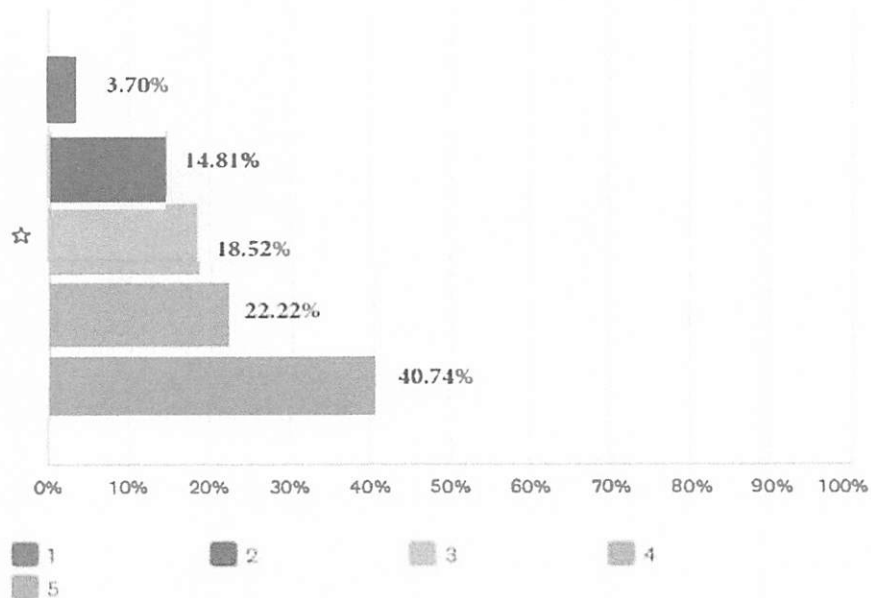
Q7 Please rate the Anderson County W.O.W (wellness) program. Skip this question if you have not participated in W.O.W.

Answered: 46 Skipped: 97



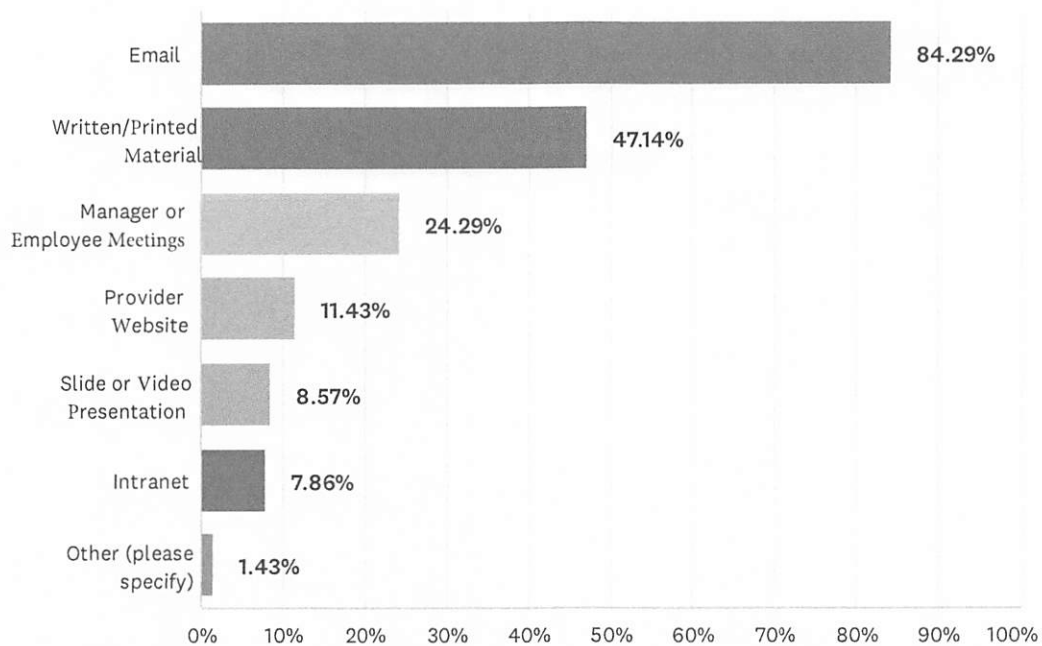
Q8 Please rate the FREE onsite Occupational Therapy benefit. Skip this question if you have not utilized the occupational therapy benefit.

Answered: 27 Skipped: 116



Q9 What are your preferred methods for receiving benefits communication? (select up to 3).

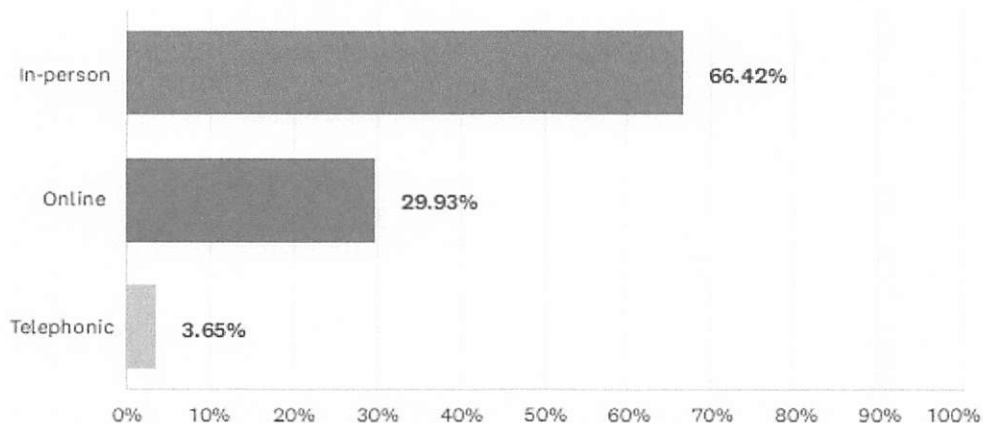
Answered: 140 Skipped: 3



#	OTHER (PLEASE SPECIFY)	DATE
1	Text	12/12/2022 11:50 AM
2	HR	12/1/2022 3:32 PM

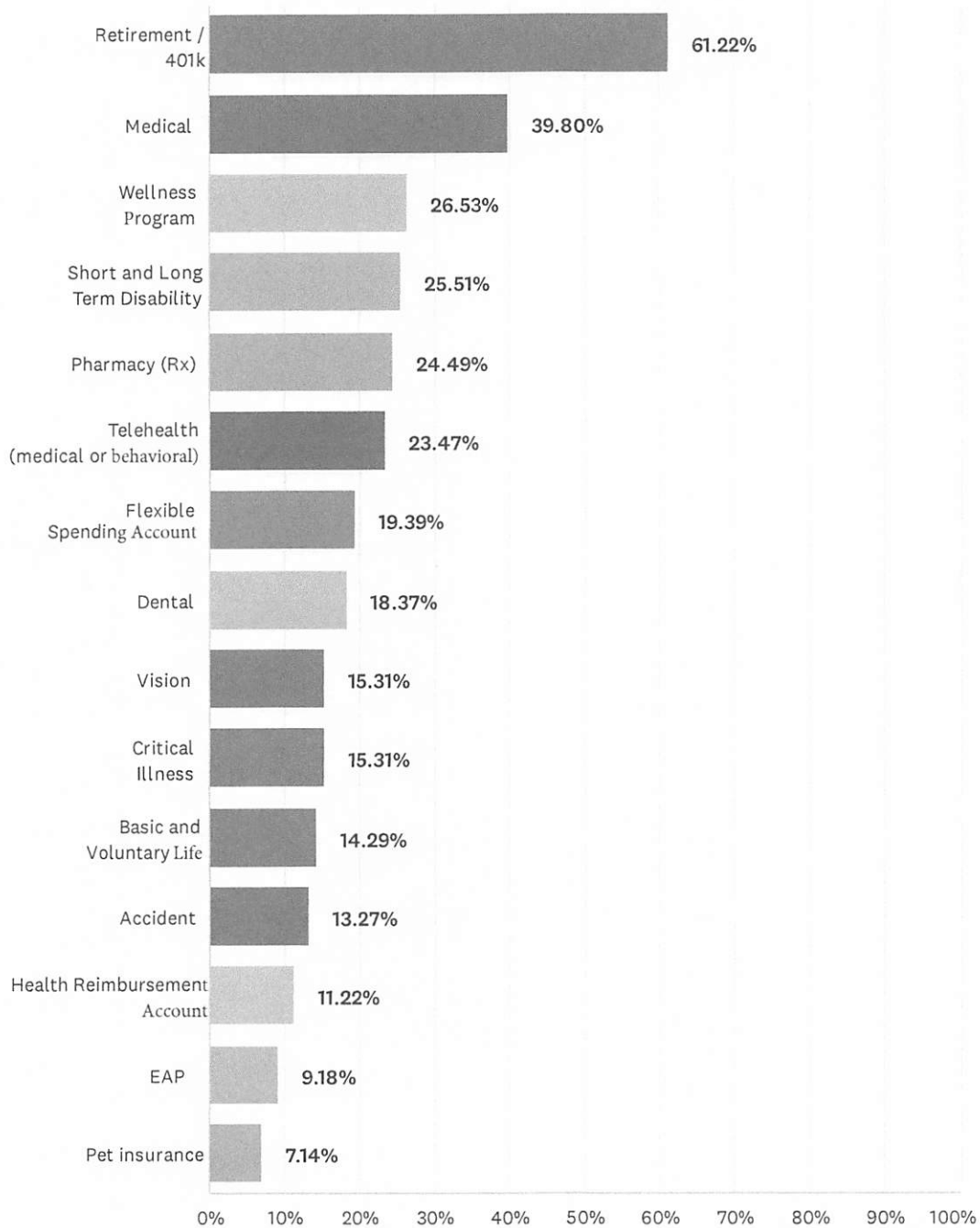
Q10 What is your preferred annual employee benefit open enrollment method?

Answered: 137 Skipped: 6

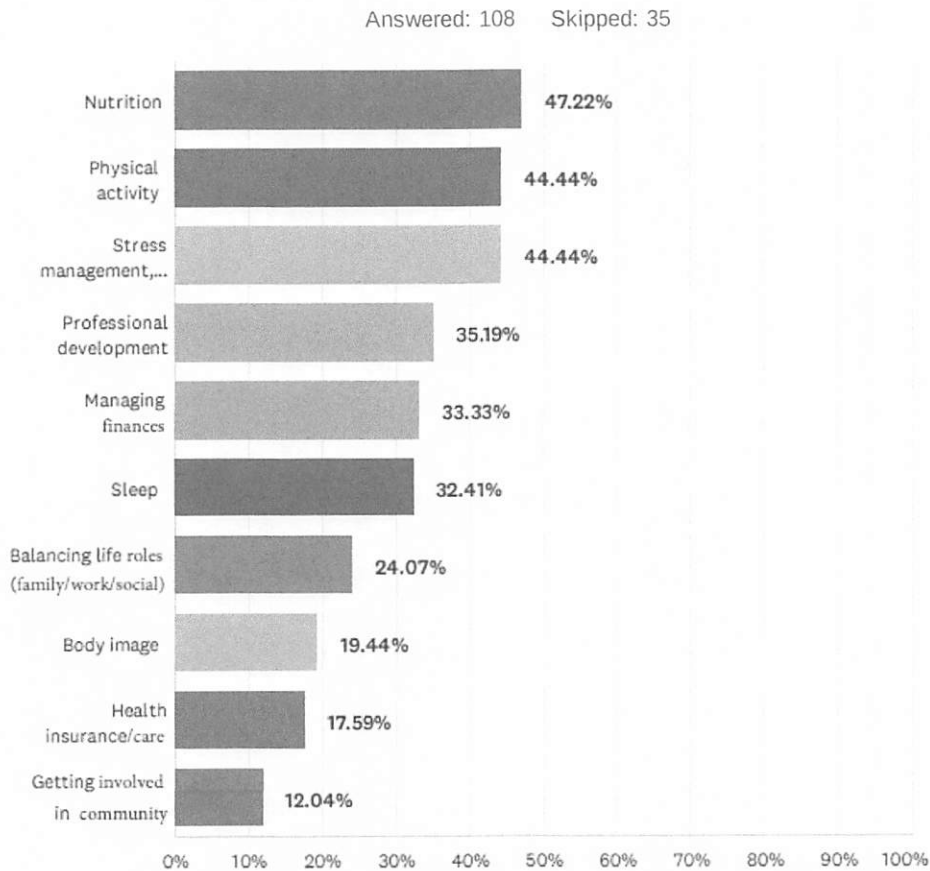


Q11 Which of the following benefits would you like to understand better?
Check all that apply.

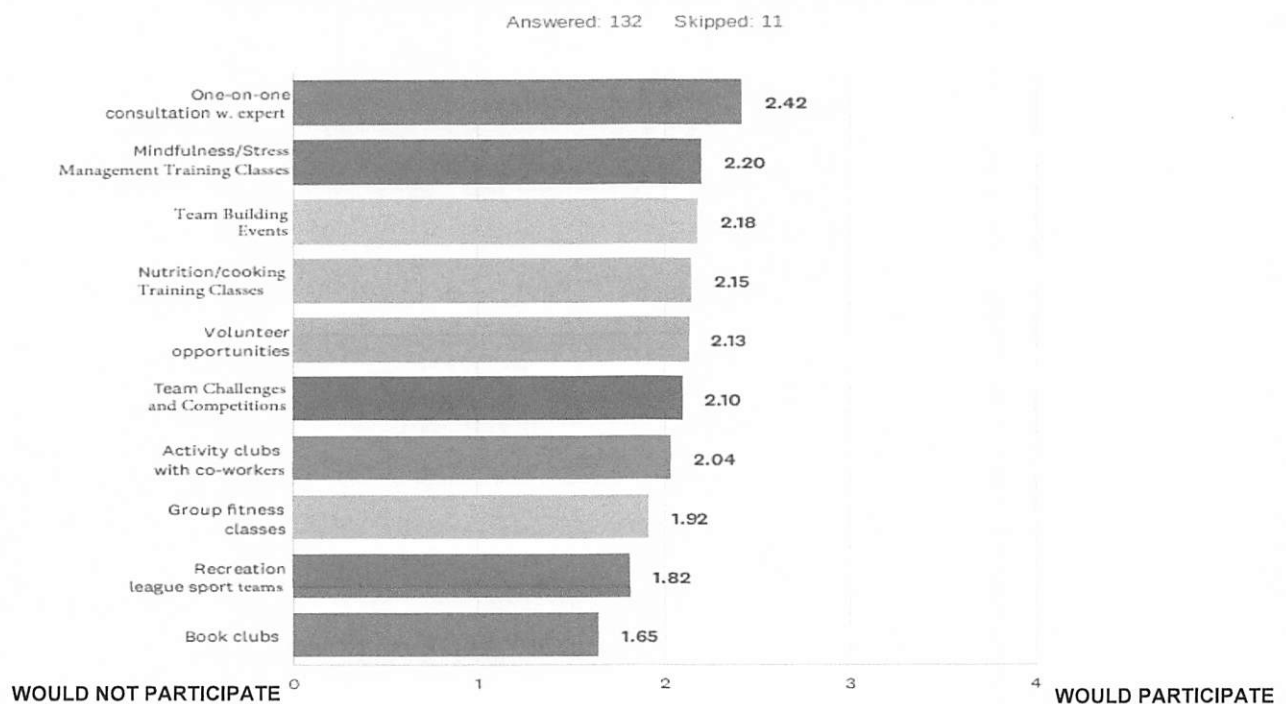
Answered: 98 Skipped: 45



Q12 Which of the following wellbeing topics are of interest to you? Please select your top 3 topics of interest.

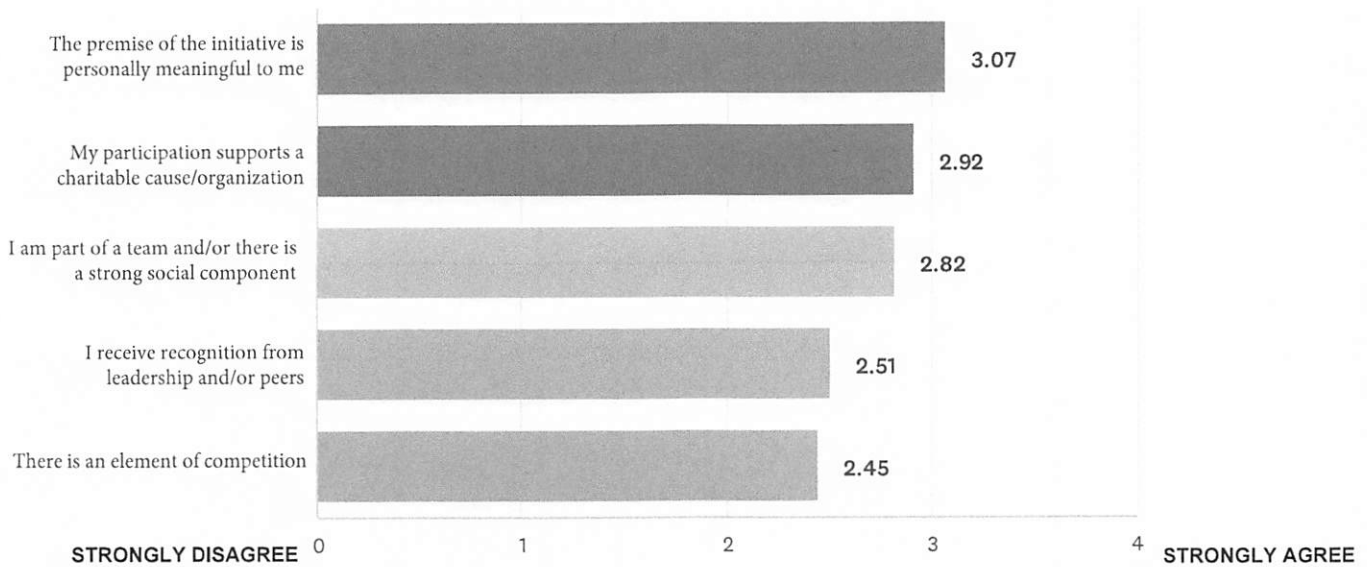


Q13 How likely would you be to participate in each of the following activities if they were offered by your employer?



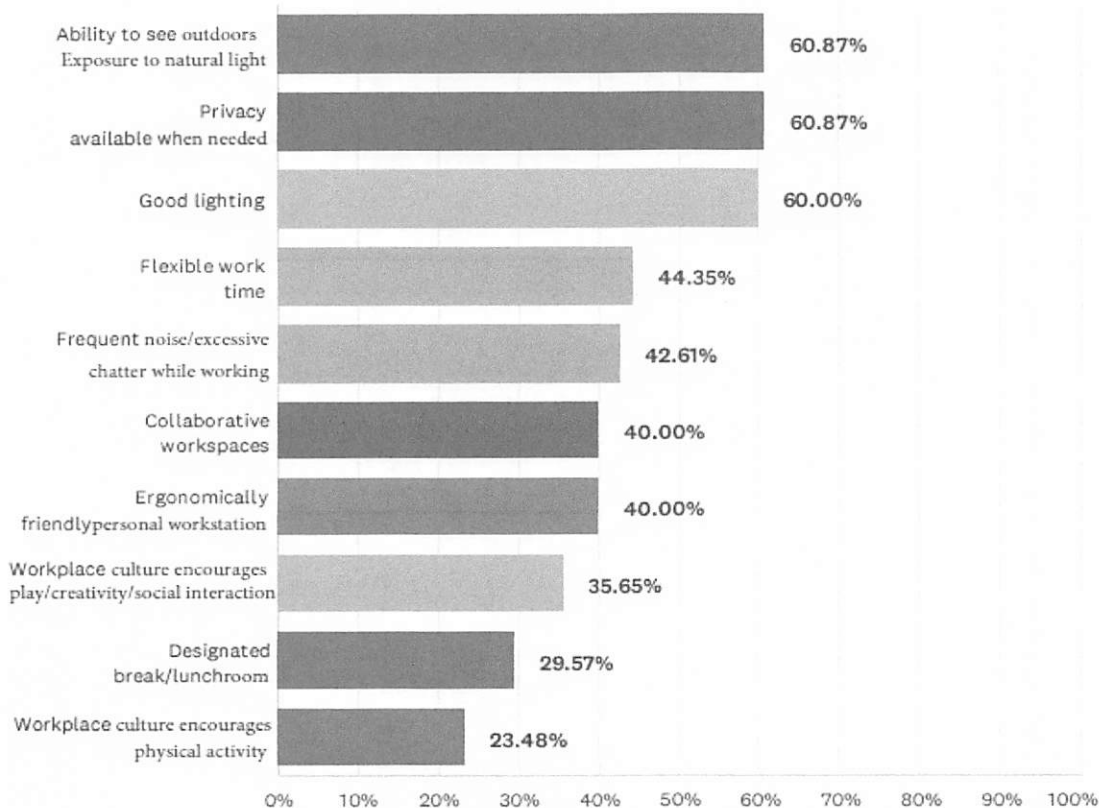
Q14 I am more likely to participate in activities when:

Answered: 131 Skipped: 12



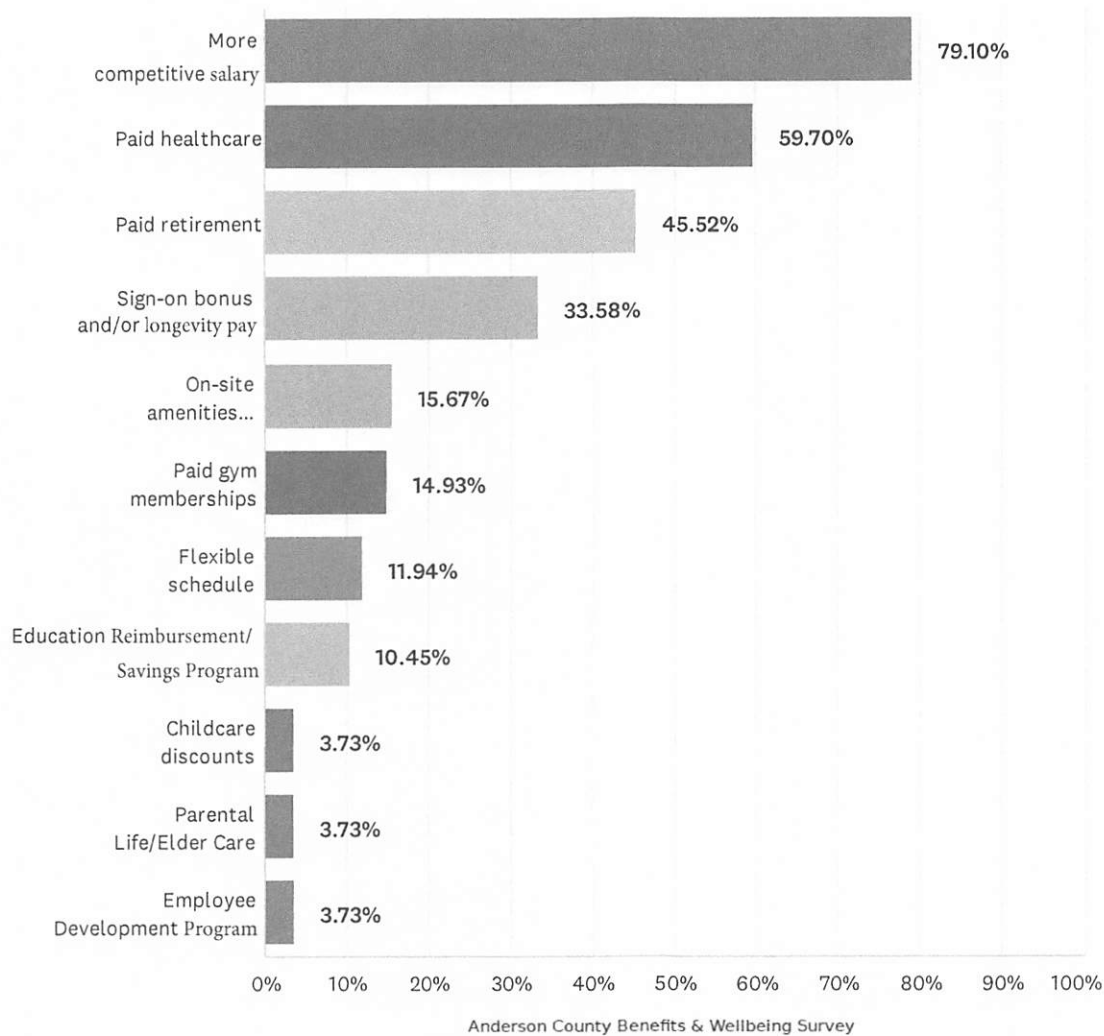
Q15 Please indicate which of the following elements you currently experience in your specific workspace or location. Check all that apply.

Answered: 115 Skipped: 28



Q16 The following is a list of potential improvements to our current benefit offerings. Please select the top 3 changes that would have the biggest impact on the overall employee experience and our recruiting/retention efforts.

Answered: 134 Skipped: 9



ANSWER CHOICES	RESPONSES	
More competitive salary	79.10%	106
Paid healthcare	59.70%	80
Paid retirement	45.52%	61
Sign-on bonus and/or longevity pay	33.58%	45
On-site amenities (e.g., break and kitchen space, outside gatherings areas, fitness equipment, on-site meal vendor)	15.67%	21
Paid gym memberships	14.93%	20
Flexible schedule	11.94%	16
Education reimbursement program/Education savings	10.45%	14
Childcare discounts	3.73%	5
Parental Life/Elder Care	3.73%	5
Employee Development Programs (e.g., on-the-job training, skills development)	3.73%	5
Total Respondents: 134		

Anderson County Benefits & Wellbeing Survey

Q17 Are there any other benefits, policies or cultural influencers that would improve your experience and retention as an Anderson County employee?

Answered: 50 Skipped: 93

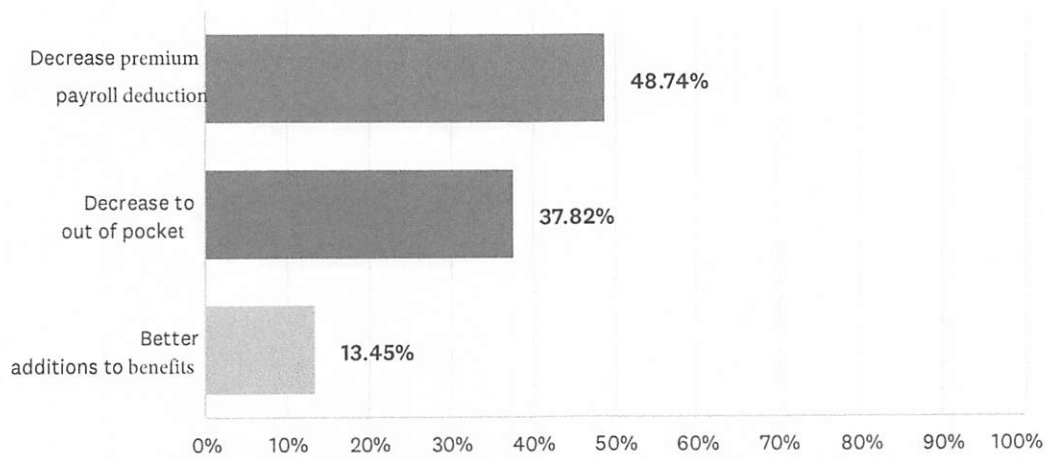
#	RESPONSES	DATE
1	The ability to add a domestic partner to our insurance plans.	12/14/2022 12:50 PM
2	Better coverage for hearing aids [REDACTED]	12/13/2022 1:48 PM
3	Benefits for part-time workers	12/13/2022 8:36 AM
4	Being heard about particular specific safety concerns.	12/12/2022 4:12 PM
5	I would like to see our wages/benefits be where [REDACTED] do not want to leave.	12/12/2022 2:44 PM
6	Have some type of benefit to staying long term.	12/12/2022 1:59 PM
7	Higher salary Difference between new hire pay and senior [REDACTED] pay	12/12/2022 12:06 PM
8	I am making after 5 years here what a 20year old started out making at one of the factories. I have a total of 28 years in my career [REDACTED]. I feel unappreciated and under paid.	12/12/2022 11:37 AM
9	It would be nice to get paid over time after 40 hours and to have over time even if you take vacation. I have lost numerous hours of vacation because my job requires me to work a lot of overtime. I use vacation but don't get to use it because they use overtime hours in place of vacation hours. Same goes for holiday pay.	12/12/2022 10:20 AM
10	No other incentives come to mind.	12/12/2022 10:06 AM
11	Paid benefits, matching 401k	12/12/2022 10:02 AM
12	NA	12/12/2022 10:02 AM
13	Better health benefits at a lot lower cost to the employees, along with a better retirement plan and better pay scale will have to take place to retain employees.	12/12/2022 10:02 AM
14	None	12/12/2022 9:56 AM
15	Mountain Dew available to purchase on tap. Also Mountain Dew Zero as an option.	12/12/2022 8:06 AM
16	I think pay is the biggest retention move that AC could make. Several employees have made the comment that they are either stressed or looking for another job and pay has been the biggest factor.	12/12/2022 7:40 AM
17	Bring back the employee picnic!	12/12/2022 7:00 AM
18	The major thing is longevity pay. There is currently no incentive to stay here other than more vacation time.	12/10/2022 10:24 PM
19	More opportunities to do different things	12/9/2022 11:08 AM
20	4 day work week	12/7/2022 8:14 AM
21	no	12/7/2022 7:38 AM
22	more app'ts available [REDACTED] to occupational therapy	12/6/2022 1:40 PM
23	there is not	12/6/2022 7:17 AM
24	401k access	12/5/2022 6:33 AM
25	Better pay or compensation in the form of paid insurance or better retirement options.	12/5/2022 4:56 AM
26	It would be nice if there was a common lunch area in the courthouse. So you could eat with other employees.	12/2/2022 8:38 PM

Anderson County Benefits & Wellbeing Survey

27	All staff deserve equal health care, full time/part time/or temp.	12/2/2022 10:25 AM
28	Pay is a big one we are not competitive with surrounding counties	12/2/2022 6:49 AM
29	Retirement/Education Matching	12/1/2022 3:35 PM
30	Employer-paid benefits and pension in retirement	12/1/2022 1:39 PM
31	A more competitive salary with better leadership from the department head instead of outsourced through HR which is not involved with our day to day activities	12/1/2022 10:10 AM
32	Pay on par with other agencies in the area. At least a raise to keep up with inflation.	11/30/2022 9:16 PM
33	Better pay, and better benefits. Insurance sucks, and is overpriced.	11/30/2022 8:06 PM
34	Longevity pay and/or step raises. There is no benefit to staying here other than more vacation time. I feel like my seniority means nothing here	11/30/2022 5:55 PM
35	:)	11/30/2022 4:12 PM
36	Like most folks, especially in the day we live in, i wish I was compensated more. But for the most part, I love working for AC. We have the best team in our office. Everyone is hardworkers and there is no back biting or drama. Im grateful!	11/30/2022 3:54 PM
37	Additional clinic hours, better health incentives (instead of boxed lunches/trinkets/ prizes, compensate the employees with a reduction in health premiums similar to the tobacco/yearly blood draw components of premiums.	11/30/2022 3:09 PM
38	25 year retirement plan for police officers	11/30/2022 2:47 PM
39	closer parking i.e the lot across the street	11/30/2022 2:14 PM
40	County contributions to 457 plan	11/30/2022 1:49 PM
41	Workplace Participation	11/30/2022 1:45 PM
42	A lot could be said on this topic but not enough time. There is NO interaction among the different offices throughout the entire courthouse which allows County employees to get to know one another. Each office stays to themselves for the most part.	11/30/2022 12:56 PM
43	Annual reviews/more frequent raise opportunities	11/30/2022 12:55 PM
44	Removal of toxic leadership	11/30/2022 12:54 PM
45	Paid gym membership	11/30/2022 12:48 PM
46	Paid medical care would be a huge benefit	11/30/2022 12:42 PM
47	More time off either by more holidays like June Teenth and Columbus day or more vacation time.	11/30/2022 12:40 PM
48	I would love for a way for us to go paperless and to be able to work from home one day a week	11/30/2022 12:31 PM
49	Mandatory sensitivity training for Department Heads	11/30/2022 12:31 PM
50	Increased pay and paid parental/maternity leave	11/30/2022 10:03 AM

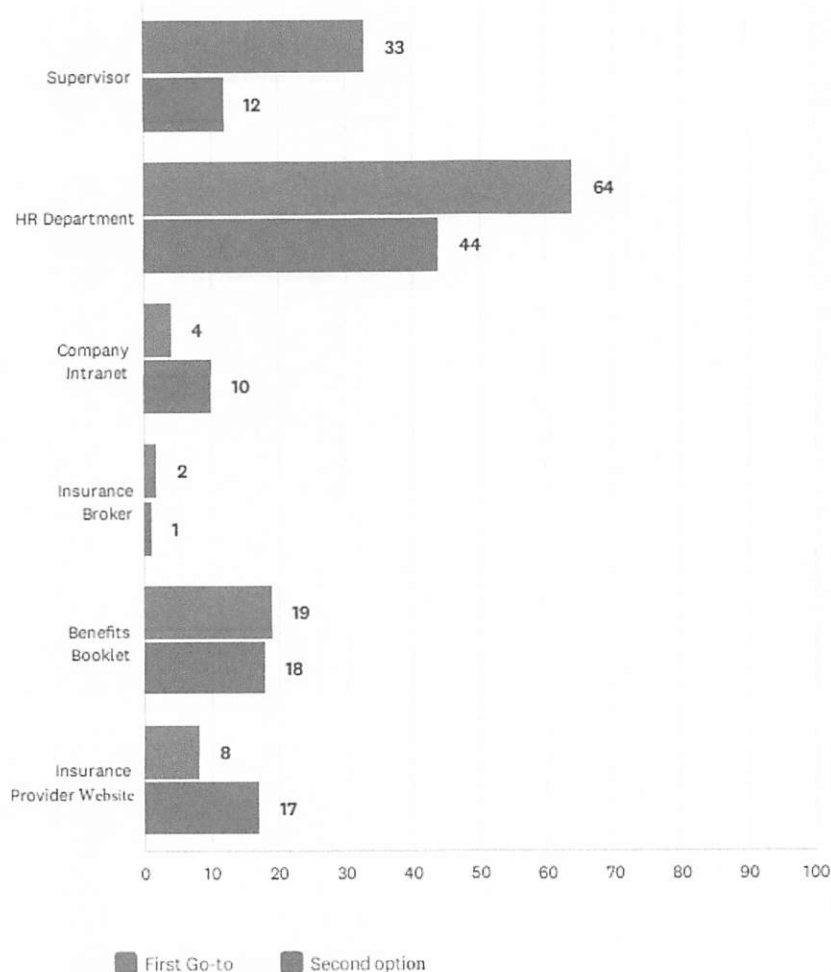
Q18 Given the choice, which would you prefer?

Answered: 119 Skipped: 24



Q19 When you want detailed information about how your benefits work, where would you turn?

Answered: 130 Skipped: 13



Q20 Please share any additional ideas or feedback related to Anderson County's benefits offerings here.

Answered: 25 Skipped: 118

#	RESPONSES	DATE
1	Being able to add a domestic partner to our insurance plans	12/14/2022 12:52 PM
2	Better coverage for hearing aids [REDACTED]	12/13/2022 1:49 PM
3	We need huge improvements in communication with the provider themselves. Also we need better access to life saving medications with not being forced to use meds that our specialists advise do not work. Staff at the provider that have you empathy and better training. Urged to not use the phrase "I understand ". We need access to the third party decision makers as well.	12/12/2022 1:55 PM
4	Gym membership fees would be an incentive to those that are serious about health and a reward for their efforts. Also, hiking and biking activity groups could work.	12/12/2022 1:48 PM
5	I feel unappreciated and underpaid.	12/12/2022 11:38 AM
6	It would be nice to be paid extra for coming in on snow days. Most of the county gets to take off but I have to come in because I am critical personnel and dont get paid any extra for working in treacherous conditions. I would also like to see the county match a portion of the HSA account.	12/12/2022 10:24 AM
7	No added ideas.	12/12/2022 10:08 AM
8	Anderson County should take a hard look at Hamilton County's benefits and cost.	12/12/2022 10:04 AM
9	None	12/12/2022 9:57 AM
10	Paid insurance and retirement would help us retain employees.	12/12/2022 7:05 AM
11	The premiums are too high.	12/10/2022 10:25 PM
12	The ability to purchase higher life insurance for spouse.	12/7/2022 11:20 AM
13	n/a	12/6/2022 7:18 AM
14	County should pay health insurance!	12/5/2022 11:56 AM
15	Good	12/5/2022 6:35 AM
16	Equal healthcare for all staff regardless of status.	12/2/2022 10:30 AM
17	With other health insurances could use the clinic it would be extremely helpful reduce time away from work and be more productive	12/2/2022 6:50 AM
18	Great benefits! Decrease in premiums or increase in free benefits.	12/1/2022 3:36 PM
19	Better benefits in general	11/30/2022 8:08 PM
20	Better pay/better benefits if you want to attract the better employees. It is hard finding good folks these days, and keeping the ones you have. Its all about taking care of those that take care of you, and in my humble opinion the county has been negligent in their efforts. A county job doesn't have the luster it once had with regard to pay/benefits, and there are better options out there for the average employee.	11/30/2022 3:21 PM
21	Better insurance and more pay	11/30/2022 1:47 PM
22	Having 4 day work weeks or shorter shifts 5 days a week would lead to less wasted dead time and better employee morale	11/30/2022 12:53 PM
23	It would really help to keep more of the money I already make. Cost of living, such as food and gas, have gone up so much I may have to seek employment elsewhere.	11/30/2022 12:51 PM

**Anderson County Employee Insurance Board of Trustees
Meeting Minutes – September 27, 2022**

Members Present: Mayor Terry Frank, Robby Holbrook, Tyler Mayes, Kim Jeffers-Whitaker, Phil Yager

Others Present: CBIZ representative (by phone) Kari Presley, LEEAN Tupper, Randy Walters, Katherine Ajmeri, Krystal Burkhart

Call to Order

Mayor Frank called the meeting to order at approximately 2 p.m.

Approval of Prior Meeting (May 10, 2022) Minutes

Motion by Tyler Mayes, seconded by Kim Jeffers-Whitaker. Motion carried unanimously.

Items for Action/Discussion

1. Retiree Benefit Language Action Item – Requesting Board input and approval for language clarification of the Anderson County Retiree Benefit. Motion made by Tyler Mayes, seconded by Phil Yager, to approve the changes presented with an effective date of January 1, 2023. Motion carried by voice vote. (See Attachment A for related language.)

Effective January 1, 2023, the Anderson County Government Retiree Benefit program will include clarification of benefit language, that includes current practices, as well as the enrollment period for the Retiree Benefit Program.

In accordance with the Anderson County Employee Insurance Board of Trustees's most recent established Retiree Medical Benefit policy, effective 12/31/2018, Retirees who are pre-age sixty-five (65) and have thirty (30) or more years of service with Anderson County Government (excluding schools) have the opportunity to elect a County-sponsored contribution to a Health Reimbursement Account (HRA), provided the retiree is not covered by the County's health insurance plan. The County will contribute \$800 per month to eligible Retiree's HRA to be utilized for non-County medical and pharmaceutical copays and health premiums. In accordance with this policy, the County's contribution does not carry over month to month or annually. Additionally, an eligible Retiree may qualify as a continued subscriber after leaving full-time employment with the County if requested prior to age 65 and within 60 days of last date of employment.

Retiree coverage will automatically terminate at the earliest date if any of the following actions occur:

1. Retiree reaches the age of 65;
2. Date the Retiree fails to communicate acceptance as required under County and HRA guidelines;
3. The Plan or Retirement Benefit is terminated;
4. Upon the Retiree's death.

Dependents of Retirees are not permitted to continue coverage or receive Retiree Medical Benefits beyond the date of coverage termination.

Anderson County Board of Commissioners

Regular Agenda Monday, October 17, 2022 @ 6:30 p.m.

6. Departments

- HR - Retiree Benefits – by HR Director, Kim Jeffers-Whitaker

BE IT RESOLVED THAT ANDERSON COUNTY COMMISSION MET IN A REGULAR MEETING ON SEPTEMBER 19, 2022 WITH THE FOLLOWING COMMISSIONERS PRESENT: TRACY WANDELL, STEPHEN VERRAN, JOSH ANDERSON, SHAIN VOWELL, TIM ISBEL, ROBERT MCKAMEY, JERRY WHITE, SABRA BEAUCHAMP, TYLER MAYES, DENISE PALMER, BOB SMALLRIDGE, MICHAEL FOSTER, CATHERINE DENENBERG, ANTHONY ALLEN AND SHELLEY VANDAGRIFF. ABSENT: PHIL YAGER

HR Department

4. Commissioner Smallridge made a motion to approve the Anderson County Government Retiree Benefit language clarification and addition of benefit. Seconded by Commissioner Allen. Voting Aye: Verran, Vandagriff, Isbel, Wandell, Beauchamp. Yager, Vowell, Anderson, McKamey, Smallridge, Mayes, Palmer, Foster, White and Allen. Voting No: None. Absent: Denenberg. Motion passed unanimously.

Longevity Annual Program (Years of Service (YOS)) - \$113,000 est. 1st year cost of program						
The program below is based upon continuous years of service (YOS) with the County as of January 1 (rehires would reset upon rehire date). \$50 each year to year 5, then \$50 each additional 5 years, with a cap at 25 years of continued service. Must be a regularly, active PT or FT employee to be eligible.						
Continued Years of Service (YOS) Increments	Number of FT & PT ACG EE's	\$50 for Every 5 Year Band of Continued Years of Service				
		Year 1	Year 2	Year 3	Year 4	Year 5
5 \$ 250	33	\$ 8,250	\$ 18,750	\$ 10,000	\$ 22,750	\$ 27,750
6 \$ 250	25	\$ 6,250	\$ 8,250	\$ 18,750	\$ 10,000	\$ 22,750
7 \$ 250	18	\$ 4,500	\$ 6,250	\$ 8,250	\$ 18,750	\$ 10,000
8 \$ 250	18	\$ 4,500	\$ 4,500	\$ 6,250	\$ 8,250	\$ 18,750
9 \$ 250	11	\$ 2,750	\$ 4,500	\$ 4,500	\$ 6,250	\$ 8,250
10 \$ 500	15	\$ 7,500	\$ 5,500	\$ 9,000	\$ 9,000	\$ 12,500
11 \$ 500	15	\$ 7,500	\$ 7,500	\$ 5,500	\$ 9,000	\$ 9,000
12 \$ 500	5	\$ 2,500	\$ 7,500	\$ 7,500	\$ 5,500	\$ 9,000
13 \$ 500	2	\$ 1,000	\$ 2,500	\$ 7,500	\$ 7,500	\$ 5,500
14 \$ 500	6	\$ 3,000	\$ 1,000	\$ 2,500	\$ 7,500	\$ 7,500
15 \$ 750	8	\$ 6,000	\$ 4,500	\$ 1,500	\$ 3,750	\$ 7,500
16 \$ 750	12	\$ 9,000	\$ 6,000	\$ 4,500	\$ 1,500	\$ 3,750
17 \$ 750	10	\$ 7,500	\$ 9,000	\$ 6,000	\$ 4,500	\$ 1,500
18 \$ 750	4	\$ 3,000	\$ 7,500	\$ 9,000	\$ 6,000	\$ 4,500
19 \$ 750	6	\$ 4,500	\$ 3,000	\$ 7,500	\$ 9,000	\$ 6,000
20 \$ 1,000	3	\$ 3,000	\$ 6,000	\$ 4,000	\$ 10,000	\$ 12,000
21 \$ 1,000	3	\$ 3,000	\$ 3,000	\$ 6,000	\$ 4,000	\$ 10,000
22 \$ 1,000	1	\$ 1,000	\$ 3,000	\$ 3,000	\$ 6,000	\$ 4,000
23 \$ 1,000	5	\$ 5,000	\$ 1,000	\$ 3,000	\$ 3,000	\$ 6,000
24 \$ 1,000	2	\$ 2,000	\$ 5,000	\$ 1,000	\$ 3,000	\$ 3,000
25 \$ 1,250	2	\$ 2,500	\$ 2,500	\$ 6,250	\$ 1,000	\$ 3,750
25+ \$ 1,250	15	\$ 18,750	\$ 21,250	\$ 23,750	\$ 30,000	\$ 31,000
219		Total No. Of Employees - Year 1 (81 PT)				
\$ 113,000		Total Projected Amount - Year 1				
\$ 138,000		Total Projected Amount - Year 2				
\$ 155,250		Total Projected Amount - Year 3				
\$ 186,250		Total Projected Amount - Year 4				
\$ 224,000		Total Projected Amount - Year 5				

* This program caps at 25 years of service

** The above calculations do not include CTAS specified salaries, commissioners, seasonal/temp/contract labor.

***The above program emulates the City of Clinton's tenure program and assumes no turnover, therefore listing maximum liability.

2. HR Director, Kim Jeffers-Whitaker, presented Longevity Plan examples to the committee. The committee requested the HR Director to bring back the Longevity Program to the next meeting with updated recommendations. This update should include current employee statistical data, with annual longevity pay beginning at the employees 5th year of service.

Motion by Gary Long, seconded by Rex Lynch. Motion passed by voice vote.

Longevity Annual Program (Years of Service (YOS)) - \$128,500 est. 1st year cost of program						
The program below is based upon continuous years of service (YOS) with the County as of January 1 (rehires would reset upon rehire date). \$50 each year beginning at year 5 with a cap at 25 years of continued service. Must be a regularly, active PT or FT employee to be eligible.						
Continued Years of Service (YOS) Increments	Number of FT & PT ACG EE's	\$50 for Each Continued Year of Service				
		Year 1	Year 2	Year 3	Year 4	Year 5
5 \$ 250	33	\$ 8,250	\$ 18,750	\$ 10,000	\$ 22,750	\$ 27,750
6 \$ 300	25	\$ 7,500	\$ 9,900	\$ 22,500	\$ 12,000	\$ 27,300
7 \$ 350	18	\$ 6,300	\$ 8,750	\$ 11,550	\$ 26,250	\$ 14,000
8 \$ 400	18	\$ 7,200	\$ 7,200	\$ 10,000	\$ 13,200	\$ 30,000
9 \$ 450	11	\$ 4,950	\$ 8,100	\$ 8,100	\$ 11,250	\$ 14,850
10 \$ 500	15	\$ 7,500	\$ 5,500	\$ 9,000	\$ 9,000	\$ 12,500
11 \$ 550	15	\$ 8,250	\$ 8,250	\$ 6,050	\$ 9,900	\$ 9,900
12 \$ 600	5	\$ 3,000	\$ 9,000	\$ 9,000	\$ 6,600	\$ 10,800
13 \$ 650	2	\$ 1,300	\$ 3,250	\$ 9,750	\$ 9,750	\$ 7,150
14 \$ 700	6	\$ 4,200	\$ 1,400	\$ 3,500	\$ 10,500	\$ 10,500
15 \$ 750	8	\$ 6,000	\$ 4,500	\$ 1,500	\$ 3,750	\$ 11,250
16 \$ 800	12	\$ 9,600	\$ 6,400	\$ 4,800	\$ 1,600	\$ 4,000
17 \$ 850	10	\$ 8,500	\$ 10,200	\$ 6,800	\$ 5,100	\$ 1,700
18 \$ 900	4	\$ 3,600	\$ 9,000	\$ 10,800	\$ 7,200	\$ 5,400
19 \$ 950	6	\$ 5,700	\$ 3,800	\$ 9,500	\$ 11,400	\$ 7,600
20 \$ 1,000	3	\$ 3,000	\$ 6,000	\$ 4,000	\$ 10,000	\$ 12,000
21 \$ 1,050	3	\$ 3,150	\$ 3,150	\$ 6,300	\$ 4,200	\$ 10,500
22 \$ 1,100	1	\$ 1,100	\$ 3,300	\$ 3,300	\$ 6,600	\$ 4,400
23 \$ 1,150	5	\$ 5,750	\$ 1,150	\$ 3,450	\$ 3,450	\$ 6,900
24 \$ 1,200	2	\$ 2,400	\$ 6,000	\$ 1,200	\$ 3,600	\$ 3,600
25 \$ 1,250	2	\$ 2,500	\$ 2,500	\$ 6,250	\$ 1,250	\$ 3,750
25+ \$ 1,250	15	\$ 18,750	\$ 21,250	\$ 23,750	\$ 30,000	\$ 31,250
219		Total No. Of Employees - Year 1 (81 PT)				
\$ 128,500		Total Projected Amount - Year 1				
\$ 157,350		Total Projected Amount - Year 2				
\$ 181,100		Total Projected Amount - Year 3				
\$ 219,350		Total Projected Amount - Year 4				
\$ 267,100		Total Projected Amount - Year 5				

* This program caps at 25 years of service

** The above calculations do not include CTAS specified salaries, commissioners, seasonal/temp/contract labor.

***The above program emulates the City of Clinton's tenure program and assumes no turnover, listing maximum liability.

Anderson County



Multi-Factor Authentication (MFA) Policy

I. INTRODUCTION

The purpose of this policy is to define the Multi-Factor Authentication (MFA) requirements for access to the Anderson County Government network and email systems. This policy is designed to minimize the potential security exposure to Anderson County from damages which may result from unauthorized use of internal and external services. Multi-factor authentication (MFA) adds a layer of security which helps deter the use of compromised credentials.

II. SCOPE

This policy applies to all staff members of the Anderson County Government community who access restricted or confidential data outlined within this policy, and for those who may require remote (off site) access to email and the other services within the County's network environment. There may be extraordinary instances when a member has a legitimate need to use the services outside the scope of this policy. The Department Head and IT Director must approve, in advance, exception requests based on the balancing of the benefit versus the risk to the County. Exceptions for individuals with disabilities will be addressed on an individual basis with the County's Human Resources and Risk Management Department (HR).

III. DEFINITIONS

Multi-factor Authentication (MFA) is a method of authentication that requires more than one verification method to ensure it is really you logging into your account. MFA adds a critical second layer of security when users sign-in to their County PC workstations & Microsoft Office 365 Email. It does this by requiring more than one method of verifying that it is really you logging into the account.

Local Access is any access to organizational information systems by users (or processes acting on behalf of users) where such access is obtained by direct connections without the use of networks.

Network Access is access to organizational information systems by users (or processes acting on behalf of users) where such access is obtained through network connections (i.e., nonlocal accesses).

Remote Access is a type of network access that involves communication through external networks (e.g., the Internet).

IV. POLICY

With new technological advances, it is easy for individuals to inadvertently fall victim to highly sophisticated phishing attacks. This could give a hacker unauthorized access to the County network and information system (Network).

The Anderson County Information Technology Department (IT) has taken several steps to protect and monitor our Network. As part of its efforts, the IT Department has established a Multi-Factor Authentication (MFA) Policy which provides a crafted method of protection for

Local Government data processing that utilizes and stores sensitive personal and financial information.

In order to access Government resources and the Network, all individuals will be required to engage in one additional step beyond the normal logon process. Individuals will be required to register a second approved device. The MFA system will send a message to the device which the individual must use to authenticate. Upon successful completion of this two (2) step authentication process, the individual will be able to access the system.

Any exceptions to this policy must be approved by the appropriate department head and the IT Director.

V. ENFORCEMENT

This policy regulates the use of all MFA access to the Anderson County Government network(s) and users must comply with established appropriate and acceptable use policies per the Anderson County Employee Handbook.

All Elected Officials and Department Heads shall ensure their staff and contracted staff use MFA for County access and for all user accounts managed systems.

IT network data and email processing services will be terminated immediately if any suspicious activity is observed. Service will remain disabled until the issue has been identified and resolved. Any Anderson County Government employee found to have intentionally violated the any of the County's acceptable use policies will be subject to loss of privileges. If the matter involves illegal or criminal conduct, the matter will also be referred to the proper law enforcement authority. By choosing to use Anderson County Government systems, you hereby agree to all terms and conditions listed above.

VI. USER REQUIREMENTS

All members are required to register their user credentials for remote access to the County's MS Office 365 environment. If a staff member does not register their user credentials, they will not be permitted remote access to the County's MS Office 365 service.

The County's determined verification method is:

1. Multifactor Authentication App from the App Store or Playstore
2. SMS Text Message with a code
3. Hardware Token that uses Randomly Generated OTP (one-time password)
4. Hardware Token that uses FIDO (USB Key)

VII. LOST OR STOLEN DEVICE

All lost or stolen devices should be reported immediately to the IT Department, so that device may be denied access to the County's MS Office 365 services.

Staff are responsible for securing their personal digital keys/token to safeguard its loss or theft. A replacement charge of \$50.00 may be applied for any lost or stolen digital key/token.

VIII. POLICY INFORMATION

Continuous Improvement

The content of this document is subject to regular review based on input from Anderson County Government Elected officials, department heads and supervisors. All recommendations for development should be submitted to the Anderson County Government IT Director and HR Director for review and consideration.

Anderson County Employee Insurance Board of Trustees
Meeting Minutes – September 27, 2022

Members Present: Mayor Terry Frank, Robby Holbrook, Tyler Mayes, Kim Jeffers-Whitaker, Phil Yager

Others Present: CBIZ representative (by phone) Kari Presley, Leean Tupper, Randy Walters, Katherine Ajmeri, Krystal Burkhardt

Call to Order

Mayor Frank called the meeting to order at approximately 2 p.m.

Approval of Prior Meeting (May 10, 2022) Minutes

Motion by Tyler Mayes, seconded by Kim Jeffers-Whitaker. Motion carried unanimously.

Items for Action/Discussion

1. Retiree Benefit Language Action Item – Requesting Board input and approval for language clarification of the Anderson County Retiree Benefit. Motion made by Tyler Mayes, seconded by Phil Yager, to approve the changes presented with an effective date of January 1, 2023. Motion carried by voice vote. (See Attachment A for related language.)
 - a. Robby Holbrook made a separate motion, seconded by Tyler Mayes, to review the Retiree Benefit and a possible “sunset” to the benefit during a future meeting. Motion carried by voice vote.
2. Thrive Health & Wellness contract amendment – This item was pulled from today’s meeting agenda by CareHere/Premise representatives on the morning of 9/27/2022, due to a variety of issues on their end.
3. 2023-2024 Benefit RFPs Action Item – The Board reviewed the list of Benefits RFPs and considered whether to exercise renewal options or put benefits out for bid.
 - a. Tyler Mayes made a motion, seconded by Robby Holbrook, to authorize HR to renew the existing CareHere/Premise contract for one additional year. Motion carried by voice vote.
 - b. Tyler Mayes made a motion, seconded by Phil Yager, to authorize HR and Purchasing to issue RFPs for dental insurance. Motion carried by voice vote.
 - c. Robbie Holbrook made a motion, seconded by Phil Yager, to exercise the available renewal options on the current contracts for vision, short-term disability, Flex benefits, and the benefits broker & consultant. Motion carried by voice vote. (See Attachment B)
4. (A) Kim Jeffers-Whitaker stated she would like the Employee Benefits Advisory Group to be involved with the county’s wellness program to improve employee engagement. Board members offered their support.
(B) Kim Jeffers-Whitaker stated Anderson County received a Rx Benefits first-quarter 2022 rebate totaling \$64,382.12. (See Attachment C)
5. Employee Survey – Kim Jeffers-Whitaker asked the Board members to e-mail her by mid-October with their ideas or questions related to the annual employee survey.

New Business

Robby Holbrook distributed the summary financial statement for Fund 263, saying he would discuss them at the next meeting. (See Attachment D)

Adjournment

There being no further business, the meeting adjourned shortly before 3 p.m.

Suggested amended language for Anderson County Government Retiree Benefit (edits are in red).

Effective January 1, 2023, the Anderson County Government Retiree Benefit program will include clarification of benefit language, stated in red that includes current practices, as well as the enrollment period for the Retiree Benefit Program.

In accordance with the Anderson County Employee Insurance Board of Trustee's most recent established Retiree Medical Benefit policy, effective 12/31/2018, Retirees who are pre-age sixty-five (65) and have thirty (30) or more years of service with Anderson County Government (excluding schools) have the opportunity to elect a County-sponsored contribution to a Health Reimbursement Account (HRA), provided the retiree is not covered by the County's health insurance plan. The County will contribute \$800 per month to eligible Retiree's HRA to be utilized for non-County medical and pharmaceutical copays and health premiums. In accordance with this policy, the County's contribution does not carry over month to month or annually. Additionally, an eligible Retiree may qualify as a continued subscriber after leaving full-time employment with the County if requested prior to age 65 and within 60 days of last date of employment.

Retiree coverage will automatically terminate at the earliest date if any of the following actions occur:

1. Retiree reaches the age of 65;
2. Date the Retiree fails to communicate acceptance as required under County and HRA guidelines;
3. The Plan or Retirement Benefit is terminated;
4. Upon the Retiree's death.

Dependents of Retirees are not permitted to continue coverage or receive Retiree Medical Benefits beyond the date of coverage termination.

B

Benefit Contracts, Effective 09.12.2022						
Contract#	Status	Vendor	Description	Expires	Renewal Provision	Renewals Remaining
19-0134-R1	Renewed for FY 22-23	CareHere Management, PLLC	On-Site Clinic (courthouse)	2/26/2023	Two (2) Years	One (1) Years
19-0152-R3	Renewed for FY 22-23	Delta Dental	Dental Insurance	6/30/2023	Four (4) Years	One (1) Year
19-0153-R2	Not Renewed as of 9/6/2022	BlueCross BlueShield of Tennessee	Vision Insurance	6/30/2022	Four (4) Years	Two (2) Years
19-0154-R2	Not Renewed as of 9/6/2022	USABLE Life	Short Term Disability Insurance	6/30/2022	Four (4) Years	Two (2) Years
19-0155-R2	Not Renewed as of 9/6/2022	TASC	Flexible Spending Account	6/30/2022	Four (4) Years	Two (2) Years
19-0161-R3	Renewed for FY 22-23	CBIZ	Benefits Brokerage & Consulting	6/30/2023	Four (4) Years	One (1) Years
19-0162	Never Expires	TN Consolidated Retirement System	Plan II - 401(k)	Never Expires	Never Expires	Unknown
19-0163	Never Expires	TN Consolidated Retirement System	Plan I - 457(b)	Never Expires	Never Expires	Unknown
20-0156-R2	Renewed for FY 22-23	BlueCross BlueShield of Tennessee	Administrative Services Agreement	6/30/2023	In Writing Agreement to Extend the Term each Fiscal Year	Unknown
20-0163	Renewed for FY 22-23	RxBenefits	Prescription Medications	Never Expires, unless given a 90 day written notice	Never Expires	Unknown
23-0016	Contract for FY 22-23	Berkshire Hathaway	Stop Loss Insurance	6/30/2023	None	None
23-0004	Contract for FY 22-23	AMWINS Rx	Prescription Assistance Program	6/30/2023	None	None
22-0013	Not Renewed as of 9/6/2022	American Fidelity Administrative Services	ACA Reporting Services	6/30/2022	S.O.W. Contract for Each Fiscal Year (Per Master Agreement)	Unknown

C

Kim Jeffers-Whitaker

From: Dougherty, Meghan <meghan.dougherty@CBIZ.com>
Sent: Monday, September 19, 2022 5:04 PM
To: Kim Jeffers-Whitaker
Cc: Presley, Kari; Rule, Nadea
Subject: Anderson County Q1 2022 Rebates

Hi Kim,

Hope your week is off to a good start. Just wanted to send you a quick note to let you know that RxBenefits has released rebates for Q1 2022. Anderson County will be receiving \$64,382.12 as a rebate credit on the 9/23 invoice.

If you have any questions, please let us know.

Thank you,
Meghan



Meghan Dougherty

Lead Pharmacy Account Executive

CBIZ Employee Benefits

A division of CBIZ Benefits & Insurance Services, Inc.

5450 Frantz Road Suite 300

Dublin, OH 43016

(614) 330-6950

meghan.dougherty@cbiz.com

[website](#) | [vCard](#) | [video](#)



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D

Template Name: LGC Summary
Created by: LGC

Anderson County
Summary Financial Statement
June 2022

User: rholbrook
Date/Time: 9/27/2022 1:39 PM
Page 1 of 1

263 Self-Insurance		Year-To-Date			Month-To-Date		
Account	Description	Budget Estimate	Actual	% of Budget	Estimate Avg/Mth	Actual	% of Avg
Revenue							
43101	Self-Insurance	4,533,838.00	(4,269,107.32)	94.16 %	377,819.83	(694,587.48)	183.84 %
43102	Other Employee Benefit/Contributions	110,000.00	(106,550.40)	96.86 %	9,166.67	(13,733.40)	149.82 %
44110	Investment Income	0.00	(146.16)	0.00 %	0.00	(12.31)	0.00 %
44160	Retirees' Insurance Payments	20,097.00	0.00	0.00 %	1,674.75	0.00	0.00 %
44165	Rebates	378,988.00	0.00	0.00 %	31,582.33	0.00	0.00 %
44170	Miscellaneous Refunds	0.00	0.00	0.00 %	0.00	882.84	0.00 %
	Total Revenue	5,042,923.00	(4,375,803.88)	86.77 %	420,243.58	(707,450.35)	168.34 %
Expenditures							
51900	Other General Administration	(5,042,923.00)	4,255,825.21	84.39 %	(420,243.58)	791,065.91	188.24 %
99100	Transfers Out	0.00	0.00	0.00 %	0.00	0.00	0.00 %
	Total Expenditures	(5,042,923.00)	4,255,825.21	84.39 %	(420,243.58)	791,065.91	188.24 %
Total 263	Self-Insurance	0.00	(119,978.67)	100.00 %	0.00	83,615.56	0.00 %

Ad Preview

ANDERSON COUNTY GOVERNMENT

Legal Notice of Public
Hearing
Published in Compliance
with TCA § 13-7-105 (b)

The Anderson County Board of Commissioners will hold a Public Hearing on February 21, 2023 in Room 312 of the Anderson County Courthouse, 100 N. Main Street, Clinton, Tennessee, to consider an amendment to the "Anderson County Zoning Resolution" to include the rezoning of the property at the intersection of the East end of Marlow Circle and Oliver Springs Hwy, Clinton, Parcel 14.03, Tax Map 087 from A-2 (Rural-Residential District) to C-1 (General Commercial District). A copy of the proposed zoning amendment is available at the Office of Planning & Development at the Courthouse.

Majorie Pressley
Anderson County Building
Commissioner

WHEREAS, the Anderson County Regional Planning Commission has reviewed and made recommendations regarding the proposed amendment of the "Zoning Resolution of Anderson County, Tennessee," in accordance with Tennessee Code Annotated § 13-7-105 (b).

NOW, THEREFORE, BE IT RESOLVED that the Anderson County Board of Commissioners does hereby amend the Anderson County Zoning Resolution.

This resolution shall take effect immediately after its notification and passage, the public welfare requiring it.

Josh Anderson, Chairman

ATTEST:

Jeff Cole, County Clerk

DATE:

100 North Main Street, Room
118, Clinton, Tennessee, 37716
(865) 463-6866



Oak Ridger

Order Confirmation

Not an Invoice

Account Number:	572812
Customer Name:	Anderson Co Government / Leean Tupper
Customer Address:	Anderson Co Government / Leean Tupper 100 N MAIN ST ROOM 208 CLINTON TN 37716
Contact Name:	Anderson Co Government / Leean T
Contact Phone:	8652592333
Contact Email:	
PO Number:	

Date:	02/01/2023
Order Number:	8405318
Prepayment Amount:	\$ 0.00

Column Count:	1.0000
Line Count:	67.0000
Height in Inches:	0.0000

[Print](#)

Product	#Insertions	Start - End	Category
OKR The Oak Ridger	1	02/03/2023 - 02/03/2023	Public Notices
OKR oakridger.com	1	02/03/2023 - 02/03/2023	Public Notices

Total Order Confirmation

\$119.21