

Special Called Meeting
April 29th, 2020
10:00 A.M.

The meeting was called to order at 10:00 A.M. on April 29th, 2020. Present for the meeting were Chairman Glass, Vice-Chair Thrash, Commissioner Horton, Commissioner Heiney, Commissioner Traylor, and County, Clerk Davidson. County Administrator Townsend attended the meeting via Zoom.

ShawHankins Insurance

Jonathan Shaw with ShawHankins attended the meeting via Zoom and presented to the board an insurance renewal plan for Lamar County. Mr. Shaw stated that he met with County Administrator Townsend and Human Resource Director Kilchris. Mr. Shaw stated that there was another option besides the current insurance company, Anthem, that would allow Lamar County to make some planned enhancements. He said that this is pretty rare considering the way that the ACCG claim pool has worked out as a whole. He said that for several years Lamar County has benefited greatly from the claims pool over the last several years. He said that with the ACCG claim pool any claim that is over \$100,000.00 is removed from the individual loss ratio and absorbed by the claims pool as a whole. He said that over the last three years Lamar County has had well over \$100,000.00 worth of claims that have been absorbed by ACCG. He said that he is always hesitant about recommending leaving the pool unless the risk-reward makes sense. The savings had to be substantial to make sense.

Mr. Shaw stated that the renewal from Anthem shows an annual combined cost difference of 31.2%. He said that they currently offer two plan options to the employees. He said that 79 employees utilize the base plan and 40 employees opted for the buy-up plan. He said that the primary reason that an employee would choose the buy-up plan option would be for prescription drug coverage. He said that currently the base plan only offers coverage for the tier one coverage for preferred value generic claims. He said for individuals that may want the preferred brand name or preferred specialty medication that employee has to be on the buy-up plan to get that prescription drug coverage. He said that if the board chooses to stay with Anthem and keep the two options then there will be a 31.2 percent increase or a \$340,000.00 increase to maintain these plans. Mr. Shaw stated that the base plan deductible for the employee on the base plan will increase from \$2500.00 to \$6500.00 and for the buy-up to plan the deductible will increase from \$3,500.00 to \$5,000.00. He stated that this gets the County about 10 points off the renewal and they would be completely watering down and shifting a lot of cost to the employee in terms of liability and they would still be looking at over a quarter of a million-dollar an increase.

Mr. Shaw stated that Cigna has a very attractive offer because they are looking at about a half-million-dollar spread compared to where you would be with Cigna versus where you would be with Anthem at the proposed increase. He said that the County will have immediate cost savings with the plan from Cigna. He said that the recommendation would be for a single plan option with an estimated annual savings of \$140,000.00.

Vice-Chair Thrash stated that her concern is that historically Lamar County has really high claims. She said that she is afraid that when they do this, and then next year there is a high claim ratio and they run into another 30 to 40 percent increase, which is no longer sustainable for the County, then next year they can't find anyone to underwrite the County. Mr. Shaw stated that it is always a risky proposition and with a half a million-dollar spread compared to where it would be if we renewed with Anthem, and where we would start with Cigna there is a buffer that could be absorbed in our better than if we renewed with Anthem.

Vice-Chair Thrash stated that with the ACCG claim pool the high dollar claims are forgiven. She asked if they are looking at doubling the increase in claims if they do not have that security. Vice-Chair Thrash said she was just asking questions because the dollar amounts are not sustainable for Lamar County. Mr. Shaw stated that the claim pool took about \$500,000.00 worth of claims experience off of the claim's history. She stated that this was due to one high dollar claim this past year. He said that with 110 to 120 employees on the plan you are extremely volatile. He said that they need to be in tune with the risk of leaving the claim pool because it will be two years before they can get back in the ACCG claims pool. Mr. Shaw stated that by switching to Cigna is a risk-reward. He said that Lamar County would be at a half a million dollar increase at renewal if they stay with Anthem. Mr. Shaw stated that this move to Cigna justifies the risk, but it is scary to lose the protection of being in the ACCG claim pool. He said that there have been well over a million dollars of the claim history that have been removed from the group and absorbed by the claims pool. Mr. Shaw stated that Lamar County has been a benefactor of the claims pool. Mr. Shaw stated that a half-million-dollar increase in the renewal plan is worth the risk of leaving the claims pool with ACCG.

Mr. Shaw stated that he recommends moving to Cigna with a Single Plan Option. He also recommends changing from Anthem to Cigna for the dental plan that will also achieve a reduction in cost with a 2-year rate guarantee as well as the vision plan. The vision plan will be a 3 percent reduction in cost. Mr. Shaw stated that he would also like to include going with Cigna for the dental and vision plan.

Chairman Glass inquired about meeting the 15 percent minimum requirement for participation. Mr. Shaw stated that there would be no issues with this. Mr. Shaw also requested that the board beef up the wellness program for the requirements of the employees to meet the wellness program discount on health insurance. Mr. Shaw requested that they move to an outcome-based wellness program rather than a participation-based program. He said that this will help with payroll reduction. He stated that they need to get the employees acclimated with meeting various milestones to meet the payroll reductions.

Chairman Glass asked if the employees would have trouble with the difference in the networks. Mr. Shaw responded that the networks are comparable, and said that he doubted that there would be any interruptions at all. Human Resource Director Kilchriss stated that her recommendation was to go with Cigna even though they are losing the ACCG claim pool. She stated that if they look at the numbers for the employees' deductibles, \$5,000.00 for the base plan and \$6,300.00 for the buy-up plan is pretty high for an employee to have to pay, if they go with the Anthem renewal. She stated that if they accept the renewal from Cigna then all of the employees will be eligible for the prescription plan.

Vice-Chair Thrash inquired about the no coverage for contact lens coverage with Cigna. Mr. Shaw stated that if the employee goes out of the network then there is no coverage. He said that the employee will now pay \$20.00 with the Cigna plan versus \$25.00 with the Anthem plan.

Chairman Glass called for a motion to accept a health insurance plan. Commissioner Traylor made a motion to accept the buy-up plan from Cigna as the health insurance plan including the dental and the vision plan. Commissioner Horton seconded the motion.

Vice-Chair Thrash suggested that they have Ben Pittarelli, Health Program and Insurance Marketing Director with ACCG, present for the meeting. Vice-Chair Thrash stated that if they stay with Anthem the renewal is not sustainable but stated that she would like to speak to Mr. Pittarelli about this. She stated that she would like for him to be on the conference call so that they can answer questions that may have been missed. Chairman Glass stated he thought that he was supposed to be on the conference call. Vice-Chair Thrash stated that she is afraid that come next year there will not be an insurance company that will underwrite Lamar County because this renewal is not sustainable for Lamar County. She stated that Mr. Shaw had done a great job with reducing the percentages but historically the claims are very high. Vice-Chair Thrash stated that she thought that the wellness program had not helped them with the reduction in premiums and she said that she isn't sure what the answers are but she requested that they look behind every door before they make the decision. Chairman Glass stated that if they renew with Anthem then the burden is thrown on the employee with the increase in deductibles and the increase in copays. Chairman Glass stated that it would be a big hit to both the budget for Lamar County and the employees of Lamar County.

Human Resource Director Kilchriss stated that the large claim involved the birth of a child. Vice-Chair Thrash stated that this did not matter because if they were covered under Lamar County's policy then it is a claim. Vice-Chair Thrash stated that she is afraid of the decisions that make whichever one they choose. Commissioner Horton stated that unless the ACCG offers something different from the claims pool then what choice do they have. Vice-Chair Thrash stated that this is why she wanted to speak to Mr. Pittarelli. Mr. Shaw stated that he and their underwriting team had spoken to Mr. Pittarelli directly. He said that they had been in close contact with Anthem and ACCG. He said that there were no concessions made because they could not compete with the Cigna proposal. Chairman Glass stated that it would be a half-million dollar hit to the budget, but it is also a bigger hit to the employees. Commissioner Traylor inquired about the two-year option of being out of the claims pool with ACCG and asked Mr. Shaw if the County would be able to apply to get back in the pool next year. Mr. Shaw responded that they will have to go through a two-year renewal period and in the year 2022, they could market with ACCG. Mr. Shaw stated that next year they would still look at United Health Care and Aetna and all the carriers in the market. Mr. Shaw stated that Lamar County should not be stuck with Cigna in the future. He said that the optional situation would be to stay with Cigna, but they would have to let the renewal play that out.

Commissioner Traylor asked Mr. Shaw to address the wellness program regarding the plan being based on performance versus participation as an incentive. Mr. Shaw stated that essentially it will be a point system. He said that there will be several different ways that an employee can earn points. He said for those employees that are low risk they will have their points. For moderate and high-risk employees, based on where their starting point is, they will have to reduce their Body

Mass Index (BMI) by a point and a half, reduce their A1C numbers, or reduce their blood pressure. He said that there will be several different ways for them to get their points. He said that there is nothing being required where people will have to go out and lose a hundred pounds. He said that it is just incremental and realistic goals for the employees. He said that the wellness program will be administered through Cooperate Health Partners (CHP).

Chairman Glass stated that the wellness program has been in effect for two years now and initially the goal was to get employees to participate. He said that the employee was to sign up for the wellness program, attend wellness sessions, and go through the assessment process. Human Resource Director Kilchriss stated that the employee was to sign up for the wellness program, sign up and go through the assessment program, including bloodwork, and attend four sessions or challenges, which involves health breaks and other things such as 5k runs, to get the required 4 points. Chairman Glass stated that they also provided incentives and rewards for the employees. He said that the proposal is for the points to change to specific goals based on the assessment and the counseling. Chairman Glass inquired about the cost of the wellness program. Mr. Shaw stated that they weren't increasing the cost of the program just adding more incentives for the employee to get the payroll reduction. He stated that they would need to work with the CHP for more details about this. Chairman Glass stated that ACCG has a Wellness Grant that Lamar County has currently been receiving that will no longer be received. Mr. Shaw stated that Cigna provides a \$5,000.00 Wellness Grant but that can only be used toward Cigna resources. He said that this would not pay for CHP directly. Human Resource Director Kilchriss and County Clerk Davidson stated that if they switch to Cigna Lamar County will lose the current Wellness Grant which is currently \$2,000.00. County Clerk Davidson pointed out that Health/Wellness training is currently offered to Lamar County free of charge but if the County switches to Cigna the training would still be provided but for a cost of \$25.00 to \$50.00 per person. County Clerk Davidson pointed out that there are about 4 educational training classes that she and Human Resource Director Kilchriss attend every year. Vice-Chairman Glass inquired about the cost of the wellness program with CHP. County Clerk Davidson responded that the cost is around \$58,600.00 per year but said that the cost renewal information had not been received. Mr. Shaw stated that the cost for the wellness program would not be changing but that there would be additional features that would be available. He said that platform for the wellness program is changing which would specifically relate to lifestyle changes but the high claims that are affecting the increase in the Anthem renewal are not related to lifestyle changes. Mr. Shaw stated that the big claim that had an impact on the increase was the birth of a child and cancer cases. Chairman Glass pointed out that 70 percent of the points would be based on risk factors but said he had no training to base this on. Human Resource Director Kilchriss explained that each point equals dollars. She said that when they do the health assessments, the training and the coaching you get 10 points for each of those which adds up to 30 points which would be a \$30.00 deduction from the \$100.00. Chairman Glass stated that this is all the deduction an employee will get each month if they don't do any of the risk factor requirements or didn't meet the goals of the risk factor requirements. Human Resource Director Kilchriss stated that if your BMI, blood pressure or glucose is one of your goals then all of those things would be factored in but, for the employee that doesn't have any of these factors then they will get \$100.00 off their insurance every month. She stated that for employees that do have these factors and they are controlled they will still get their \$100.00 off. She stated that for those employees that don't control these factors then they will have to pay the \$100.00. Chairman Glass inquired about the assessment period on this. He said if an employee has an LDL that is 150 and they are trying to get it below 130 are they going to wait until the end of the year to screen this. Human Resource

Director Kilchriss stated that the 2021 screenings will determine the incentive for 2022. She said that you have to give the employee one full year to work on the incentive. Mr. Shaw suggested that they give everyone six months to work on their numbers and then re-assess the employee's results on January 1st, 2020 based on the results.

Chairman Glass stated that the wellness program needs to be incorporated at the same time as the renewal so that it can be communicated to the employee at one time. He asked if they did a 6-month time frame would goals be changed. Would they look for a 5 percent improvement in the previous 6 months rather than 10 percent for the year? Mr. Shaw stated that they could meet with their coaches and come up with a time frame for making improvements that way in January it won't be a surprise to the employee. Commissioner Traylor stated that he likes having a six-month incentive. Mr. Shaw said that the goal is not to punish anyone but to encourage healthy living and a healthy lifestyle so that the County can continue to provide the type of insurance that is being provided. Human Resource Director Kilchriss stated that she believes that the 6-month time frame will work but stated that if they do a 6-month time frame they will need to do an entirely new screening in January. Chairman Glass stated that the screening includes BMI, glucose, LDL, and blood pressure. Commissioner Traylor noted that the insurance policy encourages the employee to seek wellness visits. Mr. Shaw stated that preventive visits are covered at 100 percent. Commissioner Traylor stated that preventive visits could be required from the employee.

Mr. Shaw stated that they always encourage high-risk employees to be under some type of primary physician care. Chairman Glass said that they already have a wellness assessment scheduled for July, therefore, the insurance carrier wouldn't cover it until the next year. Chairman Glass stated that they could take the \$140,000.000 worth of saving to purchase another health assessment. Commissioner Traylor suggested that one of the point requirements would be to have an annual physical with the employee's personnel health care provider. Human Resource Director Kilchriss stated that Anthem pays for one wellness visit per year. Commissioner Traylor stated that Cigna will do this too but people don't always take advantage of it. Mr. Shaw highly encouraged them to implement the point system with the employees. Chairman Glass suggested that they do a mid-year checkup or a second assessment with CHP. He stated that it should be a subset of the first assessment and they could apply some of the \$140,000.00 saving to this endeavor.

Mr. Pittarelli joined the meeting via Zoom. He said that unfortunately, this was a year where they didn't have a great year and it was reflected in the overall increase that they had to give to claims pool as a whole which is 17.8 percent. He said this was based on the individual claims' history. He said that the claim pools did better than Lamar County but since the claim pool and Lamar County didn't do well then this resulted in the large increase in the renewal with Anthem. He said that almost every year they will find a carrier that will rate you at a projected loss. He said that this depends on whether or not they want to develop a bigger book of business or a certain amount of marketing shares. He said that typically in the following year if they did not get the amount of increase, they needed for the claims, to equal the premium return, you will be hit with a bigger increase the following year. He said that ShawHankins is a good company and they have several members that are in the ACCG claims pool and they work well together. Mr. Pittarelli stated that he thinks highly of Mr. Shaw. Mr. Pittarelli said that there are many examples of where counties have left the program and needed to come back into the claims pool the following year and were unable too because you have to wait two years before you are eligible to return to the program. Mr. Pittarelli said that Spalding County and Butts County are good examples because they both

have had to wait two years before they are eligible to return to the program. He said that Butts County left the pool to go with Cigna and then they got a bigger increase this year than they would have gotten if they had just stayed in the claims pool and waited it out. Mr. Pittarelli said that he knows the offer with Cigna is attractive, it's taxpayers' dollars, it's real money, and it's not something that he takes lightly. He said that most counties experience this at one time or another and leave for a better deal but they eventually come back. Mr. Pittarelli said that Spalding and Butts County would have been better off if they had just stayed in the claims pool with ACCG. Mr. Pittarelli said that he didn't know all of the particulars and said that he was just now looking at the spreadsheet that was presented by Mr. Shaw to the board but said he would be happy to answer any question regarding this.

Chairman Glass explained that in summary Lamar County is looking at a half a million-dollar difference and the current premiums are roughly one million dollars and the increase and the difference with Cigna would save the County a half a million between those two. Chairman Glass stated that this is a big bill to swallow in one year. He said if this could be factored over two years, he could understand it. He said that could save a half a million this year and bank half of that savings then they can handle the increase coming from Cigna next year.

Mr. Pittarelli said that there is no guarantee. He said that you could have a good year this year and it all may work out but he doesn't have a crystal ball to show that. He said that he does know that historically the claims pool runs around 88 percent overall. Mr. Pittarelli said that he knows that they are going to be more consistent than a group of Lamar County's size based on the number of people that they have insured versus the population. He says that this is the strength the claims pool uses in most counties, that consistency from year to year. He said that one of the benefits with any claim over a hundred thousand dollars is that it doesn't count against your loss year in that given year. He said that Lamar County's loss experience doesn't reflect anything over a hundred thousand dollars. Mr. Shaw stated that the large claim for Lamar County is no longer active on the plan and that is the biggest variable that Cigna was looking at compared to Anthem. Mr. Shaw stated that over the last two years almost two million dollars in claims have been pooled off of the experience. Mr. Shaw stated that over the last two years they stayed loyal to the claims pool with ACCG because the risk didn't match the reward. But now that there is a half a million-dollar difference and they would need about a 53 percent increase in 2021 to break even with where Lamar County is with the proposal from Anthem. Mr. Shaw stated that he was in complete agreement that this is a risky proposition and is worth heavy consideration. Mr. Pittarelli said that he could appreciate everything that Mr. Shaw stated and said that he knows that this is a large difference. Mr. Pittarelli asked Mr. Shaw if given the track record of Lamar County, with the large claims, even it did happen this coming year, is there any possible guarantee from Cigna. Mr. Shaw replied that they have a guaranteed plan for specific loss ratios. He said that anything above a hundred they guarantee a hundred percent loss ratio.

Vice-Chair Thrash asked if there was any way that Anthem could spread the increase over a two-year period. Mr. Pittarelli stated that he wasn't aware of them being able to do this. He said that they couldn't guarantee that Lamar County would stay in the pool the next year. Chairman Glass inquired about the increase in the deductible with Anthem going from \$2,500.00 to \$6,350.00 in addition to the premium going up and said that this is a huge hit to the employees. Chairman Glass stated that he didn't think Lamar County employees could handle this. Mr. Pittarelli asked Mr. Shaw if the plans, on the insurance renewal spreadsheet, were used to get the renewal down. He

asked what the initial increase was compared to what he got it down to. Mr. Shaw said that the initial increase was 31.2 percent or \$340,000.00. Mr. Pittarelli inquired about the deductible with the Cigna plan. Mr. Shaw stated that they are recommending moving from a base plan to a buy-up plan with a single plan option. He said that this would be a benefit enhancement. A lower co-pay, a lower deductible, and a more comprehensive prescription drug plan. Mr. Shaw stated that this is an opportunity to create some savings for the members. Mr. Pittarelli inquired about disrupting the network. Mr. Shaw stated that there would be no disruption in the network. Mr. Pittarelli stated that he wished he could say it was a horrible deal and ask them not to go with Cigna, based on what he knows, but said that he could not. He said that the one thing that he did know to be true is that what will help you now in four years it will hurt you. Mr. Pittarelli stated that right now they have a good option in front of them and even though he would like to keep Lamar County in the program, he thinks that long term it will be to their benefit. He said that it is possible to get out of the claims pool for two years and come back in. Mr. Pittarelli said that the board has a tough decision to make and having that big of a difference doesn't make the decision any easier to make. Mr. Pittarelli said that he hoped Lamar County would stay with ACCG and they could work on the Wellness Grant this coming year. He said that they give back to their members \$150,000.00 each year and Lamar County has participated in all the years that they have issued the grants.

Chairman Glass asked Mr. Shaw and Mr. Pittarelli what the increase might be next year if they have a loss ratio of over a hundred percent. Mr. Shaw stated that he couldn't tell. Mr. Pittarelli stated that the claims pool had an anomaly and that the claims pool had a 96.8 loss ratio which is not normal for ACCG. Mr. Pittarelli said assuming that they have a good year in the claims pool and Lamar County has a bad year we can make sure that your increase will be a lot less.

Chairman Glass called for a motion to approve the buy-up plan with Cigna bundling the dental and the vision together. A motion from Commissioner Traylor and a Second from Commissioner Horton. The motion passed unanimously.

Wellness Program

Chairman Glass stated that they had previously discussed the performance-based option going with a six-month assessment which would require them to work this out with CHP. He said a second assessment could be done in January even though they don't know what the cost will be. Vice-Chair Thrash inquired about the measurement on the return in investment and if a true benefit is being received because realistically, she said what is hurting the County is the large claims. She said that the wellness program could or could not help issues such as getting an employee to quit smoking and that in turn could help prevent them from getting lung cancer. Human Resource Director Kilchrisss stated that they had a meeting with CHP that she could give to the board. Chairman Glass stated that the report would be based on the employees going through the assessment and the coaching. He said that the proposal going forward would be that they plug in risk factors and improvements on the risk factors. Vice-Chair Thrash said that as an example if they are reducing their premium cost by \$20,000.00 and paying out \$50,000.00 to \$60,000.00 is that a good return on investment. Commissioner Traylor said that if a wellness program can help one employee to quit smoking or help with low birth weight then that is a good return on investment. Commissioner Traylor stated that they are "Floating above the Clouds" to be able to provide 100 percent insurance for the employees and the employee is blessed because the County can continue to do this. He said that any changes that occur can't continue to be absorbed by the

County. Vice-Chair Thrash stated that the employees in Lamar County can't afford a \$5,000.00 increase in deductibles. Vice-Chair Thrash stated that when Obama Care came into place, once it becomes where counties are no longer sustainable, and can no longer sustain these increases, then do you turn the employee to the affordable care act at that point in time. Vice-Chair Thrash said that these types of programs are not sustainable either because it could cost anywhere from \$400.00 to \$800.00 a month to get into one of these premiums. Commissioner Horton stated that they have discussed this before and there may come a time where they have to make hard choices.

Vice-Chair Thrash stated that counties in the Mid-West States are doing insurance that is tax-deductible and the counties give the money to the employees who then buy their own insurance. Mr. Shaw stated that this was an option but if you do this then you are no longer in compliance with the Affordable Care Act (ACA). He said that a fine would be assessed for not offering the employee minimal essential coverage. Vice-Chair Thrash stated that in other States they weigh this out and the actual penalty was less because the premiums were no longer sustainable. Mr. Shaw stated that Market Share plans are essentially high deductible plans and there are no coverages for major prescription drugs. He said that this should be a last resort for the board to consider. Mr. Shaw requested that they reach out to Meriwether County, a client of ShawHankins, because they also went with Cigna for their insurance provider. Vice-Chair Thrash stated that she hopes that the risk of moving from the claims pool and going with Cigna ends up paying off.

Human Resource Director Kilchriss presented a report from CHP. The report shows that from 2018 to 2019 the high-risk employees decreased from 63.9 percent to 63.0 percent. The low risk employees increased from 11.1 percent to 15.7 percent. The goals in 2019 were to reduce obesity from 58 percent to 56 percent, reduce tobacco use from 21.4 percent to 18 percent, and maintain hypertension below 100 percent. Mr. Shaw stated that his organization is targeting the high-risk employees and he said that seven members moved out of the high-risk qualification but they had six individuals that moved into the high-risk category. He said that these are the individuals that will benefit the most from the program if they make positive lifestyle changes. Mr. Shaw said that there are potential benefits to the plan by not having new high claims that show up on the report. He said that he cannot illustrate how many lifestyle changes have been prevented or how many heart attacks have been prevented as a result of this program. He said that 34 members that met with their health coach were advised to see their medical physician and they did not know that they had A1C levels that were too high. He said that those same employees may not have known that they had problems and they didn't know about treating or maintaining. He said that 27 individuals benefited from this analysis. Mr. Shaw said that this is the same as with hypertension or high cholesterol. Chairman Glass stated that they understand the benefits and the improvements with having the wellness program, but the question is whether or not they can compare dollars saved versus dollars invested in the wellness program. Mr. Shaw responded that it is very difficult because in this forum you can't illustrate claims that did not happen but what they can do is show you the same type of related claims from Anthem that has shown that those same types of lifestyle claims have been on a decline since you joined this program. Mr. Shaw stated that you can't show a \$100,000.00 claim that didn't happen because they were taking blood pressure or cholesterol medications.

Chairman Glass asked Human Resource Director Kilchriss about the history with lifestyle-related claims in the last four years versus the last year. Human Resource Director Kilchriss stated that Lamar County has only been in the program for three years and she stated that there was no data

to compare. Chairman Glass asked if this data was being collected so that in the next two years there would be data to compare. Human Resource Director Kilchriss stated that there is data last year versus this year but said that the first year that the employees were in the program she couldn't compare the data. She said that in the second year in the program the numbers were getting better. Chairman Glass inquired about which numbers. Human Resource Director Kilchriss said that she would have to go back and pull up the records. Vice-Chair Thrash said that this is something that needs to be done otherwise there is no way to measure the changes.

Chairman Glass stated that they don't know what claims have been prevented and the preventive claims are an unknown amount. He said that they could provide history showing how many lifestyle claims there were per year. Mr. Shaw stated that he had these numbers but it would take some time to retrieve the data. Commissioner Traylor stated that one example to look at would be to get the number of people that were referred to a physician because they didn't know that they had high blood pressure and also see what percentage of those same people that could have had a stroke or a heart attack. He said that they can use national data for this and see if this cost would exceed the amount to be in the program. Chairman Glass stated that some of this type of information needs to be pulled such as A1C, high blood pressure and what percentage of these types of situations are leading to significant problems such as heart attacks or strokes or other issues and based on national cost so that they can show the cost amount that was saved.

Chairman Glass stated that the discussion is to renew the wellness program and to change the focus from participation to significant goals for each participant based on a point system and applying a six-month assessment strategy on this. Vice-Chair Thrash made a motion to act on the wellness program. Chairman Glass said the motion was to renew the wellness program with an emphasis on changing the participation to actual results and to include a six-month time frame. There will be a second assessment in January which will affect whether or not the employee gets the full reimbursement recognizing that the second assessment in January will cost a little more than the current program. Commissioner Traylor then seconded the motion. Mr. Shaw stated that the focus needs to be on those in the high-risk category. He stated that he recommends directing those employees to a primary care physician for their follow up screening. He said that he doesn't think that this is an expense that the County needs to absorb. He said that you will get better results if they were directed to a primary care physician. He said that they will need to work on the strategy for how to go about this with CHP. Vice-Chairman Thrash amended her motion to collect the data from the high-risk employees only with a second assessment from the high-risk employees. Chairman Glass re-stated that motion by saying that a motion had been received from Vice-Chair Thrash and a second from Commissioner Traylor to renew the wellness program with the changes that they go from a participation based system to a risk assessment system and performance against those risks; improvement against those risks. Chairman Glass stated that the assessment will be initially made at the beginning of the year with a follow-up assessment in the middle of the year for those that are high risk and have risk factors in the high-risk area. Chairman Glass said that the details of whether they do this re-assessment through the wellness program or the physicians can be worked out between the insurance, wellness experts, and the coaching staff recognizing that there may be a slightly higher cost to go this route. Chairman Glass stated that there was a motion from Vice-Chair Thrash and a second from Commissioner Traylor to renew the wellness program with modifications. The vote was unanimous.

Board of Managers

Chairman Glass stated that normally the Association of County Commissioners of Georgia (ACCG) for the Board of Managers are elected at the ACCG Conference in Savannah in April but because of the Coronavirus, the nominating committee has recommended a slate of candidates for the various Board of Managers positions. Lamar County will need to submit a vote by noon on April 30th, 2020. Chairman Glass stated that there is a President, Vice-President, 2nd Vice President, and a 3rd Vice President. There are 12 Districts, 5 At-Large Members, a Consolidated Government Member and 3 NACO Board Members/Officers, and 7 Active Past Presidents. Chairman Glass stated that Vice-Chair Thrash has been nominated as a NACO Board Member/Officer representing Lamar County. Vice-Chair Thrash made a motion to approve the slate of Board of Managers candidates and Commissioner Horton seconded the motion. The motion passed unanimously. Chairman Glass volunteered to submit the vote of approval from the Lamar County Board of Commissioners.

Vice-Chair Thrash announced that County Clerk Davidson was being sworn in as an officer to the Georgia County Clerk's Association serving as the Secretary. Vice-Chair Thrash will do the swearing-in for County Clerk Davidson. County Clerk Davidson announced that this would be live on Go-To-Meeting and invited the Board of Commissioners to participate.

Executive Session

Chairman Glass called for a motion for the Board to adjourn the Special Called meeting at 12:00 p.m. to go into Executive Session for personnel. Commissioner Horton made a motion for the Board to go into executive session for personnel. Commissioner Traylor seconded the motion. The motion passed unanimously.

Adjournment of the Special Called Meeting

Commissioner Horton made a motion to adjourn the Special Called Meeting at approximately 12:28 p.m. Commissioner Heiney seconded the motion. The motion passed unanimously.

THE LAMAR COUNTY BOARD OF COMMISSIONERS

Charles Glass, Chairman

Nancy Thrash, Vice-Chair

Bennie Horton, Commissioner

Robert Heiney, Commissioner

Ryran Traylor, Commissioner

Attest: _____ Carlette Davidson, County Clerk