

**MINUTES  
SPECIAL CALLED MEETING  
BIBB COUNTY BOARD OF COMMISSIONERS  
April 11, 2007**

The special called meeting of the Bibb County Board of Commissioners was held in the Commission Boardroom on Monday, April 11, 2007 at 9:00 a.m.

**Board Members Present:**

Chairman Charles W. Bishop  
Commissioner Bert Bivins, III  
Commissioner Elmo A. Richardson Jr.  
Commissioner Joe O. Allen  
Commissioner Sam Hart

**Staff Present:**

Virgil Adams, County Attorney  
Tommy Brown, Director of Human Resources  
Deborah Martin, Director of Finance  
Sheriff Jerry Modena,  
Danny Thompson, LEC  
David Davis, LEC  
Ken Sheets, Director of Engineering  
Sam Kitchens, Director of Building and Property  
Kendall Countryman, Human Resources  
Deborah Booker, Human Resources  
Shelia Thurmond, Clerk of the Board  
Janice Ross, Administrative Assistant

**News Media: None**

Aundrea Cline-Thomas WMGT-41

**Guests Present:**

Brown Dennis, Attorney  
Jason Lewis, Attorney  
Charles Atkinson, Benalytics  
Cathy Wood, FISERV  
Sam McAfie, Coliseum Medical Center

The meeting was called to order by Chairman Bishop at 9:00 a.m.

1. Discussion of Employee Benefits

Tommy Brown opened the meeting by introducing Charles Atkinson from Benalytics Consulting Group, LLC to review the Medical Benefit Plan for both active and retired employees.

***By consensus of the Board of Commissioners, the following changes will be implemented January 1, 2008:***

| <u>Employee Premium Participation</u> | <u>Present Rate</u> | <u>New Rate</u> | <u>Increase</u> |
|---------------------------------------|---------------------|-----------------|-----------------|
| <b>Tobacco Users (all employees)</b>  |                     | \$50 per month  | \$50 per month  |
| <b>Basic Option</b>                   | \$20 per month      | \$70 per month  | \$50 per month  |
| <b>High Option Coverage</b>           | \$45 per month      | \$105 per month | \$70 per month  |
| <b>Dependent Coverage – Basic</b>     |                     |                 |                 |
| • 1 dependent                         | \$200 per month     | \$225 per month | \$25 per month  |
| • 2-4 dependents                      | \$275 per month     | \$300 per month | \$25 per month  |
| • 5+ dependent                        | \$295 per month     | \$320 per month | \$25 per month  |
| <b>Dependent Coverage – High</b>      |                     |                 |                 |
| • 1 dependent                         | \$225 per month     | \$250 per month | \$25 per month  |
| • 2-4 dependents                      | \$300 per month     | \$325 per month | \$25 per month  |
| • 5+ dependent                        | \$320 per month     | \$345 per month | \$25 per month  |

**Deductibles**

For Basic and High Option will remain the same

**Library Employees**

Bibb County HR is working with the State to move Library employees to the State Health Benefit Plan.

**Convention and Visitors Bureau and Keep Macon-Bibb Beautiful Commission**

The CAO and Human Resources Director will review the contracts with these agencies before proposing any rate change.

**Retiree Health Insurance Plan**

Attached are the new calculations for Retirees Health Insurance Plan.

**Human Resources will issue an RFP for:**

- A supplemental insurance plan for retirees over 65 years of age
- For an incentives program
- Once these are received, the actuary will review

**Items to be held for Attorney Opinion:**

- Exclude new Hires that have benefits from a previous retirement
- Exclude existing employees that have benefits from a previous retirement
- Drop retirees working full time, elsewhere who have external health care coverage

**Items to be completed by Virgil Adams:**

- Ordinance to be drafted by County Attorney to eliminate dual coverage for employees covered by State Health Benefit Plan by dropping county insurance

There being no further business and on motion duly made and seconded, the meeting was adjourned at 11:15 a.m.

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Shelia Thurmond, Clerk of the Board