

The Board of County Commissioners convened in regular session on this Tuesday, January 19, 2010, at the Government Office Complex, Bushnell, FL, with the following members present to wit: Richard Hoffman, District No. 1; Douglas Gilpin, Chairman, District No. 2; Don Burgess, Vice Chairman, District No. 3; Garry Breeden, District No. 4; and Randy Mask, 2nd Vice Chairman, District No. 5. The following individuals were also present and acting in their respective official capacities: Bradley Arnold, County Administrator; John Lege, Finance Director; Melissa Elliott, Deputy Clerk; Connie Webb, Deputy Clerk; and Derrill L. McAteer of The Hogan Law Firm, Attorneys for the Board. The meeting was called to order at 5:00 p.m. by Chairman Gilpin.

### **1. Limerock Mine Location Requirement**

Bradley Arnold, County Administrator, discussed limerock mine location requirements as they pertain to Sumter County's Ordinance regarding limerock mining. The current code states that any new limerock mines must be adjacent to an existing limerock mine in order to be issued a permit. Sumter County is the only county in the State of Florida with this restriction. After Board discussion, it was the consensus to direct Brad Cornelius, Planning Manager, to initiate the process of having this restrictive language removed.

011910-1

### **2. Sumter Fire Rescue ALS Contract Options**

Chairman Gilpin commented that he would like to have a little more time to review the options before making a decision. Commissioner Breeden suggested the matter be readdressed at the February 16, 2010 workshop. The consensus was to add this to the February 16, 2010 workshop agenda.

011910-2

### **3. Human Resources Benefits**

Mr. Arnold addressed the Board concerning the annual review of employee benefits associated with leave time and other benefits the employees receive. A spreadsheet was provided to show how the County's current benefits compare with those of the Constitutional Officers, surrounding counties and some of the local businesses. Concerns were raised about the differences in the Board's policy and the policies of some of the Constitutional Officers. Consensus was to further address this during the budgetary process.

011910-3

#### **4. Health Plan Benefits**

Mr. Arnold discussed the following points with the Board:

a. Florida Retirement System - Notification has been received of a possible percentage increase in employer contributions.

b. Health Plan and the possibilities of increasing the employee portion of the employee premium and no longer subsidizing the dependent premium in order to maintain the current level of insurance. It would be proposed to do this over a period of five years in order to soften the impact on employees. Commissioner Breeden suggested looking at some other options such as an on-site health clinic. Consensus was to authorize County Administration to do research to look at a restructuring of how the premiums are distributed between the employer and employee. Commissioner Hoffman requested that a Health Savings Plan be included in the research.

c. Renegotiate current contract with Blue Cross Blue Shield or seek proposals for the health plan for the new fiscal year. One of the big factors will be the number of participants. It will be necessary to ascertain if the Constitutional Officers and Lake-Sumter EMS desire to remain a part of the County's plan. Chief Deputy Jack Jordan advised that the Sheriff's Office is looking into other venues for health insurance but felt that their office would not have the information needed by March 1st to make a decision. David Hoes, Lake-Sumter EMS Human Resource Manager, advised the Board he would convey the information to his Board but also felt that March 1st would not give them adequate time to make a decision. After further discussion, consensus was to authorize the County Administrator to draft a letter for the January 26, 2010 agenda to the Constitutional Officers and Lake-Sumter EMS as to whether they desire to be included in the Board's health plan or would like to seek their own plan. There was also consensus to seek proposals for health coverage for the new year.

d. Short and long term disability-After discussion, it was consensus of the Board to authorize County Administration to look into options to include possible employer paid or employee paid short-term disability and employee paid long-term disability.

e. 5-year balancing for premiums. Mr. Arnold provided information for a possible 5-year plan to shift various premium payments from employer to employee.

f. Rate structure and incentives for Medicare eligible retiree group for additional mitigation to GASB 45 liability. The County Administrator is seeking Board direction on whether or not to spend time exploring other incentives for retirees to reduce their liability, such as pursuing Medicare advantage and Medicare supplemental plans. Consensus was to allow County Administration to gather information for the Board to review at a future date.

g. Employee primary health clinics. After discussion, it was consensus that researching an in-house clinic would be low priority at this time.

011910-4

#### **5. Employee Raise and Pay Classification**

Chairman Gilpin spoke to the sensitive nature of the subject. Mr. Arnold discussed possible options for raises and pay classification review. For budget purposes, staff

recommended a 0% raise to be readdressed when there is a clearer picture of where the County stands for 2010/2011. Chairman Gilpin spoke and encouraged all Constitutional Officers to work together to consolidate and "right-size" their organizations in hopes that in turn there would be money available for raises. After discussion consensus was to uphold the recommendation of the County Administrator to budget for 0% for raises for 2010/2011 and go forward with a review of all Board positions/classification/compensation and extend the offer to the Constitutional Officers to include their staff, as well.

011910-5

011910-5a

011910-5b

## **6. Financial Policy Review**

Mr. Arnold discussed changes in the Financial Policy with Board members. No concerns were raised on this issue.

Commissioner Breeden requested several items be scheduled for the February Board workshop to include Land Development Review for temporary commercial and new commercial activities related to the fairgrounds.

011910-6

## **7. Adjourn**

The meeting was adjourned at 6:50 p.m.