

PORT ST. JOE, FLORIDA

JULY 24, 2008

WORKSHOP

The Gulf County Board of County Commissioners met this date in workshop session with the following members present: Chairman Billy E. Traylor, Commissioners Jerry W. Barnes, Bill Williams, and Nathan Peters, Jr. <Commissioner Peters arrived at 3:03 p.m.>

Others present were: County Attorney Tim McFarland, Clerk Finance Officer Carla Hand, Deputy Clerk Kayla Duke, Chief Administrator Don Butler, Deputy Administrator Lynn Lanier, Human Resource Director Denise Manuel, Grant Writer Towan Kopinsky, Planner David Richardson, Solid Waste Director Joe Danford, Mosquito Control Director Mark Cothran, Road Department Superintendent Bobby Knee, Building Official Lee Collinsworth, Emergency Management Director Marshall Nelson, Emergency Management/911 Coordinator Ben Guthrie, Veteran's Service Officer James Kennedy, Sheriff's Office Major Bobby Plair, and Sheriff Joe Nugent.

Chairman Traylor called the meeting to order at 3:00 p.m., E.T.

Chairman Traylor informed the Board that the purpose of this meeting was to expound upon the Insurance Committee's recommendations for Healthcare, and recognized Jackson County Commissioner Jeremy D. Branch. Administrator Butler informed the Board that he, along with Marshall Nelson, Carla Hand, Denise Manuel, Lynn Lanier, and Elaine Bland comprised the Insurance Committee. Chairman Traylor turned the meeting over to Commissioner Peters. Human Resource Director Denise Manuel gave a thorough PowerPoint presentation illustrating the coverage differences and benefit comparisons between United Health Care, Blue Cross Blue Shield, and a HSA. Ms. Manuel stated that insurance claims this year have been "horrific", and as a result premiums have escalated. She further assured the Board that the committee has looked at many other options, but their original recommendation, given at the July 22nd regular meeting was the most reasonable option for everyone involved, which would encourage employees toward an HSA, through BCBS, while still offering the option of the current BCBS coverage. Ms. Manuel stated that BCBS has a large physician base in this area. Commissioner Williams expressed his concern about employee acceptance of this plan. Williams discussed the possibility of having incentives based upon financial coverage. He further discussed the possibility of have several options for employees, and stated that at some point the Board will have to "cap" the amount that the County contributes to health care. Commissioner Williams stated that this is not a policy, but a financial decision. Sheriff Joe Nugent stated that he needs a healthcare plan that will not be a large cost to employees. Ms. Manuel stated that there will be a lot of training to educate employees on how an HSA works. Ms. Manuel stated that there have been efforts to educate the public and encourage better life-style habits to facilitate improved health, but there are a lot of people who abuse the current insurance, and there are also a lot of people who are sick. Commissioner Williams stated

that people who choose to have healthier life-styles should be rewarded with incentives. Ms. Manuel discussed the problem of the government not allowing insurance companies to penalize employees who are not choosing a healthy life-style. Chairman Traylor stated that even though some of the employees take advantage of it, most of the insurance cases are legitimate. Traylor further stated that the Insurance Committee completed the task that was asked of them. Emergency Management Director Marshall Nelson expressed his concern about the possibility of losing employees because of these changes. Commissioner Williams stated that there needs to be a fair balance of responsibilities between the County and the employees. Discussion continued among employees who share the same concerns. Commissioner Peters stated that he would recommend that the Board follow the Insurance Committees recommendations. He then stated that there will be a special meeting on Monday, July 28, 2008 to make a decision on County Insurance. Elaine Maige approached the Board and discussed her concerns with a HSA. Ms. Manuel informed the Board that the HSA will be through BCBS. Finance Officer Carla Hand stated that the Insurance Committee tried to consider the best interest of the County and the employees, and this would be basically the same plan. Administrator Butler stated that this was a unanimous decision by the Insurance Committee. Warren Yeager approached the Board and discussed that at some point the Board will have to set a limit to its contributions toward insurance. Yeager discussed the benefits of having multiple options for employees so that the employee can feel that he or she has some control in the matter. Commissioner Barnes discussed the importance of having insurance that is accepted universally. Jackson County Commissioner Jeremy Branch approached the Board and stated that in Jackson County there are several options for employees to choose from, including a HSA, and everyone is satisfied with it, because they were able to choose the plan that suits them personally. Commissioner Peters stated that he felt the meeting was very informative, and thanked the Insurance Committee for their presentation.

<Complete copy of PowerPoint Presentation on file in Clerk's Office.>

There being no further business and upon motion by Chairman Traylor, the meeting did then adjourn.

**BILLY E. TRAYLOR
CHAIRMAN**

ATTEST:

**REBECCA L. NORRIS
CLERK**