

Carter County Commission

Minutes of:

Health & Welfare Committee Zoom Meeting

December 1, 2020 6:00 PM

Members:

Dr. Robert Acuff - present

Mike Hill - present

Brad Johnson - present

Thomas Proffitt - present

Ginger Holdren - present

Randall Jenkins - present

Daniel McInturff – present

Isaiah Grindstaff - absent

I. Call to Order

The Health & Welfare Committee was called to order by Chairman Robert Acuff at 6:00 pm.

II. Roll Call

All members present.

III. Approval of Agenda

A motion to approve the agenda was made by Ginger Holdren, second by Mike Hill.

IV. Approval of Minutes

A motion was made by Mike Hill, second by Randall Jenkins to approve the minutes from October.

Roll Call:

Randall Jenkins – yes

Mike Hill – yes

Robert Acuff – yes

Brad Johnson – yes

Thomas Proffitt – yes

Ginger Holdren – yes

Daniel McInturff – yes

Isaiah Grindstaff – yes

The motion unanimously passed.

V. Public Comments

None

VI. Sequoia Insurance Group Presentation on Wellness Incentives

Tim, Kelly, and Colton from the Sequoia Insurance Group attended the meeting with a PowerPoint presentation on the different aspects of the benefits of getting the wellness check ups each year. They presented numbers from the Kaiser Foundation Employer Survey. The current county data shows, 227 Carter County employees on the insurance plan. During the calendar year from 01/01/2020 – 10/31/2020, 101 employees have completed their yearly wellness exam. During the plan year so far from 07/01/2020 – 10/31/2020, 61 employees have completed their yearly exams. There are several wellness plan incentive considerations including, Gift Cards, 15% discount on premiums, A day of PTO (paid time off). The estimated cost to the county for each would be as follows.



RECEIVED
12/9/20 @ 9:15 AM
[Signature]

\$50. Gift Card

For all employees will cost the county \$11,350

For 50% of the employees will cost the county \$5,700

\$100 Gift Card

For all employees will cost the county \$22,700

For 50% of the employees will cost the county \$11,400

PTO (paid time off)

1 day for all employees will cost the county \$28,332

1 day for 50% of the employees will cost the county \$14,228

15% Discount is approx. \$34,300 cost to the county

Mike Hill asked what the cost will be to the county if they continue to track at 40/50% getting the exams. Kelly with Sequoyah answered that no amount can be certain. We can request an estimate from BCBS (Blue Cross Blue Shield), but she doesn't like to put numbers out because they are often then expected. Mr. Hill stated that he would like to know if the risk is going to be worth the cost. Kelly stated that the county is assessed, and predictions are made based on the number of persons getting their yearly wellness exams. If the underwriter sees 50/60% not getting the exams that is 50/60% unknown. Premiums will be higher because of the higher unknown. Randall Jenkins asked if the gift cards would be taxed? And, the office holders would have to approve the PTO, could that be a problem? Chairman Acuff stated that that was something that needed to be considered. Isaiah Grindstaff stated that the City Government gives their employees PTO, we could communicate with them and see what they do and how it works for them. Mr. Hill recommended possibly some kind of target, that if 75% (a percentage that would be agreed upon) of the employees got the exams, the gift card or PTO was given. This could lead to encouragement from co-workers and possibly even the bosses to encourage participation. The representative from Sequoyah believes that is a valued point, an idea that could be implemented. Kelly stated that she believes that could work and might encourage higher participation, but it would have to be done by department. You have some departments with a small number of employees but others that have a higher number of employees that would make it harder to reach that percentage. Mayor Woodby suggested a survey be done with the employees. Get a conversation started. Mr. Hill asked if we could get the numbers of participation by department without violation of HIPPA. Kelly stated that that data could be gotten. Brad Johnson stated that if you get the exams, at renewal you get lower premiums, if you don't you pay more. Kelly with Sequoyah stated that a letter could be sent out that the county is starting a wellness incentive and each employee will have until June 30, 2021 to get the wellness exams, or a surcharge of \$20 per month will be added to your insurance premium starting July 1, 2021 until the exams are completed. Chairman Acuff asked Colton with Sequoyah about the survey and add questions about the surcharge to see what the response is. Attorney Hardin reminded the committee, when asked, that he doesn't think a person should be penalized for not getting the exams but instead reward those who do.

Ginger Holdren stated that she doesn't feel the survey is needed, decisions need to be made.

Ms. Holdren made a motion, second by Randall Jenkins, to give those employees who get the wellness exam a Paid Day Off. Also, making it retroactive so that the 61 employees who have already gotten their exams will get their day.

Mr. Grindstaff stated that the city, as discussed, does the same program for getting the exam but believes they get the day off to get the exams. He also asked would be considered a day. Would it be 8 hours, 10 hours or 12 hours? Dr. Acuff stated that the hours needed to be identified and considered and a statement from the Dr. should be required.

Ms. Holdren made an amendment to make a Paid Day Off 8 hours or less. Mr. Jenkins agreed to the amendment.

Mr. Grindstaff again made the argument that some county employees such as Sheriff Deputies, Corrections Officers and Highway Department work 10- or 12-hour shifts. Only giving them 8 hours would make them have to use sick or vacation time to make up the difference of 2 to 4 hours. Mr.

Jenkins stated that it should be worded as a Day Off. Mr. McInturff asked that could we look at how the city handles it and words it to the employees, they have been doing this and may have it worked out. Mayor Woodby asked if the day could possibly be added as a vacation day? Travis Hill stated that as an employee of the city, they give them a paid day off to go get the exam and then the rest of the day is free. They just must bring in something from the doctor stating that they got the exams.

Ms. Holdren amended the motion to state: Employees will get a paid day off at the discretion of the direct supervisor. Retroactive to cover those who have gotten their exam in this policy year starting July 1, 2020 ending June 30, 2021.

Roll Call:

Randall Jenkins – yes

Mike Hill – no

Robert Acuff – yes

Brad Johnson – yes

Thomas Proffitt – yes

Ginger Holdren – yes

Daniel McInturff – yes

Isaiah Grindstaff – abstain

The motion passed with 6 yes votes and 1 no vote and one abstain.

Mayor Woodby asked Kelly if we need a form or would they get something from the doctor that would still need to be submitted from the doctor to get this day. Kelly answered that they can get the report monthly from BCBS. Dr. Acuff suggested that this needed to go to Financial because it would change the employee handbook.

VII. Broadband Internet Discussion – Joint Flyer CC/Ridgelink

Chairman Acuff stated that each member received the flier that identifies Carter County and Ridgelink coming together to show their partnership to be distributed primarily in the 6th district. You also received the email from Crystal Spencer at Ridgelink containing a survey to be distributed.

Mike Hill made a motion, second by Isaiah Grindstaff to accept the survey for distribution by Ridgelink.

Roll Call:

Randall Jenkins – yes

Mike Hill – yes

Robert Acuff – yes

Brad Johnson – yes

Thomas Proffitt – yes

Ginger Holdren – yes

Daniel McInturff – yes

Isaiah Grindstaff – yes

The motion unanimously passed.

VIII. Old / New Business

None

IX. Adjournment

A motion to adjourn was made by Ginger Holdren, second by Mike Hill. All in favor. Meeting adjourned at 7:35 pm.

Respectfully Submitted by

Gwen Crowe

CARTER COUNTY INTERNET SURVEY

Respond by February 1, 2021

Return to: RIDGELINK, Attn: Director of Marketing PO Box 112, Lenoir, NC 28645

Name: _____

Physical Address (No PO Boxes):

Circle Your Responses:

What type of internet providers offer service at your location? (Circle all that apply.)

Cable Internet (Charter, Spectrum, etc.)

DSL/Landline Phone Internet (AT&T, CenturyLink, Sprint, etc.)

Cellular Phone (Verizon, AT&T, T-Mobile, Wireless, hotspot, etc.)

Satellite (HughesNet, ViaSat, etc.)

No Internet Providers Offer Service to My Location

Which best describes this location?

Residential/Home

Business/Church/Non-Profit/Etc.

Residential and Home-Based Business

What is the fastest internet speed that is offered/available at your location?

I don't know

Less than 25 Mbps (advertised speed)

25 Mbps or faster (advertised speed)

Are you interested in buying high-speed internet? (This is not a binding commitment. We are gauging interest levels.)

Yes

No

If the grant application is successful, how would you like to be contacted with updates, including timelines, pricing and options? Enter preferred contact information below.

Mailing Address (If different from above):

Email Address: _____

Phone Number: _____



In cooperation with the Carter County Board of Commissioners, RidgeLink plans to apply for grant funding to bring fiber-optic internet service to Carter County residents and businesses without access to high-speed internet. To apply for grant funding, we must accurately identify what (if any) internet service is available at your location.

COMPLETE THE SURVEY ONLINE AT
<https://www.surveymonkey.com/r/CarterCountyInternet>

OR ON THE BACK OF THIS PAGE AND RETURN TO:
RIDGELINK
Attn: Director of Marketing
PO Box 112, Lenoir, NC 28645

