

LUMPKIN COUNTY
Board of Commissioners
Special Called Meeting Agenda
Commissioners Boardroom
99 Courthouse Hill
Dahlonega, GA 30533

May 7, 2024
4:30 PM

- **CALL TO ORDER**
- **CONSIDERATION OF AGENDA**
- **CONTRACTS**
2024-030 Consideration of Renewal of Medical Self-Insurance and Move to New Ancillary Insurances
(Community & Employee Services Director Alicia Davis)
- **ADJOURNMENT**

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99 Courthouse Hill
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May 7, 2024
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CALL TO ORDER

The meeting was called to order at 4:32 pm. Present were Chairman Chris Dockery and Commissioners Tucker Greene, Bobby Mayfield, Rhett Stringer, and Jeff Moran.

CONSIDERATION OF AGENDA

***Motion:** Commissioner Mayfield moved to approve the agenda which was seconded by Commissioner Greene. The motion was approved unanimously.*

CONTRACTS

2024-030 Consideration of Renewal of Medical Self-Insurance and Move to New Ancillary Insurances (Community & Employee Services Director Alicia Davis)

Lumpkin County Board of Commissioners provides Medical, Dental, Long -Term Disability, and Basic term life insurance for eligible full-time employees and certain other designated individuals as allowed. Additionally, other ancillary insurances such as Short-Term Disability, vision insurance, additional life insurance, accident and critical illness, and cancer policies are offered to the same group of employees and elected officials, but premiums are not supported by the county.

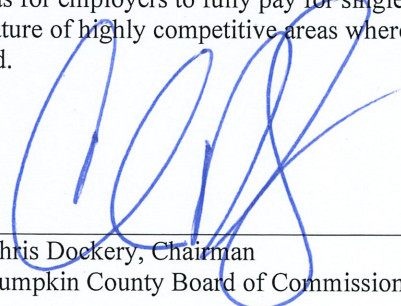
***Motion:** Commissioner Stringer moved to approve course of action "A," which is to continue with self-insurance through Healthgram, to approve all plan amendments, to fund at the same level as 2023-2024 which includes absorbing the increased fixed costs of \$56,606, adding \$220,000 to the reserve fund, and contributing \$77,167 more than expected claims for 2024-2025, and to approve moving to Guardian for dental and vision coverage and The Hartford for basic life, voluntary life, short term disability, long term disability, accident, and critical illness. The motion was seconded by Bobby Mayfield, and the motion carried unanimously.*

Chairman Dockery opened the floor for public comment. Sheriff Jarrard asked the Commissioners if they would ever consider covering single-employee premiums by 100% and only having employees pay if they have family or spouse coverage. He said doing so would be a valuable tool for employee retention, and the insurance used to be that way many years ago. Chairman Dockery asked TWS Representative Brett Fowler how common it was for employers to fully pay for single employee insurance. Mr. Fowler said it was uncommon and typically only a feature of highly competitive areas where companies are competing for employees. A flat increase in itself is a success, he said.

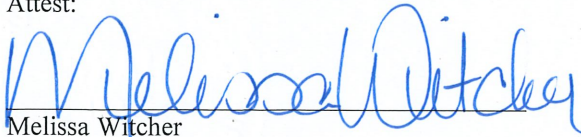
ADJOURNMENT

The meeting was adjourned at 4:46 pm.

June 18, 2024
Date


Chris Dockery, Chairman
Lumpkin County Board of Commissioners

Attest:


Melissa Witcher
Clerk, Lumpkin County

Special Called Meeting
May 7, 2024