

**DAWSON COUNTY BOARD OF COMMISSIONERS
VOTING SESSION AGENDA – JULY 2, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
TO IMMEDIATELY FOLLOW THE 4:00 PM WORK SESSION**

A. ROLL CALL

B. OPENING PRESENTATION

Development Authority of Dawson County (DADC) Update- DADC Chairman Tony Passarello

C. INVOCATION

D. PLEDGE OF ALLEGIANCE

E. ANNOUNCEMENTS

F. APPROVAL OF MINUTES

[Minutes](#) of the Work Session held on June 18, 2020

[Minutes](#) of the Voting Session held on June 18, 2020

[Minutes](#) of the Special Called Joint Meeting held on June 26, 2020

G. APPROVAL OF AGENDA

H. PUBLIC COMMENT

I. NEW BUSINESS

- [1.](#) Consideration of Comprehensive Wellness Plan Portion and Spouse / Family Portion of the 2020-2021 Dawson County Healthcare Package
- [2.](#) Consideration of Review of 2019 Salary Study Implementation to 105 Percent of Market-Human Resources Director Brad Gould
- [3.](#) Consideration of Review of Dawson County Employee Handbook's Paid Time Off Policy (Section 14.3)
- [4.](#) Consideration to Move Forward with a Public Hearing for Alcohol Ordinance Update
- [5.](#) Consideration to Move Forward with a Public Hearing for Business License Ordinance Update

J. PUBLIC COMMENT

K. ADJOURNMENT

**Executive Session may follow the Voting Session meeting.*

Those with disabilities who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding the accessibility of the meeting, should contact the ADA Coordinator at 706-344-3666, extension 44514. The county will make reasonable accommodations for those persons.

**DAWSON COUNTY BOARD OF COMMISSIONERS
WORK SESSION MINUTES – JUNE 18, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
4:00 PM**

Those present were Chairman Billy Thurmond; Commissioner Sharon Fausett, District 1; Commissioner Chris Gaines, District 2; Commissioner Tim Satterfield, District 3; Commissioner Julie Hughes Nix, District 4; County Manager David Headley; County Attorney Angela Davis; County Clerk Kristen Cloud; and interested citizens of Dawson County.

UNFINISHED BUSINESS

1. Discussion of Comprehensive Wellness Plan Portion and Spouse / Family Portion of the 2020-2021 Dawson County Healthcare Package- Human Resources Director Brad Gould (*Moved Forward from the May 21, 2020, Voting Session for Further Discussion*)
This item will be placed on the July 2, 2020, Voting Session Agenda.
2. Presentation of Review of 2019 Salary Study Implementation to 105 Percent of Market- Human Resources Director Brad Gould (*Moved Forward from the January 16, 2020, Voting Session for Review*)
This item will be placed on the July 2, 2020, Voting Session Agenda.
3. Presentation of Review of Dawson County Employee Handbook's Paid Time Off Policy (Section 14.3)- Human Resources Director Brad Gould (*Moved Forward from the January 16, 2020, Voting Session for Review*)
This item will be placed on the July 2, 2020, Voting Session Agenda.

NEW BUSINESS

1. Presentation of Application for FY 2020 Public Works and Economic Adjustment Assistance Program, including Coronavirus Aid, Relief and Economic Security Act Funding on Behalf of Development Authority of Dawson County (DADC)- DADC Chairman Tony Passarello / Economic Development Director Betsy McGriff
This item was removed from the June 18, 2020, Work Session Agenda, as announced by Chairman Thurmond at the beginning of the meeting.
2. Presentation of Alcohol Ordinance Update- Planning & Development Director Jameson Kinley
This item will be placed on the July 2, 2020, Voting Session Agenda for consideration to move forward with a public hearing.
3. Presentation of Business License Ordinance Update- Planning & Development Director Jameson Kinley
This item will be placed on the July 2, 2020, Voting Session Agenda for consideration to move forward with a public hearing.

4. Presentation of Board Appointment:
 - a. **Georgia Mountains Regional Commission**
 - i. Betsy McGriff- *reappointment* (Term: July 2020 through June 2021)
This item will be added to the June 18, 2020, Voting Session Agenda.
- 4A. Presentation of Council of Accountability Court Judges / Criminal Justice Coordinating Council Adult Drug Court Discretionary Grant for Medication Assisted Treatment Programs for FY 2021- Treatment Services Director Jessi Emmett
This item was added to the June 18, 2020, Work Session Agenda, as announced by Chairman Thurmond at the beginning of the meeting.
5. County Manager Report
This item was for information only.
6. County Attorney Report
This item was for information only.

APPROVE:

ATTEST:

Billy Thurmond, Chairman

Kristen Cloud, County Clerk

**DAWSON COUNTY BOARD OF COMMISSIONERS
VOTING SESSION MINUTES – JUNE 18, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
IMMEDIATELY FOLLOWING THE 4:00 PM WORK SESSION**

ROLL CALL: Those present were Chairman Billy Thurmond; Commissioner Sharon Fausett, District 1; Commissioner Chris Gaines, District 2; Commissioner Tim Satterfield, District 3; Commissioner Julie Hughes Nix, District 4; County Manager David Headley; County Attorney Angela Davis; County Clerk Kristen Cloud; and interested citizens of Dawson County.

INVOCATION: Chairman Thurmond

PLEDGE OF ALLEGIANCE: Chairman Thurmond

ANNOUNCEMENTS:

Chairman Thurmond announced that a special called joint meeting of the Dawson County Board of Commissioners (BOC) and the Dawsonville City Council would be held at 9 a.m. June 26, 2020, in the BOC Assembly Room regarding Special Purpose Local Option Sales Tax VII.

APPROVAL OF MINUTES:

Motion passed 4-0 to approve the Minutes of the Work Session held on June 4, 2020. Nix/Gaines

Motion passed 4-0 to approve the Minutes of the Voting Session held on June 4, 2020. Satterfield/Fausett

APPROVAL OF AGENDA:

Motion passed 4-0 to approve the agenda with the following change:

- Addition of the following items:
 - Under No. 5 under New Business: c. Georgia Mountains Regional Commission
 - i. Betsy McGriff- reappointment (July 2020 through June 2021)
 - No. 6 under New Business: Council of Accountability Court Judges / Criminal Justice Coordinating Council Adult Drug Court Discretionary Grant for Medication Assisted Treatment Programs for FY 2021

Fausett/Gaines

PUBLIC COMMENT:

None

ZONING:

ZA 20-01 - Rodger Eubanks requests to rezone 8.09 acres of property located at Highway 136 East TMP 109-011-002 from RA (Residential Agricultural) to RSRMM (Residential Sub-Rural Manufactured Moved) and RSR (Residential Sub-Rural).

Chairman Thurmond announced that if anyone has contributed more than \$250 to the commissioners or chairman in the past two years and wished to speak they would have to fill out a disclosure form, which would be made available to them. Under normal program, 10 minutes will be given to those who wish to speak in favor of or opposition to with some redirect, time permitting.

Planning & Development Director Jameson Kinley said the applicant, Rodger and Anita Eubanks, seeks to rezone 8.09 acres off Highway 136 East to form three lots. Kinley said the couple is moving with their children from the Cobb County area to retire in Dawson County. The couple purchased the property in 2018 and currently has a home under construction that is expected to be completed within the next couple of months. Kinley said the middle parcel would be occupied by the couple's daughter and her husband, who works for Forsyth County, and they wish to have a manufactured home placed on that parcel, which is why RSRMM zoning is being requested. Kinley said the couple's son would occupy the "third parcel on the far side" and plans to build a home at a later date. The smallest tract - the middle parcel - would be 1.62 acres, according to Kinley. Kinley said rezoning to these districts conforms to the county's future land use map. He said the Planning Commission recommended approval of the application by a 4-0 vote.

Applicant Rodger Eubanks said he and his wife looked for about a year for property in Dawson County "because we like the community in this area, and we finally found this 8-acre tract" in May 2018. He said it has been his "desire for many years to create an area where my family can be around me, to come and end my years here, and to enjoy life..." Eubanks said he purchased the property under the impression that he "wouldn't have any kind of concerns or problems out of dividing it for the children. It's being divided because they're using the property to support the purchase of this mobile unit. Once we found out there was a restriction against the mobile unit we've been trying to get this resolved." Eubanks said cost is the reason for a mobile unit. He said his daughter is bi-polar and his son-in-law is a Forsyth County deputy, "and we all know that deputies don't make the most in the world." Eubanks added, "For financial reasons, they looked at a mobile home. This is not what you would think of as a trailer, by any stretch of the imagination. The home we are building is built with 2-by-6 walls. This mobile unit is built with 2-by-6 walls. It is, in my opinion, almost the equivalent of a stick house. It has sheetrock. It will be finished. It is going to be underpinned. It is going to be landscaped. We have already cut the property so that you will see just the home itself." Eubanks said the "property is going to be very attractive and very useful. The reason for the request for the zoning, again, is financial because [my daughter and son-in-law] need to have a home that they can live in with the salary expectations that he has as a deputy."

Chairman Thurmond opened the hearing by asking if there was anyone present who wished to speak either for or against the application.

None spoke in favor of the application.

- Stacey Mullins- Resaca, Georgia, said she was neither for nor against the application and asked a date of when the Eubankses "applied for their building permit, when it was approved to be built." Mullins addressed her next comment to Commissioner Fausett: "I was told that we were not allowed to apply for rezoning, [that] it would never get

approved ... based on the fact that I didn't have a handicapped child or elderly parents." In addition, Mullins asked, "How would this zoning, if it is approved, be different than the 6 acres that was voted against ... the people that own the Dairy Queen in Dawsonville that asked for the rezoning? They were going to do the same thing that this couple is wanting to do." Mullins said she sees it as "maybe an issue for the county later on."

Chairman Thurmond asked if there was anyone else present who wished to speak either for or against the application and, hearing none, closed the hearing.

Motion passed 3-2 to approve ZA 20-01. Satterfield/Gaines- Commissioners Fausett and Nix opposed the motion and Chairman Thurmond voted in order for the item to pass

NEW BUSINESS:

Consideration to Move Forward with Public Hearings for Land Use Resolution Update to Residential Agricultural Lot Size Requirement

Motion passed 4-0 to approve for the county's legal counsel and Planning & Development department to do the following: (1) prepare a proposed amendment to Zoning Resolution referred to as "Option 3-Create a Corrective Zoning District" for purposes of addressing substandard lots within the Residential Agricultural zoning district with a minimum of 1.5 acres and less than 5 acres, and to bring the proposed Option 3 amendment before the BOC at its July 2, 2020, Work Session for presentation, after which the BOC can move forward with necessary public hearings – to include a public hearing at the July 21, 2020, Planning Commission meeting and a public hearing at the August 6, 2020, BOC Voting Session for consideration of the Option 3 amendment; (2) to identify resolutions for a permanent path forward as it relates to clearly defining language concerning RA lot size requirements in the county's Land Use Resolution and to address splits of RA parcels; and (3) to allow the Planning & Development department to accept provisional Corrective Zoning District zoning applications in anticipation of the Option 3 amendment. Gaines/Satterfield

Consideration to Move Forward with a Public Hearing for Dawson County Minimum Standard Code Amendment to Include Mobile / Manufactured Homes

Motion passed 4-0 to approve to Move Forward with a Public Hearing for Dawson County Minimum Standard Code Amendment to Include Mobile / Manufactured Homes. Fausett/Nix

Consideration of Appointment of the Building Official as the Local Government Agent for the Purposes Defined in the Abandoned Mobile Home Act

Motion passed 4-0 to approve Planning & Development Director Jameson Kinley as the Appointment of the Building Official as the Local Government Agent for the Purposes Defined in the Abandoned Mobile Home Act. Satterfield/Fausett

Consideration to Move Forward with a Public Hearing for Updated Planning Commission Terms

Motion passed 4-0 to approve to Move Forward with a Public Hearing for Updated Planning Commission Terms. Fausett/Gaines

Consideration of Board Appointments:

- Avita Community Partners
 - Angelia Brown- reappointment (July 2020 through June 2023)

- Department of Family & Children Services
 - Tina Brady- reappointment (July 2020 through June 2025)
- Georgia Mountains Regional Commission
 - Betsy McGriff- reappointment (July 2020 through June 2021)

Motion passed 4-0 to approve the reappointment of Angelia Brown to the Avita Community Partners board for a term of July 2020 through June 2023. Nix/Satterfield

Motion passed 4-0 to approve the reappointment of Tina Brady to the Department of Family & Children Services board for a term of July 2020 through June 2025. Fausett/Gaines

Motion passed 4-0 to approve the reappointment of Betsy McGriff to the Georgia Mountains Regional Commission (GMRC) Council for a term of July 2020 through June 2021 and to alternate the GMRC appointment recommendation every two years between Dawson County and the City of Dawsonville. Gaines/Nix

Council of Accountability Court Judges / Criminal Justice Coordinating Council Adult Drug Court Discretionary Grant for Medication Assisted Treatment Programs for FY 2021

Motion passed 4-0 to approve the Council of Accountability Court Judges / Criminal Justice Coordinating Council Adult Drug Court Discretionary Grant for Medication Assisted Treatment Programs for FY 2021. Satterfield/Gaines

PUBLIC COMMENT:

Commissioner Fausett encouraged everyone to contact State Representative Kevin Tanner or other officials about the state’s proposal to close the Department of Family & Children Services office located in Dawson County. She said she understood budget concerns but is worried about children. She said “families are under attack” and expressed the need to “advocate for the children.”

ADJOURNMENT:

EXECUTIVE SESSION:

Motion passed 4-0 to enter into Executive Session to discuss litigation. Satterfield/Nix

Motion passed 4-0 to come out of Executive Session. Satterfield/Gaines

APPROVE:

ATTEST:

Billy Thurmond, Chairman

Kristen Cloud, County Clerk

**DAWSON COUNTY BOARD OF COMMISSIONERS AND
CITY OF DAWSONVILLE CITY COUNCIL
SPECIAL CALLED JOINT MEETING MINUTES – JUNE 26, 2020
DAWSON COUNTY GOVERNMENT CENTER ASSEMBLY ROOM
25 JUSTICE WAY, DAWSONVILLE, GEORGIA 30534
9:00 AM**

ROLL CALL: Those present were Dawson County Board of Commissioners Chairman Billy Thurmond; Commissioner Sharon Fausett, District 1; Commissioner Chris Gaines, District 2; Commissioner Tim Satterfield, District 3; County Manager David Headley; County Attorney Sam VanVolkenburgh; County Clerk Kristen Cloud; Dawsonville Mayor Mike Eason; Councilman Stephen Tolson, Post 2; Councilman John Walden, Post 3; Councilman Mark French, Post 4; City Manager Bob Bolz; City Clerk Beverly Banister; City Attorneys Dana Miles and Paul Mitchell; and interested citizens. Post 1 Councilman Caleb Phillips was not present.

INVOCATION: Chairman Thurmond

PLEDGE: Chairman Thurmond

ANNOUNCEMENTS:

None

APPROVAL OF AGENDA:

Dawson County: Motion passed unanimously to approve the agenda with the following change:

- Addition of the following item:
 - Public Comment section following the Approval of Agenda section

Fausett/Gaines

City of Dawsonville: Motion passed 3-0 to approve the agenda with the following change:

- Addition of the following item:
 - Public Comment section following the Approval of Agenda section

French/Tolson

PUBLIC COMMENT:

Bruce Duncil- Dawsonville, Georgia, said he would oppose a SPLOST referendum on the November ballot for “largely the same reasons we opposed the TSPLOST vote just this past election.”

NEW BUSINESS:

Proposed Special Purpose Local Option Sales Tax (SPLOST) Discussion

a. Allocation of Tax Proceeds

b. Possible Projects for Inclusion in the Referendum

c. Approve SPLOST Intergovernmental Agreement

County Manager Headley read aloud a comprehensive list of Possible Projects for Inclusion in the Referendum on behalf of Dawson County. City Manager Bolz read aloud a comprehensive list of Possible Projects for Inclusion in the Referendum on behalf of the City of Dawsonville. The reading aloud of the project lists was followed by discussion among the board and council, specifically concerning the need to find efficiencies of services and operations among the county and city in order to best serve citizens.

Dawson County: Motion passed unanimously to approve to postpone the approval of a SPLOST Intergovernmental Agreement until a time consistent with a March 2021 election. Gaines/Fausett

City of Dawsonville: Motion passed 3-0 to approve to postpone the approval of a SPLOST Intergovernmental Agreement until a time consistent with a March 2021 election. Tolson/French

ADJOURNMENT:

Dawson County: Chairman Thurmond adjourned the meeting at approximately 10 a.m.

City of Dawsonville: Motion passed 3-0 to adjourn the meeting at approximately 10 a.m. Tolson/French

APPROVE:

ATTEST:

Billy Thurmond, Chairman

Kristen Cloud, County Clerk



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Human Resources

Work Session: 06.18.20

Prepared By: Brad Gould

Voting Session: 07.02.20

Presenter: Brad Gould

Public Hearing: Yes No

Agenda Item Title: Presentation of

Background Information:

NFP presented a plan to improve the health and wellness of county employees. The goal is to reduce high-dollar health claims and to have a healthier Dawson County workforce. HR was asked to research other plans. HR was also asked to look at the "spouse/family portion of the health plan."

Current Information:

HR is working with vendors to develop a comprehensive plan that will mirror the CHP offered by NFP at a lower cost. NFP is to provide information on separating out the spouse family portion and to implement a surcharge for spouses who can enroll in healthcare at their place of employment.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: Brad Gould/HR Director

Date: _____

Finance Dept. Authorization: Vickie Neikirk

Date: 6/12/20

County Manager Authorization: DH

Date: 6/12/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments:

DAWSON COUNTY HUMAN RESOURCES

Health and Wellness Program



Board of Commissioners Work Session, June 18, 2020

Presented by: Brad Gould

Kristi Rutmann

Total Eligible Employees for Wellness: 255

Total Eligible Spouses for Wellness: 121

ITEM:	Price Per Unit	# of Units	Subtotal
MANAGEMENT FEE	\$2,500	1	\$2,500 / year
CHP Platform	NA	NA	Included
<input checked="" type="checkbox"/> Corporate Pulse Program (based on 80% participation on Eligible Employees) <ul style="list-style-type: none"> • Communications + Kick-off Meetings • Biometric Screening (blood draw) • Health Risk Assessment (HRA) • One 30 minutes "Results" Coaching session per participant • Comprehensive Management Report 	\$129	300	\$38,700
<input checked="" type="checkbox"/> Coaching Series High 3 Sessions 15 minute follow-up sessions (High Risk Only)	\$75	150	\$11,250
Per Participant High Risk 3/year (50% participation)			
Total			\$52,450

Company	Clinical Health Assessment	Cost Basis PP	Participation 80%
CHP	1 one-on-one review & 1 coaching session with a RN Employees: 255 Employee + Spouse: 372	\$129.00 Total:	300 employees \$38,700.00

Coaching Series: 3 - 15 min. sessions/year	High Risk Only (50%)
Total:	\$75.00 (150 people) \$11,250.00

Health Assessment:	\$38,700.00
Coaching Series:	\$11,250.00
Initial Set-Up Costs:	\$2,500.00
Total:	\$52,450.00

Incentives	\$100 for each Clinical Health Assessment (255 x \$100.00):	25,500.00
Recommended by CHP	\$50.00 for High-Risk employee coaching (128 x \$50.00):	6,400.00
	Total:	31,900.00

CHP Program:	\$52,450.00
Incentives:	\$31,900.00
Total Program Cost:	\$84,350.00

This plan only applies to Anthem employees only (255 of 311 Full Time Employees). This plan only provides clinical and coaching options but does not encourage any additional health screenings or involvement in any healthy lifestyle activities. Duplication of Services: Anthem promotes a Free annual wellness exam and provides free wellness coaching.

Company	Health Assessment	Cost Basis PP	Anthem Total Rewards	DC Health Rewards
Dawson County & Anthem	Annual Wellness Exam by PCP	* Wellness information only - no complaints.	\$50.00 to Employee	25 Points
	Anthem Wellness Coaching	Free to Anthem members		
	Online Health Risk Assessment	Free	\$50.00 to Employee	10 Points
	Tobacco Cessation Agreement	Free	\$50.00 to Employee	
	Flu Shot	Free - billed on insurance or paid for by County.	\$50.00 to Employee	10 Points
	Annual Dental Exam	Free cleaning		15 Points
	Annual Eye Exam	Co-pay		15 Points
	Preventative Screening: Ex: Mammogram, Pelvic, Cancer, Dermatologist, etc.	Co-pay		15 Points (x1 time point value only)
	Health Program Receipt: Ex: Membership to Gym, Exercise Class, Diet Program (ex. Weight Watchers) etc.			10 Points (x1 time point value only)
	DC Sponsored Training Class: CPR/AED, Maintain, Don't Gain, LocalGovU online health class, etc.	Free		10 Points (x1 time point value only)
Total Points Available:			120	

Tiered Reward Program:	Points	Return
July 1, 2020 - mid-June 2021	25	\$50.00
(Checks issued July 1, 2021)	50	\$75.00
	75	\$125.00
	100+	\$150.00

Provided to ALL Full Time Employees (311). **Dawson County Max Incentive Payout (311 employees x \$150) = \$46,650.00**
Marketing Supplies = \$350.00 Max Program Cost = \$47,000.00
 The Dawson County Health Rewards Program not only provides coaching but encourages action through preventative care screenings and healthy activities. This program will be monitored through Anthem and Dawson County Human Resources - no start up fee or program charges apply.

With Well-being Coach, it's *your* personal health journey!



Your coaches are ready to support you.

Staying healthy can feel like a full-time job — especially when you have an ongoing health condition or a busy schedule.

What if you had a coach or even a whole coaching team to answer that quick question, and keep you on track, motivated and successful? And what if you could reach your coaches by phone or online chat ... anywhere? With Well-being Coach, you can — and at no extra cost to you!

Here's the big idea in three simple steps:



You and your coach will identify habits you want to change.



You'll develop custom action plans to make those changes.



You'll figure out what kind of resources and support you need to maintain your new, healthier habits.



When you use Well-being Coach, you're starting a journey — from setting goals and building relationships to trying new challenges and changing how you feel.



Helping you each step of the way

Each well-being coach is specially trained to help you meet your health goals. Take a look at what you can do:



Get help quitting tobacco or losing weight.



Connect via click to chat or by phone.



Access resources and materials that will support you in meeting your goals.

Ready to begin your personal health journey?

Well-being Coach is part of the Engage tool. So be sure to register at engage-wellbeing.com or download the Engage app. Then, choose Well-being Coach in the benefit menu and you'll be on your way.

Curious? Still have questions? We're happy to help!

Simply call the Member Services number on your member ID card.



Anthem Blue Cross and Blue Shield is the trade name of: In Colorado: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. Copies of Colorado network access plans are available on request from member services or can be obtained by going to anthem.com/healthworkaccess. In Connecticut: Anthem Health Plans, Inc. In Georgia: Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. In Indiana: Anthem Insurance Companies, Inc. In Kentucky: Anthem Health Plans of Kentucky, Inc. In Maine: Anthem Health Plans of Maine, Inc. In Missouri (excluding 30 counties in the Kansas City area): RightCHOICE® Managed Care, Inc. (RIT), Healthy Alliance® Life Insurance Company (HALIC), and HMO Missouri, Inc. RIT and certain affiliates administer non-HMO benefits underwritten by HALIC and HMO benefits underwritten by HMO Missouri, Inc. RIT and certain affiliates only provide administrative services for self-funded plans and do not underwrite benefits. In Nevada: Rocky Mountain Hospital and Medical Service, Inc. HMO products underwritten by HMO Colorado, Inc. dba HMO Nevada. In New Hampshire: Anthem Health Plans of New Hampshire, Inc. HMO plans are administered by Anthem Health Plans of New Hampshire, Inc. and underwritten by Matthew Thornton Health Plan, Inc. In Ohio: Community Insurance Company, Inc. In Virginia: Anthem Health Plans of Virginia, Inc. trades as Anthem Blue Cross and Blue Shield in Virginia, and its service area is all of Virginia except for the City of Fairfax, the town of Vienna, and the area east of State Route 123. In Wisconsin: Blue Cross Blue Shield of Wisconsin (BCBSWI), underwrites or administers PPO and indemnity policies and underwrites the out of network benefits in PDS policies offered by CompCare Health Services Insurance Corporation (CompCare) or Wisconsin Collaborative Insurance Corporation (WCIC). CompCare underwrites or administers HMO or PDS policies; WCIC underwrites or administers Well Priority HMO or PDS policies. Independent licensees of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc.

Health Programs Comparison

CHP

- * Available only to 255 of Full-Time employees + Spouses
- * Max incentive to participating employee = \$100
- * Max incentive to high-risk employee = \$150
- * County Cost calculated at max participation

	County Cost*
Start-Up Fee / Marketing	\$2,500.00
Clinical Exam & x1 Coaching Session	\$38,700.00
High-Risk Coaching Sessions	\$11,250.00
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
N/A	
Incentives - all participants	\$25,500.00
Incentives -High-Risk	\$6,400.00
Clinical & Coaching Sessions	\$52,450.00
Max Program Cost	\$84,350.00

Dawson County Health Rewards

- * Available to All 311 Full-Time Employees / Optional for Part Time also
- * Max incentive to participating employee = \$150
- * County Cost calculated at max participation

	County Cost*	Employee Cost
Start-Up Fee / Marketing	\$350.00	\$0
Annual Wellness Exam by PCP	Point System	\$0.00 if Wellness Only
Anthem Wellness Coaching	\$0.00	Free to Anthem members
Online Health Risk Assessment	Point System	
Tobacco Cessation Agreement	\$0.00	
Flu Shot	Point System	\$0.00 - insurance billed
Annual Dental Exam	Point System	Free cleaning
Annual Eye Exam	Point System	Co-pay
Preventative Screening; Ex: Mammogram, Pelvic, Cancer, Dermatologist, etc.	Point System	Co-pay
Health Program Receipt; Ex: Membership to Gym, Exercise Class, Diet Program (ex. Weight Watchers) etc.	Point System	
DC Sponsored Training Class: CPR/AED, Maintain, Don't Gain, LocalGovU online health class, etc.	Point System	\$0.00
Incentives	\$0.00 - built in	\$0.00
Max Point System Cost	\$47,000.00	\$0.00

Employees & Spouses can also receive up to \$200 each by participating in Anthem's Health Rewards program. Total of \$400 return for couples.

Anthem employees can access Anthem Coaching as often as needed throughout plan year.

Full Time Employee Benefit; reaches 56+ additional employees than CHP plan.

Promotes additional health screenings and healthy lifestyle activities.

Health rewards

Earn up to \$200 in rewards



It's easy to get started. Here's how:

1. Register or log into Anthem.com.
2. Once you're logged in, go to the *Health & Wellness* section.
3. Select **Get My Rewards**.

You'll be taken to the Anthem Health Rewards site, where you can view activities and start earning rewards. See inside to learn more.



How to make good health pay off

It's true that good health is its own reward. But getting something extra feels good, too. That's how Anthem Health Rewards works. It rewards you for taking part in employer-sponsored health and wellness programs. This guide lists the programs and activities you can participate in to:

- Earn rewards
- Learn about reward amounts
- Learn how you can get rewards

When you complete your first healthy activity, you'll get the Health Rewards card. It's a reloadable card you can use anywhere major credit cards are accepted ¹. As you earn more rewards, they'll be automatically deposited into your rewards account and available to spend using your Health Rewards card. **Please allow up to 20 business days after your incented activity has processed for your reloadable card to arrive.**



Health Assessment

It's a lot easier to get and stay healthy when you know where you stand. That's what the Health Assessment is for. It gives you a snapshot of your health, so you know what's going well and if there are any at-risk areas you should work on.

- Complete the Health Assessment, earn \$50.

To take the assessment, log in at [Anthem.com](https://www.anthem.com) and go to the Health & Wellness section. All your information will be kept confidential.²

Tobacco Free

Setting health goals is a big deal. Reaching them is an even bigger one. When you achieve the health measures you and your doctor put together, we'll help you celebrate with rewards:

- Confirm you're tobacco free, earn \$50.

To confirm you're tobacco-free, access the Anthem Health Rewards site through [Anthem.com](https://www.anthem.com). When you're on the site, you'll find the tobacco-free certification on the *Ways to Earn* page. Follow prompts to complete the online certification. If you're unable to earn the reward for being tobacco-free, you can still earn it by completing a Health Action Plan. The Health Action Plan form is available for download within the online certification process. All Health Action Plans must be filled out and sent in no later than 30 days after the end of the plan period for which you're seeking a reward.

Preventive care

Preventive exams give your doctor a picture of your overall health. They can help you stay healthy, catch problems early and even save your life. Sometimes it's hard to fit regular checkups and screenings into your schedule. For extra motivation, you can earn rewards. All you have to do is see your doctor for any needed exam or care listed below. You'll get your reward once your claims have been processed for all activities (please allow 45 days once the claim has been processed to show in the Anthem Health Rewards portal and to get loaded to your current reloadable card)*

- Get an annual wellness exam and flu shot, earn \$100.

Get your wellness exam at your doctor's office (primary care doctor). You can also get your flu shot at your doctor's office, or at a pharmacy or retail clinic. You don't have to complete the wellness exam or flu shot in any particular order or together. **Just be sure claims are submitted for both steps by your doctor or other provider to Anthem.**

* disbursed to your rewards account.

* It may take up to 75 business days from the day the second of the two preventive care steps is completed for both rewards to be disbursed to your rewards account.

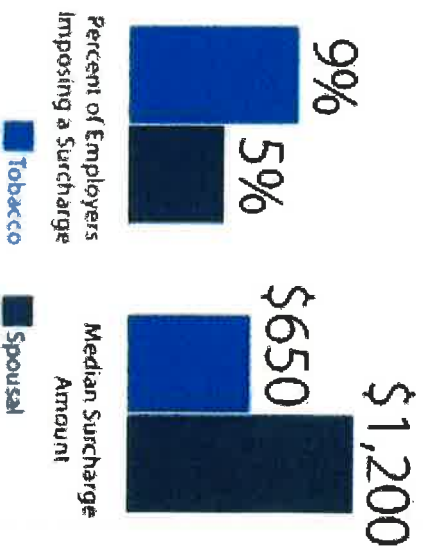
Spousal Carve-Outs

A spousal carve-out is one way employers can control their health cost spend. According to the IFEBF, roughly 20% of employers invoke some sort of spousal carve-out or surcharge.⁹

Spousal carve-outs can take one of the following forms:

- Imposing an additional charge (surcharge) to cover a spouse who has access to employer-sponsored coverage through their own employer
- Imposing an additional charge (surcharge) to cover a spouse regardless of whether they have access to employer-sponsored coverage through their own employer
- Not offering access to coverage if spouse has access to their own employer-sponsored coverage
- Not offering access to coverage to spouses under any circumstances

Figure 6. Spousal and Tobacco Surcharges, and Median Annual Surcharge Amounts, NFP



-Most organizations implement an average of an additional \$50.00 deduction per pay period for spouses that have access to health benefits through their employer.



Financial and Utilization Dashboard (Paid Claims)

DAWSON COUNTY - Total Account
 Current Period : May 2019 - Apr 2020
 Prior Period 1 : May 2018 - Apr 2019
 Prior Period 2 : May 2017 - Apr 2018

Medical Membership Summary					
Period	Subscribers	Members	Contract Size	Contract Size Commercial Benchmark	Member Trend
Current	244	590	2.2	2.1	3.9%
Prior	224	529	2.4	2.1	-1.1%

Medical and Pharmacy Paid Amount Summary

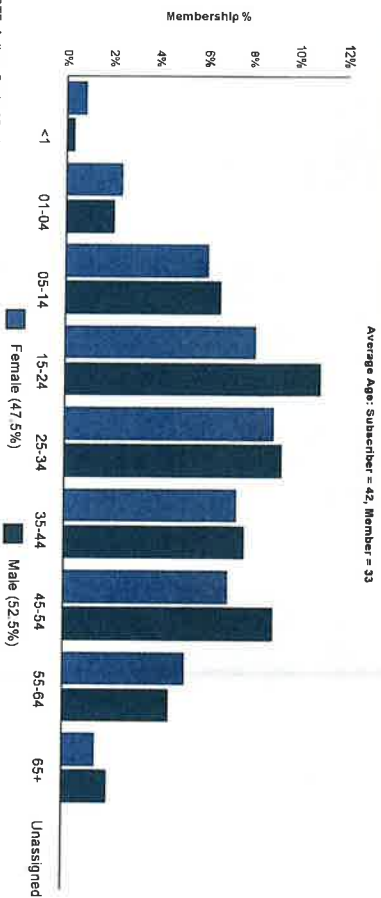
	Current	Prior	Trend	Prior Trend
Medical				
Paid Amount	\$2,440,465	\$2,220,736		
Paid PMPM	\$369.99	\$349.72	5.8%	57.6%
Paid PEPM	\$832.35	\$827.09	0.6%	54.8%
Pharmacy				
Paid Amount	\$977,987	\$1,068,002		
Paid PMPM	\$148.27	\$168.19	-11.8%	8.2%
Paid PEPM	\$333.56	\$397.77	-16.1%	8.1%
Total				
Paid Amount	\$3,418,452	\$3,288,739		
Paid PMPM	\$518.26	\$517.91	0.1%	37.3%
Paid PEPM	\$1,165.91	\$1,224.86	-4.8%	34.7%
Paid Amount in Network	\$2,419,028	\$2,228,456		
Percent Paid Amount in Network	99.1%	100.3%		
Discount Amount	\$3,733,703	\$2,887,400		
Payment Innovation				
Payment Innovation Paid Amount	\$4,077	\$4,140		
Payment Innovation PMPM	\$0.62	\$0.65	-5.2%	-19.8%
Total Paid Amount with Payment Innovation	\$3,422,529	\$3,292,879		
Total PMPM with Payment Innovation	\$518.88	\$518.56	0.1%	37.1%

High Cost Claimants with Paid Amounts > \$25,000

Summary	Current	Prior	Trend	Commercial Benchmark	Percent Paid in Network
Total Paid Amount	\$3,418,452	\$3,288,739			99.4%
Total HCC Paid Amount Med	\$1,437,443	\$1,293,562			99.9%
Total HCC Paid Amount Rx	\$852,251	\$881,030			100.0%
HCC Paid Amount as % of Total Paid Amount	61.1%	60.0%	1.8%	54.7%	
Number of HCC Members > \$25K	31	27			
HCC Members as Percent of Total Members	5.6%	5.1%	10.5%	3.1%	
High Cost Claimant (HCC) Detail					
HCC PMPM - Total	\$316.81	\$310.96	1.9%	\$203.03	
HCC PEPM - Total	\$712.72	\$735.42	-3.1%	\$417.08	
Non-HCC PMPM - Total	\$201.45	\$206.95	-2.7%	\$168.22	
Non-HCC PEPM - Total	\$453.19	\$489.44	-7.4%	\$345.57	
HCC PMPM - Medical	\$217.93	\$203.71	7.0%	\$201.72	
HCC PEPM - Medical	\$490.26	\$481.77	1.8%	\$414.40	
Non-HCC PMPM - Medical	\$152.07	\$146.01	4.1%	\$141.22	
Non-HCC PEPM - Medical	\$342.08	\$345.32	-0.9%	\$290.10	
HCC PMPM - Pharmacy	\$98.89	\$107.25	-7.8%	\$4.42	
HCC PEPM - Pharmacy	\$222.46	\$253.64	-12.3%	\$8.26	
Non-HCC PMPM - Pharmacy	\$49.38	\$60.94	-19.0%	\$91.48	
Non-HCC PEPM - Pharmacy	\$111.10	\$144.12	-22.9%	\$170.78	

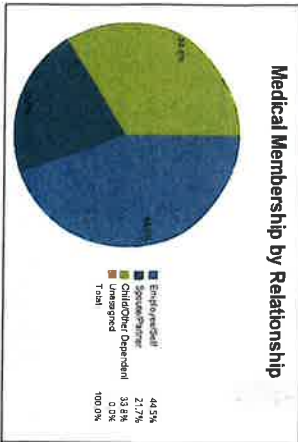
Note: High Cost Claimants are defined as those claimants with more than \$25,000 in paid amount during the reporting period.

Medical Membership Summary by Age Band and Gender

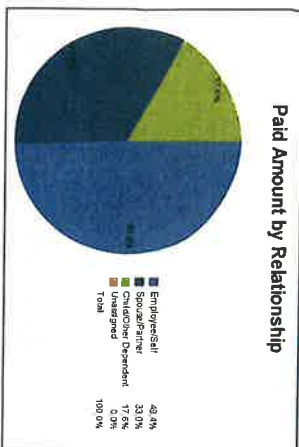


NOTE: Anthem Book of Business Average Age is 35

Medical Membership by Relationship



Paid Amount by Relationship



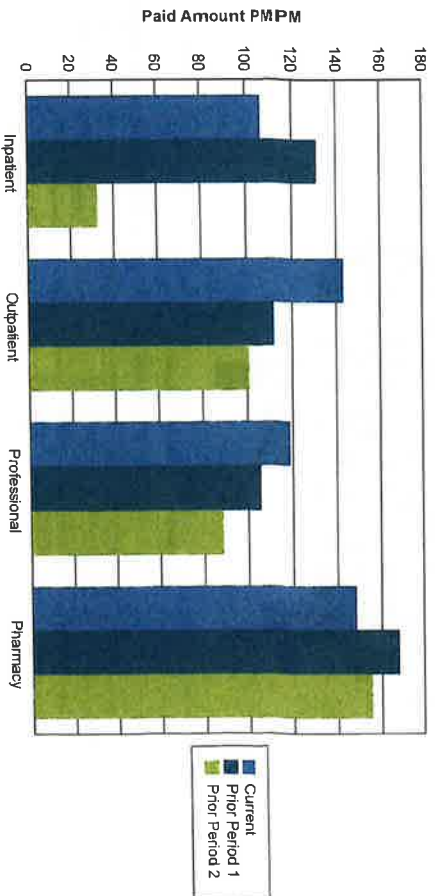


Financial and Utilization Dashboard (Paid Claims)

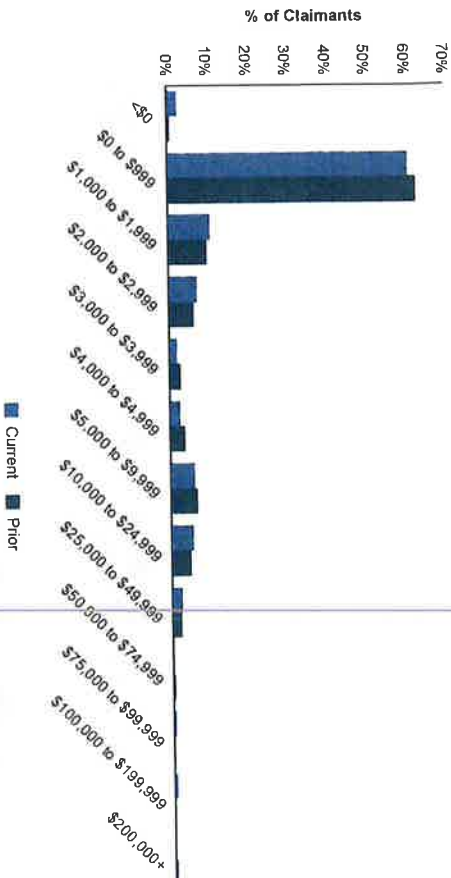
Utilization Breakdown

Metric	Current Period	Prior Period 1	Prior Period 2	Trend Lines
Utilization				
IP Facility Acute Admissions per 1000	41.8	51.0	22.4	
IP Facility Acute Days per 1000	218.3	251.3	101.0	
IP Facility Acute Avg LOS	5.22	4.93	4.50	
OP Facility Visits per 1000	907.8	774.6	830.2	
Professional Services per 1000	19,893.9	18,652.0	18,026.2	
Paid Amount PMPM by Setting				
IP Facility Acute Admit	\$137.65	\$131.16	\$32.50	
IP Facility Acute Admt	\$743.60	\$112.46	\$100.68	
OP Facility Visits	\$1,374	\$106.06	\$88.67	
Professional Service				

Paid Amount by Setting



Paid Claims Distribution



Pharmacy Highlights

Drug	Paid Amount	Scripts	Paid Per Script	Percent of Claims Paid
STELASA	\$128,430	6	\$21,405	13.1%
HUMIRA PEN	\$60,215	6	\$10,036	6.2%
LAMICTAL XR	\$46,668	25	\$1,875	4.9%
TREMFYA	\$43,224	8	\$5,291	4.4%
TALIZ AUTOINJECTOR	\$42,328	8	\$5,291	4.3%
COSENTYX PEN (2 PENS)	\$41,143	12	\$5,143	4.2%
PULMOZYME	\$39,928	31	\$3,327	4.1%
JARDANCE	\$30,648	13	\$989	3.1%
PERTZYNE	\$28,727	13	\$2,210	2.9%
JAKAFI	\$26,176	115	\$227	2.7%
Top Ten Subtotal	\$487,667	5,276	\$4,241	49.9%
All Other Drugs	\$490,300	5,391	\$93	50.1%
Total	\$977,967	5,391	\$181	100.0%

* This value not shown due to small numbers.

Note: Based on medical and pharmacy where applicable. Anthem Blue Cross and Blue Shield is the trade name of Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. independent licensee of the Blue Cross and Blue Shield Association. ANTHEM is a registered trademark of Anthem Insurance Companies, Inc. Copyright (c) 2011. Blue Cross Blue Shield Healthcare Plan of Georgia, Inc. All Rights Reserved. This confidential information should not be distributed without prior written consent and should only be used to review health care utilization.



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Human Resources

Work Session: 06.18.20

Prepared By: Brad Gould

Voting Session: 07.02.20

Presenter: Brad Gould

Public Hearing: Yes No

Agenda Item Title: Presentation of Salary Study Review

Background Information:

On January 16, 2020, when the 2019 Salary Study was approved at 100 percent, the BOC asked Human Resources to present in June 2020 an increase in salaries to 105% as presented by MAG in the salary study.

Current Information:

Increasing the salaries listed in the salary study would increase the annual payroll budget by approximately \$116,000. 101 positions would see an increase in their salaries.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: Brad Gould/HR Director

Date: _____

Finance Dept. Authorization: Vickie Neikirk

Date: 6/11/20

County Manager Authorization: DH

Date: 6/11/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments:

Dawson County, GA Implementation Report

DRAFT

Summary for Dawson County, GA

Current Payroll	\$14,132,135	# Positions	333
Flat 0% Adjustment	\$0	# Positions Adjusted (any type)	101 # Not Adj 232
Adjustment To Minimum	\$93,898	# Adjusted To Minimum	86
Adjustment Toward Mkt	\$0	# Adjusted Toward Market	0
Adjustment Toward Maximum	\$22,151	# Adjusted Toward Maximum	101
Adjustment To Step	\$0	# Adjusted To Step	0
OrgExp Adjustment	\$0	# OrgExp Adjustments	0
Stipends / Supplements	\$0	# Assignment	0
Total Applied Adjustments	\$116,049		
Proposed Payroll	\$14,248,184	% Change in Total Payroll	0.82%
FICA Rate: 0			
Proposed Payroll plus FICA	\$14,248,184		



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Human Resources

Work Session: 06.18.20

Prepared By: Brad Gould

Voting Session: 07.02.20

Presenter: Brad Gould

Public Hearing: Yes No

Agenda Item Title: Review of Employee Handbook's PTO Policy

Background Information:

When adopting the new hand book, the BOC approved the handbook with the stipulation that section 14.3 one-time pay out of up to 40 hours of PTO per year be removed and presented for review again in June 2020 with the possibility of updating the handbook to include the removed portion.

Current Information:

The county does not currently offer a benefit such as this to employees. Currently, employees are allowed a maximum carryover of PTO to the next year of 480 hours.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: Brad Gould/HR Director

Date: _____

Finance Dept. Authorization: Vickie Neikirk

Date: 6/12/20

County Manager Authorization: DH

Date: 6/12/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments:

14.3. Paid Time Off (PTO)

The purpose of paid time off (PTO) is to provide paid time away from work for any reason, to include but is not limited to vacation, doctor or dental Appointments, family/individual sickness, hazardous weather conditions, and other events that may occur during an employee's scheduled work day. Individual Departments and divisions may establish a more restrictive policy regarding usage of PTO due to Departmental operating necessities.

Employees may receive a one-time pay out of up to 40 PTO hours each calendar year, for any unused PTO.



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Planning & Development

Work Session: 6/18/20

Prepared By: Harmony Gee

Voting Session: 7/2/20

Presenter: Jameson Kinley

Public Hearing: Yes x No

Agenda Item Title: Presentation of Alcohol Ordinance Update

Background Information:

As it stands now, our alcohol ordinance only allows for the sell/dispensing of alcohol in commercially zoned properties.

Current Information:

This ordinance update would allow agri-businesses, such as wedding venues, to sell/dispense alcohol with proper licensing without rezoning their property to a commercial classification.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: _____

Date:

Finance Dept. Authorization: Vickie Neikirk

Date: 6/10/2020

County Manager Authorization: DH

Date: 6/10/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments:



DAWSON COUNTY BOARD OF COMMISSIONERS AGENDA FORM

Department: Planning & Development

Work Session: 6/18/20

Prepared By: Harmony Gee

Voting Session: 7/2/20

Presenter: Jameson Kinley

Public Hearing: Yes x No

Agenda Item Title: Presentation of Business License Ordinance Update

Background Information:

We have a number of businesses that are currently situated in residential zoning classifications due to agri-tourism, specifically wedding venues.

Current Information:

We seek to add Agri-Business to our business license ordinance. A public hearing will be needed should the board choose to proceed with updating the ordinance.

Budget Information: Applicable: Not Applicable: Budgeted: Yes No

Fund	Dept.	Acct No.	Budget	Balance	Requested	Remaining

Recommendation/Motion: _____

Department Head Authorization: _____

Date:

Finance Dept. Authorization: Vickie Neikirk

Date: 6/10/2020

County Manager Authorization: DH

Date: 6/10/2020

County Attorney Authorization: _____

Date: _____

Comments/Attachments: