

**APPROVED**

FINANCIAL MANAGEMENT COMMITTEE

March 4, 2015

8:30 am

---

**PRESENT:** Bobbie Gouge-Dietz, Mayor Leon Humphrey, Ray Lyons, Charles VonCannon, Danny Ward and Dr. Kevin Ward.

The meeting was called to order by Ray Lyons.

Quorum present.

Motion was made by Danny Ward with a second by Leon Humphrey to approve the agenda. Motion carried.

Motion was made by Leon Humphrey with a second by Danny Ward to approve the February 4, 2015 minutes. Motion carried.

Charles VonCannon said he would like to clarify that his concern with the spent oil collection bid was that the vendor may not be capable of accomplishing all the needed pickups. Mr. VonCannon does not believe the company is bonded or insured. He discussed the issuance of a bond to purchase land prior to the land being located. Mr. VonCannon said the processing fee was lost on the bond. He also wanted to see discussion of the road list summary under the Highway Department update.

Public Comments: Roy Livingston asked Dr. Ward about his debt reduction plan. Dr. Ward explained there are three outstanding educational notes. He proposes to keep funding the same after the first note is paid off in order to make additional payments to the remaining notes to reduce future interest payments. Chairman Ray Lyons said this topic should be referred to the Budget Committee.

## Old Business

---

- **Review of Proposals for Health Insurance Broker Services:** Finance Director Ingrid Deloach gave a summary of the proposals for health insurance broker services received. Mrs. Deloach noted only health insurance broker services were bid out. Mark III is currently the broker of life, dental, and elected insurances.

Triten Insurance and Financial Services, located in Blountville Tennessee, is the County's current broker for health insurance. Triten proposed a carrier paid commission and does not require a contract. Triten provides open enrollment assistance and an employee wellness program through the carrier.

Five Points will be paid through carrier paid commission and does not require a contract. However, a discount is offered for entering into a 24-36 month contract. Five Points is currently the gap insurance provider for Carter County School System. Five Points requires being the sole broker offering all insurances including dental, life, and elected insurances. The firm is located in Franklin, Tennessee.

Marmo Financial Group proposes to receive carrier paid commission and offers consultative work for \$125 per hour. They offer an employee wellness program through the carrier. Marmo is located in Johnson City, Tennessee and does not require a contract.

Concord Insurance, located in Knoxville, Tennessee, offers cafeteria plan administration, flexible spending account administration and an employee benefit portal online. Concord Insurance did not request a contract. The firm requires being the sole broker for all benefits. Concord will be paid via carrier paid commissions.

Omni Group and XLK International proposed a three year contract with 180 day notice of non-renewal. The Louisiana based firm has a branch office in Chattanooga and requires an agent of record letter. Omni Group and XLK offer many additional services for an added charge.

NFP Trinity from Charlotte North Carolina proposed a fee of \$55,000 for fully insured plans. NFP offers enrollment assistance, bench marking, and an evidence based wellness program. The firm does not require a contract.

USI Mid-South Region does not require a contract and will be paid by carrier commission. USI is based in Louisville, Kentucky and offers employee wellness advisement.

Mark III Brokerage is the County's broker for dental, life, and voluntary insurances. The firm is located in Johnson City, Tennessee. Mark III offers Affordable Care Act compliance solutions and open enrollment assistance. Mark III would receive compensation via carrier paid commissions and does not require a contract.

Brown and Brown Insurance, located in Nashville, Tennessee, proposed to be paid by carrier commission. The firm promised to reduce commission fees by 25%. Brown and Brown does not have a contract requirement.

Finance Director Ingrid Deloach said she provided the location of the brokers because the County will need to be in contact with the broker on a regular basis. The County's current broker comes by to deliver claims reports and Affordable Care Act documents for employees. Mrs. Deloach said there is a lot of information to look over. Danny Ward asked Ingrid Deloach what her recommendation is for moving forward. Mrs. Deloach said the committee may want to contact references or request the firms come in for interviews. She also clarified that the RFP is for insurance brokers and does not change the health insurance provided to employees. Ray Lyons said he feels it would be prudent to do a thorough assessment before a decision is made. Mrs. Deloach said she is not displeased with the services provided by the current broker. She was contacted by the Sheriff's Department who thought a different broker may be able to get better pricing for dependant coverage.

Motion was made by Leon Humphrey, second by Danny Ward to schedule a workshop at 8:30 on Wednesday, March 11, 2015 to allow the brokers to do a short presentation. Motion carried.

Dr. Ward will not be able to attend the workshop due to a previous commitment.

## **New Business**

---

- **Recent Bids:** Finance Director Ingrid Deloach reviewed a list of recent bids.
- **County General Update:** No report.
- **County Highway Department Update:** No report, Mr. Colbaugh was attending a conference and not able to be at Financial Management.
- **County Schools Department Update:** Dr. Ward said the schools have missed 16 days for snow. The School Department had ten snow days built into their calendar. Two professional development days and four days of spring break have been converted to regular school days to make up for the additional snow days. Dr. Ward said the Governor is allowing school systems to petition for a three day waiver. The School Board will make a decision later in March to see if the waiver is needed. Dr. Ward noted the four days taken from spring break will allow for additional instruction before testing begins. Dr. Ward said the gym lighting project provides more energy efficient lighting which is cost effective. John Lewis asked if the Johnson Controls contract covers gym lighting. Dr. Ward said the Johnson Control contract did not include gym lighting because the maintenance department can install the lighting to reduce cost. Charles VonCannon said he has been asked why the schools cannot be divided into districts. Dr. Ward stated the

schedules need to be consistent for testing purposes. He also said since average daily attendance is a factor in funding from the state it could reduce funding.

- **Bobbie Gouge-Dietz:** No report.
- **Ray Lyons:** Ray Lyons said he has been looking at the Financial Management Act of 1981. He noticed it states "The Director shall assist other county officials and employees in achieving an efficient financial management system for the county. Mrs. Deloach said that's correct, she assists all departments.
- **Charles VonCannon:** Charles VonCannon said he has been trying to find the number of houses that have to be on a roadway before it can be considered for paving by the Highway Department. John Lewis said he remembers the Highway Department discussing a requirement for five houses to be on a road before it is paved. Mr. VonCannon said he knows roads with less than five houses have been paved, with commissioners living on those roads. Mr. VonCannon and Mr. Lewis discussed the process of deciding when roads are paved. Ray Lyons said this issue should be referred to the Highway Committee. Charles VonCannon said he brought it up because of the financial aspect of paving roads. Mr. VonCannon said he has spent hours searching in old minutes for information on the number of houses required to pave a road. He asked if the proposed electronic voting system would make it easier to find information in minutes. Mayor Leon Humphrey said once the minutes are prepared they can be made searchable.
- **Danny Ward:** Danny Ward said Commissioners should work together, put the election in the past, and that the Commission is not place for threats and violence.

Motion to adjourn was made by Mayor Humphrey, second by Bobbie Gouge-Dietz. Motion carried.

Respectfully submitted,

Christa Byrd

  
Ray Lyons, Approved for File