

LAMAR COUNTY BOARD OF COMMISSIONERS
WORKSHOP MINUTES
January 11th, 2018
12:00 P.M.

The meeting was called to order at 12:00 P.M. on January 11th, 2018. Present for the meeting were Chairman Glass, Commissioner Horton, Vice-Chairman Heiney, Commissioner Traylor, Commissioner Thrash, County Administrator Zellner and County Clerk Davidson.

Official Zoning Map of Lamar County

Building and Zoning Director Gunter distributed copies of the Official Zoning Map to the Board of Commissioners and stated that he is getting 5 full size maps printed that will have the seal, the required statement and it will have the required signature from the Chairman. Building and Zoning Director Gunter addressed the board and stated that if they knew of anyone who wanted to be on the committee for the Lamar County Comprehensive Plan to let him know and he would get in contact with them. Building and Zoning Director Gunter stated that there is no specific requirement to be on the committee other than having an interest in Lamar County. Commissioner Thrash stated that she had received five phone calls and that people are convinced that this will change their tax base and that their taxes will go up. Building and Zoning Director Gunter requested that they contact him for clarification. Commissioner Traylor suggested that he put something into the paper regarding this.

Corporate Health Partners

Michelle Sabol with Corporate Health Partners gave an update on the annual screening results. Ms. Sabol stated that there is a full report available containing all of the statistical data. The booklet is available in soft or hard copy for review. Ms. Sabol distributed a summary of what is in the booklet to the board. Ms. Sabol hit the highlights of the data so that the board could see what the employee population looks like in terms of health and wellness. Ms. Sabol stated that 96.5 percent of all eligible employees participated in the health screening. This was 108 employees. Ms. Sabol stated that 100 percent of all employees had completed their health screening and a follow-up coaching appointment, which they call result coaching. Ms. Sabol went on to say that this is an appointment where they sit down with each employee and go over their screening results. During this time, health and wellness goals are set up with each employee. These employees are also participating in follow-up coaching sessions with either herself or Alicen Young. The follow-up coaching appointments are determined by the employee's health risk. They have a tier system that they use which is based on the screening results. The tier system is classified by either high, moderate or low risk. People who were in the high risk are scheduled for eight coaching visits, someone who is in the moderate risk is scheduled for four visits and someone in the low risk is scheduled for at least one time. They completed this from May to October. About 64.8 percent of the employees are in the high-risk level, 25 percent are in the moderate risk and about 10.2 percent are in the low risk category. Compared to other clients, Lamar County has a higher risk of employees in the high-risk category. There are lots of interventions being done so that a change can be seen at

next years' screening. As far as diabetes, 45 percent of the employees have elevating fasting glucose levels that were either at or above 126. This includes people that are considered diabetic or who are in the pre-diabetic range. There were 30 percent in the pre-diabetic range and that is lower than the national average which is 37 percent. There were 15 of the 45 percent who were in the diabetic range which is higher than the national average. The employees that are in the diabetic range, which includes five employees, were previously diagnosed with diabetes. When they find someone in risk category, they give them something called a physician referral form to take to their doctor and Corporate Health Partners keeps a copy of it. Depending on where they are at, they could be in the at-risk category or in the immediate action category. If they are in the at-risk category that means that they are encouraged to share the information with their doctor and have some type of follow-up. If someone has extremely high blood sugar or high blood pressure they encourage them to get immediate medical attention. This is tracked during the follow-up coaching but if they need immediate medical attention they follow-up with them that day. As a result of the wellness program, two employees have been diagnosed with diabetes and they are working with those particular employees to continue to see their doctor. They still have three of the five employees who have not done a follow-up with their doctor. With high blood pressure there were 62 percent of the employees in the pre-high blood pressure range or hypertensive range. There were 57 of the 62 percent who were in the pre-hypertensive range and only five percent was in the hypertensive range. That five percent in the hypertensive range is significantly lower than the national average which is 29 percent. Of the 57 that were in the pre-hypertensive range a lot of the employees were already on blood pressure medication. Ms. Sabol said that the employee may not be taking the medication correctly or it may not be the correct medication for keeping their blood pressure low. There are a lot of resources for getting their blood pressure medicine for free. If they are taking their medication correctly and they are still in the hypertensive range then maybe they need to re-visit the doctor or they need dietary modification or some type of exercise modifications. Ms. Sabol said that there was the issue with obesity. About 67 percent of the employees have body mass indexes (BMI) that are at or greater than 30. This is higher than the national average and an area that needs improvement for the employee population. As far as nicotine, we include cigarettes and smokeless tobacco usage. This was at 26 percent which was also higher than the national average. The cholesterol results show that both the HDL and the total cholesterol levels showed elevated levels but were lower than the national average. Ms. Sabol said that 32 percent of the employees had lower levels than the national average which is 17.4 percent. They found this interesting because they have a higher population of female employees versus male employees and typically they see more men with lower LDL levels than they do women.

Ms. Sabol mentioned some other things happening with the program other than the coaching sessions. They already completed one challenge and they just started another challenge. They usually do about four challenges per year. They offer healthy breaks which are group education classes and they offer six different topics per year. They have already done three different topics and they are planning on offering at least three more before the end of the program. Very soon after the program started they formed a wellness committee which meets once a month and they have been meeting monthly since the end of August. The wellness team has represented us from Administration and eight different departments. They have been very helpful and they provide a lot of input on what type of challenges and healthy break topics employees might be interested in. They have also been involved in coming up with a mission and vision statement and a brand for the wellness program. They did this as a contest. Ginger Story with the Sheriff's Office won this contest and

was given a small incentive. The brand name is “Living Well Lamar Making Wellness Work.” We now put this on everything that is sent out. They have some things planned for the future which includes recognizing employees who are making significant changes in their health and achieving their wellness goals. We call this “Wellness Warriors” and the goal is to recognize one employee per quarter. Ms. Sabol emphasized that this is with the employee’s permission and involves them submitting some tips that other employees might use as to how they were able to achieve their wellness goals and what things that they did or didn’t find helpful. They also proposed a nutrition policy which is basically a guideline that can put in writing. If you are having worksite gatherings that employees would feel like there would be healthy options offered. We are also offering the Omni Program which is for people with high diabetes or high blood pressure which is in addition to the face to face coaching that is done with those employees. It does involve them using an online application that they either download to their phone or computer.

Ms. Sabol opened up the floor for questions and Vice-Chairman Heiney inquired about how they communicate the healthy breaks, the challenges and the wellness team information to the employees. Ms. Sabol stated that they send out emails, and hardcopy flyers. Chairman Glass stated that the employees either signed up for the program or they have to pay an extra hundred dollars to not be in the program. Ms. Sabol said that they started including the Board of Commissioners and the County Clerk in September on all monthly progress reports. It gives a summary of what happens in that month and what is coming up for the following month. Commissioner Traylor requested that they put the first “Wellness Warrior” in the paper so that they are recognized so that this will then create some competition and accountability as well as recognition. Ms. Sabol stated that she had been with Corporate Health Partners for seven years and had worked with another County that is similar in size to Lamar County and they have made significant improvement. The two hardest areas to see improvement in are BMI’s, which is weight loss, and tobacco usage. Commissioner Thrash stated that this has showed her that this was the right decision for the County. Commissioner Traylor stated that accidents come with diabetes such as strokes and falling down on the job. Commissioner Traylor stated that a lot of companies they have jobs such as fork lift drivers benefit with this type of program. Ms. Sabol said that people with high blood pressure tend to have diabetes or higher BMI levels and people with higher BMI tend to develop high blood pressure or diabetes and it is all interrelated.

Administration Business

Chairman Glass stated that the Library re-grand opening is next Wednesday, January 17th at 10:00 a.m. with a reception following. Chairman Glass stated that Representative Johnny Caldwell, David Knight and Marty Harbin are planning on attending. Drew Ferguson is planning on sending a representative because he is unable to attend. Chairman Glass stated that the new Library is impressive.

Chairman Glass stated that there was recently a mandatory sexual harassment class that was given by the Local Government Risk Management Services (LGRMS). The Human Resource Office is following up with those that didn’t attend.

Chairman Glass announced that there will be a retirement party for Code Enforcement Officer Wimpy Vaughn some time next week. County Administrator said that there is a tentative date of Wednesday around 3:00 p.m. County Administrator Zellner stated that Code Enforcement Officer Wimpy Vaughn has had 10 years of service and that he is getting him a gift card from Long Horns for the dinner that they agreed to. Chairman Glass stated that they have been looking at contractors to perform his duties and they are still not ready to “pull the trigger” and trying to see how this will work out. For short term, they will probably contract with Wimpy Vaughn and they have spoken to Attorney Mayfield to create a contract for this and they have spoken to the City of Barnesville to see how they have done it with their employees who have retired. Chairman Glass said that by doing it this way you don’t lose the expertise and you just pay them for what you specifically need but that they will probably go with a contracted service company that will provide Code Enforcement later on.

County Administrator Zellner stated that the Administration Office had spoken with several people regarding Information Technology (IT) services. The internet service in the office had gone down this past week and Blane Cauthen was called in to provide temporary service. He found a cable box that was not working and fixed it. County Administrator Zellner stated that he and Finance Director Townsend listened to a phone call with a company that provides security for the County’s existing system. This would include hackers and those that try to get pertinent information. They discussed options and they gave tips on what to look for. County Administrator Zellner said that they are either going to go with someone local to handle issues on a case by case scenario or an on-call type of contract. County Administrator Zellner said that he is trying to do it the best and the most economical way. Commissioner Thrash stated that employees had spoken to her regarding Mr. Cauthen said that they really like him. County Administrator Zellner stated that he fixed two issues in about 30 minutes and that afternoon he came back and fixed an unplugged cable issue in the Building and Zoning office. He also installed a new computer at the Senior Center that had not been installed. Commissioner Traylor inquired if Mr. Cauthen was independent and County Administrator Zellner stated that he is and that he does work for the City of Barnesville and the Barnesville Chamber of Commerce.

Chairman Glass announced that the Citizen of the Year nominations are due in to the Chamber of Commerce on Monday. Chairman Glass stated that he is going to nominate Sheriff White and that the Board could also send him their vote for Sheriff White to turn in as well.

Chairman Glass recessed the workshop at approximately 12:34 p.m. to enjoy a lovely lunch provided by Commissioner Thrash. Commissioner Thrash served her homemade lasagna, salad, and homemade apple crisp. Commissioner Thrash also gave a blessing.

Agenda Discussion from the Board of Commissioners

- 1) Reviewed the following minutes.
 - a) Workshop Minute Meetings-December 13th, 2017
 - b) Regular Business Meeting-December 19th, 2017
- 2) Reviewed Resolution 2018-01 Qualifying Fees. Chairman Glass reported that the Qualifying Fees listed on the Resolution 2017-20 were incorrect. The Qualifying Fee Resolution 2017-20 listed the County Commissioner Chair with a fee of \$203.44 and the fee should have

been \$126.00. The fee for District 1 was listed as \$194.20 and the fee for District 2 was listed as \$132.41. Both the District 1 and District 2 positions should have been \$108.00. The previous fees were listed as three percent of the gross salary instead of three percent of the base salary.

- 3) Reviewed the Resolution 2018-02 Tax Anticipation Note (TAN) for 3.5 million dollars. Chairman Glass stated that he requested the Cash Flow numbers from Finance Director Townsend to review before the meeting.
- 4) Reviewed Resolution 2018-03 Tax Assessor Board Appointment-Tammy Cannon.
- 5) Reviewed the Board Appointments for 2018.
 - i. Vice-Chair (District 2)-Robert Heiney
 - ii. County Attorney-Smith, Welch, Webb, and White
 - iii. County Physician
 - iv. Drs. Woodall, Wilson and Manley
 - v. Dr. Aaron Buice
 - vi. County Surveyor-James Butler
 - vii. Open Records Custodian-Scott Mayfield

County Clerk Davidson reported that Brenda Ross had requested to be on the agenda for the January meeting. Administrative Assistant Martha Windle called her back and she stated that she wanted to speak about “Happenings in the County”. Chairman Glass stated that she would need to have a specific item to speak on and that she would have 20 minutes to do so and that Mrs. Ross can decide who she wants to speak during this 20-minute period of time. County Clerk Davidson stated that she would contact Mrs. Ross to obtain this information. Chairman Glass stated that all information that is placed on the agenda has to be submitted to the County Clerk by noon on Thursday. Chairman Glass said that if someone wants to speak during Public Comments they have 4 minutes to speak. Commissioner Thrash inquired about Mrs. Ross speaking about the Wadsworth Cemetery and Chairman Glass stated that she can speak about it but the Board doesn’t have to respond. Chairman Glass stated that all he knows about the case was from Mayor Peter Banks and that the judge says that they have two to three weeks to come back with a brief as to why the City of Barnesville is or is not a sub-agency of the State Government. Attorney Mayfield told him that County’s are agencies of the State Government along with Environmental Protection Division (EPD), Commissioners of Revenue, Secretary of the State; those are agencies of the Government. The Cities get Charters and it’s a blend of Government Authority and Corporations. They have Taxing Authorities and they have Elections which are parts of Government. Commissioner Thrash explained that if you are a Government Entity then it is not normal to do a Charter. Chairman Glass stated that maybe they shouldn’t have sent it to the Superior Court judge but there is nothing punitive that they can do to the County. Vice-Chairman Heiney stated that when he read the law it seems that they were supposed to go to Superior Court if the entity was larger but they tell him that he is wrong. Chairman Glass said that if the Department of Natural Resources (DNR) folks wanted to move the cemetery as a part of a parks thing then you are saying that the County has authority of the DNR. The reason you send it to Superior Court is to say that the County doesn’t have authority over the DNR. Chairman Glass stated that he thinks that is why this kind of thing was put in there.

Commissioner Horton stated that Executive Director of the Three Rivers Commission, Kirk Fjels-tul, will be visiting the County on January 17th and that he has a meeting with him at 9:00 a.m.

Adjournment and Executive Session

Commissioner Horton made a motion to adjourn the meeting at 1:15 p.m. to go into executive session for litigation and personnel. Commissioner Thrash seconded the motion. The motion passed unanimously. The board came out of executive session and Vice Chairman Heiney made a motion to adjourn the workshop at approximately 1:32 p.m. Commissioner Thrash seconded the motion. The motion passed unanimously.

THE LAMAR COUNTY BOARD OF COMMISSIONERS

Charles Glass, Chairman

Robert Heiney, Vice-Chairman

Bennie Horton, Commissioner

Ryran Traylor, Commissioner

Nancy Thrash, Commissioner

Attest: _____ Carlette Davidson, County Clerk