

CASWELL COUNTY BOARD OF COMMISSIONERS
MEMBERS PRESENT

February 19, 2024
OTHERS PRESENT

Jeremiah Jefferies, Chair
Finch Holt, Vice Chair
John Dickerson
Ethel Gwynn
Rick McVey
Frank Rose
Tim Yarbrough

Scott Meszaros, County Manager
Melissa Williamson, Deputy County Manager
Jennifer Hammock, Finance Director
Russell Johnston, County Attorney
Carla Smith, Clerk to the Board

The Board of Commissioners for the County of Caswell, North Carolina, met in a Regular Meeting on Monday, February 19, 2024 at 6:30 pm at the Gunn Memorial Library.

WELCOME:

Chairman Jefferies called the meeting to order, and welcomed everyone to the Caswell County Board of Commissioners meeting on February 19, 2024. Then all paused for a moment of Silent Prayer, and the Board of Commissioners and all the guest in attendance recited the Pledge of Allegiance.

PUBLIC COMMENTS:

Scott Meszaros, County Manager said Mr. Chairman, do we have the rules for the Public Comments. The rules. The Clerk said they're in the hallway. Do you need a copy? County Manager Meszaros said I would just ask if I read it or someone reads them so that everyone knows. The Clerk said the main thing is that every speaker is allow three minutes.

Caswell Business Broadcasting: Good evening Commissioners. Caswell County, we have three issues on the table tonight. We want to get them off the table and try to get them off the plate. The first one is that we've been stonewalled for months now by Frank Rose and Tim Yarbrough.

Commissioner Rose said point of order. Anybody making public comments need to address the Board not an individual Commissioner.

Mr. Heintz said okay. Board members, where are the FOIAs, Freedom of Information Act, that we requested months ago. That is a federal statute. You have refused to answer the FOIAs. You were handed FOIAs. You were handed another set of FOIAs by a colleague that can't be here, and he wants to know where they're at. You either answer the FOIAs, or we drive to the Attorney General's Office. You can sit there and laugh all you want Mr. Commissioner. You keep on laughing. The next thing on the agenda, I see your little smile. I love it too. I'm going to laugh at you last. Accosting the press. Frank Rose you threatened me.

Frank Rose said Mr. Chairman.

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Mr. Heintz said Mr. Chairman, one of your Commissioners.

Commissioner Rose said he needs to address the Board, or you can stop his comment. County Manager Meszaros said they're not allowed to address a single individual of the Board.

Chairman Jefferies said did you hear what they said?

Mr. Heintz said okay. That's fine. The accosting of the press and the threats by the two Board of Commissioners, they'll be addressed or we're going to drive to the Attorney General's Office. We've had enough, and do your job. Where are the County Managers? Where are they at? Where are those FOIAs at? Can the County Attorney answer that? Nope. So y'all don't know where the FOIAs are. Months now. Okay, we're done with that. The accosting of the press and threatening the press using your little badge, Frank Rose. The last one on the agenda will be the tobacco issue.

Chairman Jefferies said your three minutes is up sir. Mr. Heintz said sir? Chairman Jefferies said your three minutes is up. Mr. Heintz said okay. Thank you The tobacco issue will be next. I can't get to it, but it will be on the press and across the news tonight.

Chairman Jefferies said does anyone else in the public like to make public comments? Hearing none, we will move on.

RECOGNITIONS:

Commissioner Yarbrough: I'd like to recognize the County Finance Department. We received the 21 audit at our last meeting. There were some findings which I think is the occasion just about any time you have an audit in County Government probably in any county, but according to the auditing firm, the county was headed in the right direction. I'd like to thank the Finance Office for stepping up to the plate and getting things in order.

AGENDA:

APPROVAL OF AGENDA:

A **motion** was made by Commissioner Rose and seconded by Commissioner Gwynn and **carried unanimously** to approve the agenda. (Ayes: Commissioners Holt, Gwynn, Yarbrough, Rose, McVey, Dickerson, and Jefferies)

APPROVAL OF CONSENT AGENDA:

- a. January 27, 2024 Planning Work Session
- b. February 5, 2024 Regular Meeting Minutes

Commissioner Yarbrough said Mr. Chairman. Looking at the January 27th Work Session, I'd ask the clerk to remove my name as being in attendance. I was not here.

A **motion** was made by Commissioner McVey and seconded by Commissioner Rose and **carried unanimously** to approve the consent agenda. (Ayes: Commissioners Holt, Gwynn, Yarbrough, Rose, McVey, Dickerson, and Jefferies)

DISCUSSION ITEMS:

HEALTH INSURANCE RATES:

Wes Grigston said can everybody hear me okay? The Board replied yes. Mr. Grigston said good evening. My name is Wes Grigston. I'm with Gallagher. Thank you for having me here tonight. I'm here to talk about the health insurance renewal for FY25. But before I do, I want to talk a little bit about the history of our firm, Gallagher, and the relationship that we've had with Caswell County over the years. We did come out and present to the county many years ago. If we look at the third page here, NCHIP members, you can see that myself along with a number of colleagues from Gallagher formed what's called the North Carolina Health Insurance Pool. We were working independently with a lot of counties and cities across the state to help manage their health insurance plans and their budgets accordingly, but it's really difficult for a mid-sized local government like Caswell County to be able to do that on a standalone basis. So in 2018, we formed the North Carolina Health Insurance Pool. We launched it with seven pioneer members. You'll see that on the left hand side: Hillsborough, Catawba County, Alleghany County, Orange County, Morrisville, Brunswick County, and the Town of Wake Forest. Those were the first seven. So the idea is we're able to pull our resources together, and we're able to share risk, joint purchase our contracts, and that's going to stabilize the cost for everybody in the long term. In fact, that first year our original seven averaged a 1.3% increase to their renewal when market trends are in the mid-sevens. Seven and a half percent is what the markets are averaging, but our folks were averaging a 1.3%, six points better than the market. So we were able to come out and share the good news with other counties and cities throughout the state. That second year Caswell County came on board. So Caswell County, City of Oxford, the Town of Kernersville, and Macon County were the four that joined in fiscal year 20, which was in 2019, bringing our total to 11. That second year the group of 11 averaged a 1.8% increase, and for the second year in a row we outpace market trend. Again market trend being in that mid-seven range. Then that third year we went out to the market with the same message. By working together collaborating, we were able to outpace market trends and stabilize the cost. So we added three counties in 2020. In 2021, we added six local governments. In 2022, we added five, and this past year we added three. So I tell you all that just to tell you a little bit about the history of NCHIP, where it's been, and where it's going. So now as we sit here today, you all partner with 27 other local governments throughout the state to stabilize the cost of your health insurance.

If we flip forward to page four, NCHIP is structured in a way that each one of our 28 members have a seat on the Board of Trustees. So as does Caswell County. Melissa is the primary delegate on The Board of Trustees for Caswell County, and then you can see here the various other

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primary trustees. HR Directors, Finance Directors, and County Managers make up the board. So it's very much a "We're in it Together" type of mentality. Everybody's working together to stabilize the cost of insurance for their local governments. This board meets on a monthly basis. We talk about our financials and how the plan's performing. We talk about our vendor partnerships with their primary vendor being Blue Cross Blue Shield of North Carolina. In this time of year, there's a lot of governments, counties and cities throughout the state, that are interested in what Caswell County and your other 27 members are doing, and so we're evaluating new potential members coming into NCHIP because they're out there on their own. They're trying to stabilize their own health insurance budgets, but it's my job as your risk manager to be able to look at their risk profile and see two years of historical claims to see if they're a good fit or not. Then it's up to your board members to decide whether or not to approve them or not. So I just wanted to let you guys know that this body is working to benefit Caswell County.

We flip forward to page five. This is what's driving so much interest in the North Carolina Health and Insurance Pool across the market. It's the fact that each and every year the group is outpacing market trends. So I mentioned market trends being in that mid sevens, you can see that in the light blue line. This year they actually ticked up a little bit more in the mid 8s, but you can see the dark blue lines signifies what the best governments in North Carolina are doing. Those are the ones that are part of the North Carolina Health Insurance Pool. So this year, the group average is 2.5%. You can see years prior to that, but what I like to point to is the six-year track record being at 2.1%. So we know that the cost of health insurance is going up each and every year especially on the pharmaceutical side. We saw 11% increase in the cost of pharmacy this year over last year, and that's the cost of specialty medications. That's the cost of the research and development that goes into making these life-saving drugs, but there is a cost to that. You see that in your plans, but NCHIP is helping to stabilize that cost by working together.

Now on to the renewal for Caswell County. This year has been a tough year from a loss ratio perspective. If we look at page seven, the first number that jumps out is the 102.4%. So that's the loss ratio. If we look at the amount that's been paid in by Caswell County, the number is \$1.07 million versus \$1.1 million that has been paid out. So you're paying in a little bit less than actually what's being needed to cover the claims. Now even so since you're sharing risk with your other 27 member partners inside of NCHIP, you're not getting a trend increase, or even more than that, you're actually getting less than a trend increase. I'll get into that on the next page. So annual funding for this current plan year is about \$2.15 million. We're calling for that to go up by 4.6% up to \$2.25 million. So that's a difference of \$100,000 for the entire year. Now there's a couple different ways you can take a look at that. If the county decides to take on that increase, it breaks down to \$33 per employee per month. Now you can decide that the employees would pay half of that increase. In that case, it'd be about \$17.5 dollars per employee per month that the county would fund. The other would be contribution or payroll deduction increases by the employees, but that's a conversation that we can open up to the Board here in just a second. What I do want to draw to your attention is page nine, and this is your track record of success

since you've been a member inside of NCHIP. On the left hand side, it shows all NCHIP. So in FY19 the original 7, FY20 the 11, and in FY21 the 14. You can see FY22, 23, and 24, but there's that average again of 2.1%. Now if you look at Caswell County, you've had tremendous results inside of NCHIP. Yes, ma'am.

Commissioner Gwynn said may we get a copy of that? Mr. Grigston said yes.

Caswell County has had tremendous financial results since your first year as a part of the North Carolina Health Insurance Pool. I remember talking to the county staff back in the spring of 2019, and you were faced with a challenge. You had a couple of extremely high cost claims on the plan that were causing Blue Cross Blue Shield to ask for a 30% increase to your renewal at the time. We were able to take a look at those claimants, understand that they were not an ongoing risk, we were able to issue a proposal from NCHIP, and you can see in that very first year the renewal was a 1.3%. So far outpacing market trends and the 30% increase that was originally proposed had you gone the other path. The very next year, we held rates flat followed by a 1.5% increase. Last year was a 3.3%, and then this year, even though your loss ratio is 102.4%, we're still able to hold that below trend, which is a 4.75. So I like to look at a 5-year average of 2.2%, which is right on par with the best counties and cities inside the state of North Carolina so tremendous results. We also like to take a look at your reserve position. You see that 1.3 times needs so that's something that's really important to hold inside of NCHIP. You have \$209,000 tied directly to Caswell County. Every year we have our actuaries take a look at it to determine how much you need to have tied to you. We like to see that number closer to two times the needs. So you've had a couple of step backs in the past 12 months, but that's okay. We're confident that if we funded the plan appropriately for FY 25, that'll keep us on the path to where we need to be. NCHIP is all about long-term stability, and I think that's what the path has proven since FY19. That's why so many counties and cities are looking to you all as a member of the NCHIP board to join forces with you.

So with that I'll end it with the timeline which is on page 11. So this information has been presented to the staff. Today marks the commissioner's meeting. We do have a decision to make ideally by the end of the month, but I do know that there's another meeting on March 4th. So as long as a decision is made by March 4th, it gives the team ample time to begin open enrollment planning and working with your carrier partners to solidify the renewal for FY 25. So with that, I'll open it up to whatever questions you have.

Commissioner Gwynn said in the future, could it not be sent to us so we would have time to look over it before the next meeting. Ashley Powell said it's in your packet. Your agenda packet.

Commissioner Yarbrough said looking back on page nine, where it shows Caswell at an increase of 4.75% this coming year and with your overall group increase of 2.5. Can you tell me the range for all the members? Mr. Grigston said yes sir. Commissioner Yarbrough said zero to five, or do you know. Mr. Grigston said I do know. It's 0 to six. Commissioner Yarbrough said it's 0 to six.

Mr. Grigston said yes sir. Commissioner Yarbrough said and Caswell's is at 4.75 just because of the amount of claims this year. Mr. Grigston said yes sir.

Chairman Jefferies said anyone else have any questions?

Commissioner Dickerson said how is your firm compensated? Mr. Grigston said good question. So our fees are built into these premiums that we present to Caswell County. We're compensated \$17 per employee per month, and that's a contract that Gallagher has with the NCHIP board.

Commissioner Rose said you said \$17 per employee? Mr. Grigston said yes sir.

Commissioner Yarbrough said I know you gave us the numbers for what is going to cost per employee. Could you repeat that number again? Mr. Grigston said yes sir. So the total increase is a 4.6% increase to your current funding, which equates to \$100,000 per year. Currently you have 245 employees enrolled, and that's on both plans combined. So if you break that down into a per employee per month cost, it's \$33. Commissioner Yarbrough said thank you.

Commissioner Dickerson said you mentioned that you were working to hold down the pharmaceutical cost. What does that entail? Do you have like a contract that's worked out, or does Blue Cross Blue Shield do that. Mr. Grigston said so actually the contract is with Prime. Prime is the pharmacy benefit manager that aligns with Blue Cross Blue Shield of North Carolina. So even previous to Caswell County becoming a member of NCHIP, the county was fully insured with Blue Cross and utilizing Prime as your PBM. So NCHIP is able to negotiate directly with Prime. The difference is we don't negotiate as individual entities; we're able to leverage the size of NCHIP, which has 10,000 employees. If you add the spouses and kids on the plan, it's about 15,000. So we're able to get the terms and the pricing as any 15,000 plus employer group in the state would get. My team at Gallagher has a team of Pharmacy Consultants that sit on our staff, and each and every year we go up and meet with Prime to negotiate that contract making sure that it continues to work in the best interest of the pool members.

Ashley Powell said do you want to touch on wellness stuff too as far as what we do to keep the claims down. Mr. Grigston said I can. Absolutely. So a couple of the programs you guys have access to: one is Livongo, that's a program accessible to everyone on the plan that has chronic diseases i.e. high cholesterol, pre-diabetes, and diabetes. So that's one program that we leverage to keep cost low. Another is Teladoc. You all have access to virtual providers. We know that that's the most inexpensive way to access care, and so by doing that, it helps to keep cost low. Lastly, I'll highlight Surgery Plus. So Surgery Plus is an option that every member in Caswell County has to use what we call a center of excellence for a planned surgery. So think knee surgery, hip surgery, or those types of things, you can go use a surgery plus surgeon, and it doesn't cost you anything. It's savings to the plan. So those are a few things that the county is doing to help keep costs in check.

Chairman Jefferies said anyone else have any questions? If not, thank you sir.

ACTION ITEMS:

BOARD AND COMMITTEE APPOINTMENTS:

Caswell Adult Advisory Council: This Board has three vacancies, and we received 1 application.

A **motion** was made by Commissioner Rose and seconded by Commissioner Dickerson and **carried unanimously** to **appoint Yolanda Lynn Simpson to the Caswell Adult Advisory Council**. (Ayes: Commissioners Yarbrough, Rose, Holt, Gwynn, Dickerson, McVey, and Jefferies)

FY 2024 BUDGET AMENDMENT # 12:

Jennifer Hammock, Finance Director, said so you have in your packet budget amendment number 12, and please forgive the fact that it says Commissioner Meeting Room Equipment. That's my bad. I did not change that. This is actually a Cooperative Extension Grant- Golden Leaf Foundation fiscal year 2024 Community Based Grant. The justification for this grant is the Cooperative Extension has received a grant from the Golden Leaf Foundation in the amount of \$120,000. This grant is a multi-year reimbursement grant for the technology and rental program. The grant will run through December 2025. Extension will be able to request 20% of the funds upfront with the remaining funds being reimbursable. Attached in your agenda, you'll see a proposed project budget for these grant funds. County allocated funds of \$3,000 are required to complete the project. Those funds are budgeted within the fiscal year 2024 Extension budget. So no additional funds are required for the year.

Chairman Jefferies said you need a motion to pass this, and Mrs. Hammock said yes sir please.

Commissioner Yarbrough said you said \$3,000 is already in the budget that the county would have to spend? Mrs. Hammock said yes sir.

A **motion** was made by Commissioner Yarbrough and seconded by Commissioner Rose and **carried unanimously** to approve the Budget Amendment #12. (Ayes: Commissioners Rose, Yarbrough, Holt, Gwynn, Dickerson, McVey, and Jefferies)

BUDGET CALENDAR FOR FY 2024-25:

Jennifer Hammock, Finance Director, said so what we're doing is requesting that the Commissioners approve this budget calendar. You'll notice in this calendar that it does not have any dates listed for your work session for the budget. That is going to be completely up to the Board as to when and how often they meet for their work sessions. It does have any important dates on it as far as when budgets are due to Finance, when the County Manager and myself will be meeting with the Department Heads, and it also has a date for the County Manager's recommended budget. Then we've left it open for the work sessions. We have one listed there, but of course we expect many more. But our goal is to have the public hearing by June 3, and budget adoption no later than June 17th.

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Chairman Jefferies said I think everybody had this. Right? Any questions or anything we need to change now before we go any further? County Manager, I like what you have. You meet this you have done a good job.

A **motion** was made by Commissioner Holt and seconded by Commissioner Dickerson and **carried unanimously** to approve Budget Calendar for FY 2024-25. (Ayes: Commissioners Yarbrough, Rose, Holt, Gwynn, Dickerson, McVey, and Jefferies)

COUNTY MANAGER'S UPDATES:

County Manager Scott Meszaros said I just have a few things. Today Bridget Terry, she's our new HR Specialist, started. Her first day was today. We did have to rearrange some office space. We're pretty limited on space at the old County building. The old County Courthouse. I do have a recommendation. I didn't put this in your packet. It's just a small item, and I know that you like to be aware of all the little things. So the glass doors and things as you come in the front, the Maintenance Director and I looked at that, and that office is not usable outside the glass area. The exterior doors are not exterior doors with the weather stripping. They're not the type of glass that you need for safety in case someone throws something; they shatter. So we had some bids on taking the existing interior setup because that's an exterior door and replacing it with the door to come in the building using all the current technology, the safety features, and the buzzing in. I only got one of the three quotes from the people that looked at it. To have an alignment with the glass around both sides rather than just one side it's like \$3,400 total for the project. So if you're okay with that, I will move forward and get that fixed. The weather stripping and the security issue is pretty important.

Vice Chairman Holt said does that open up that front room. County Manager Meszaros said it does open up that extra office so we can use that for staffing. They did come up with some creative solutions to house the employee currently, but it's just not good to have HR intermingled with Finance. So that's the one item. The other item, I was approached by Maintenance, and they had two John Deere mowers in the storage facility that haven't been touched for five years. They cleaned those up. They had John Deere look at them, and they kind of negotiated and tried to push them up on the dollars. They would offer us \$10,000 for those two mowers that we haven't used in five years. They do the alkaline checks; they do a lot of maintenance issues where they use trucks instead of so of a digger. So for us to upgrade to a 2024 Gator closed cab, we're looking at about \$13,000, which we have in the Capital budget. So if you're okay with that, I don't want to just commence on these things being new, but it is within our capital budget. I think that would be a great asset to the team that actually needs that. They currently use it from Parks and Recreation, and they kind of do those things. But I would ask if you're okay with that to move forward with that. I think it's a really good deal to get a brand new gator for that kind of money. It's significantly lower than what they cost.

Vice Chairman Holt said so were you talking about getting \$10,000 for the...County Manager Meszaros said \$10,000 for the mowers so the total budget impact would be \$13,000. Vice

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Chairman Holt said so it's \$23,000. County Manager Meszaros said so it's like \$28,000 piece of equipment, but we're looking at \$13,000 in cost. We do have budget funding for that in Maintenance. We have about \$100,000 in the capital budget for Maintenance. I don't like to just throw things at you at a meeting, but I think you know to be able to act on those two projects... They're not significant budget projects, but they are pretty important projects.

Commissioner Dickerson said what will they be doing with the gator? County Manager Meszaros said so the gator, we currently do like all of the septic pump lines that we have to maintain. They go out and do that. They do fire checking. They drive from place to place off road. So currently we use the gator that's in Parks and Recreations, and so we have to pull that from them. We do have a gator, but the departments share them. It goes out when the weather's bad, if it's weather storms that shuts down. So they're doing these things in the morning and they would have more equipment. It would be a new one, maintenance would be minimal, and most of the cost would be defrayed from those other pieces of equipment that we just are looking to get out of the storage.

Commissioner Rose said how much money is in that capital line item? County Manager Meszaros said currently I'm told it is \$100,000 for the year. Finance Director Hammock said it's left over. R.D. Hayes, Maintenance Director, has finished the majority of his projects.

Commissioner Yarbrough said you said these are two mowers that hadn't been used for the last five years. County Manager Meszaros said yes sir. Commissioner Yarbrough said how many other lawnmowers do we have? County Manager Meszaros said I know we have one that's in good working condition. So we wouldn't be eliminating all of our mowers. I'm told that we had an employee that couldn't drive on the streets, and we had one of the mowers so they could use that to get around because they didn't have a license. I don't know if I should throw that out there or not. Finance Director Hammock said I think they are retired now. Ashley Powell said I think currently they have four mowers. I don't have my insurance list in front of me. County Manager Meszaros said well I don't mean to throw that at you, but I think in looking at and researching and investigating, I think it's a good use of funds.

Commissioner Rose said well one question I would have that I would like to know is what kind of condition these other four mowers are in because mowing season's coming up. I don't want to get into approving this, and all of a sudden you come along needing two mowers. I would rather utilize this \$10,000 towards those mowers if we're going to need them. So I'd like to know how many hours these mowers get, and what kind of shape they are in. County Manager Meszaros said so one of them that we're trading in is in poor condition. It's a 2013. Commissioner Rose said I mean the existing ones that we have. County Manager Meszaros said I'm told that the two that are in working order are in good shape. Commissioner Rose said so how many mowers do the Maintenance Department mow with? County Manager Meszaros said just the two. The other two have been in storage for 5 years so we haven't been utilizing those in our crew.

Commissioner Rose said I'd still like to know what hours are on these mowers and what kind of

shape they're in. County Manager Meszaros said sure. Commissioner Rose said if they got a thousand hours on them, we can utilize this money towards the mowers versus the gator. That's my feelings on it. County Manager Meszaros said other than that I think I'm really engaged. The staff is doing great. All of the departments are coming out. I'm trying to get into all the departments and meet all the staff still. Commissioner Gwynn took me around. We went to six departments, and I was unable to meet department heads or the school Board. So it was a good evolution to meet a lot of the staff. We didn't get to meet all of the directors, but it's a challenge. People are in and out.

Commissioner Gwynn said DSS is reporting today their heat system is gone.

County Manager Meszaros said so I feel like Department Heads are coming to me. We're working through lots of issues. The Finance team continues on their work. HR has been extremely busy.

Ashley Powell said I would like to thank the Board for approving my HR Specialist position. I really appreciate that. I definitely needed it.

Chairman Jefferies said my understanding is you're going to move the door inside already back to the big office. Whoever would be in that office would have some safety too, right? County Manager Meszaros said yes sir. So that current interior layout would be moved to the actual opening at the front of the building, and that is an exterior door. What's there currently is not, and the weather's stripping, I guess they tried for five years to get the wind and the cold out. So it's kind of an upgrade, but because we have the existing doors, it's a pretty nominal cost to do that big of a project.

Commissioner Yarbrough said so right now we have an interior door at the exterior, and an exterior door on the interior. Am I right? County Manager Meszaros said yes sir. The interior door is the one that's secure with the locks not the outside door. It's a security issue as well as a common sense issue to use that office.

Chairman Jefferies said I think that part we definitely need to do to fill that office. County Manager Meszaros said it just makes sense. They presented that, we looked at it, and I think it's a good idea. For the back doors, the wind and the weather doesn't come through that side as much, but that has the same thing. It's an interior door that's put on the outside of the building. I don't know how that came to be, but at least we can address the first one and maybe look at it as a budget item down the road.

Commissioner Dickerson said I'd like to back up a second. We kind of got off one topic before it was completely finished. I would like to know from the Maintenance Department what the outlook is for the other mowers that are going to be here. What's the projection on when they're going to have to be replaced? I want to elaborate a little on what Mr. Rose said. I want to know if we're going to get hit with a budget request next year saying some of these mowers need to be replaced, and we've already used that money toward buying a gator when it should have been

applied toward replacing the lawnmowers. County Manager Meszaros said I'll definitely find out. I'll send you a group email when I get that information tomorrow. Commissioner Dickerson said thank you.

Chairman Jefferies said Board, we got a few things here against us. One is moving the doors. Let's get this motion on this one first before we go to the lawnmowers.

Commissioner Yarbrough said we got the money in the budget to cover this? Finance Director Hammock said yes sir.

A **motion** was made by Commissioner Yarbrough and seconded by Commissioner McVey and **carried unanimously** to redo the entrance doors on the courthouse according to the County Manager's presentation. (Ayes: Commissioners Yarbrough, Rose, Holt, Gwynn, Dickerson, McVey, and Jefferies)

Chairman Jefferies said the next thing we got is two John Deere lawnmowers. We've been offered \$10,000 for them, and this Gator that you want to buy.

Vice Chairman Holt said I would like for us to do some more investigating before we make a decision on that. I'd like opportunity to go and see what you're saying. County Manager Meszaros said sure. Normally I would like to bring this in with a proposal in the packet. We just got the information this week, and I am just kind of feeling out the comfort level with the budget. I don't like to just act on those things without your consent.

A **motion** was made by Commissioner Rose and seconded by Commissioner Dickerson and **carried unanimously** to table it until the County Manager can bring back the the specs that we need as far as the condition that these current mowers are in. How many hours they got on them, and if they're facing any issues as of right now before we make a decision on this. (Ayes: Commissioners Yarbrough, Rose, Holt, Gwynn, Dickerson, McVey, and Jefferies)

COMMISSIONER COMMENTS:

There were no Commissioner comments.

ANNOUNCEMENTS AND UPCOMING EVENTS:

- March 4, 2024 Board of Commissioners Meeting at 6:30 pm at the Historic Courthouse

Chairman Jefferies asked about the sound system in the Historic Courthouse. County Manager Meszaros said so I followed up with Jason Benson, I.T. Director. He's still waiting on the other quotes. He has bugged them numerous times. We only have the one quote so if you're comfortable moving forward with that or not. They presented that quote previously. Chairman Jefferies said so if they're not running, we still have the meeting here. Vice Chairman Holt said it's going to be several months after we decide it. County Manager Meszaros said I can have them step up and say, hey you don't submit by the end of the month, we're going proceed, if you're okay with that.

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- March 9, 2024 NAACP Banquet at 5 pm at the Caswell County Civic Center

CLOSED SESSION:

A motion was made at 7:09 pm by Commissioner Holt and seconded by Commissioner Dickerson and **carried unanimously** to consult with an attorney employed or retained by the public body in order to preserve the attorney-client privilege between the attorney and the public body, which is hereby acknowledged NCGS 143-318.11 (a) (3), to discuss matters relating to the location or expansion of industries or other businesses in the area served by the public body, including agreement on a tentative list of economic development incentives that may be offered by the public body in negotiations, which is hereby acknowledged NCGS 143-318.11 (a) (4), and to consider the qualifications, competence, performance, character, fitness, conditions of appointment, or conditions of initial employment of an individual public officer or employee or prospective public officer or employee, which is hereby acknowledged NCGS 143-318.11 (a) (6).

A **motion** was made by Commissioner Gwynn and seconded by Commissioner Holt and **carried 4-3** to reconsider the motion taken at the last meeting (February 5, 2024) to deny Tony Smith's request to be part-time. (Ayes: Commissioners Holt, Dickerson, Gwynn, and Jefferies. Nays: Commissioners Yarbrough, Rose, and McVey)

A **motion** was made by Commissioner Gwynn and seconded by Commissioner Dickerson and **carried 4-3** to deny Tony Smith's request to be a part time Economic Developer. (Ayes: Commissioners Holt, Dickerson, Gwynn, and Jefferies. Nays: Commissioners Yarbrough, Rose, and McVey)

ADJOURNMENT:

A **motion** was made at 8:58 pm by Commissioner Rose and seconded by Commissioner Jefferies and **carried unanimously** to adjourn the meeting. (Ayes: Commissioners Yarbrough, Rose, Holt, Gwynn, Dickerson, McVey, and Jefferies)

Carla R. Smith
Clerk to the Board

Jeremiah Jefferies
Chairman

February 19, 2024



FY25 NCHIP Renewal

BOCC Meeting

Wes Grigston

February 19, 2024



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Agenda

- I. NCHIP History and Caswell County
- II. Medical Renewal
 - A. FY25 Medical Renewal
 - B. County and Employee Cost
- III. Timeline

NCHIP Members

7.1.2018



catawba county
NORTH CAROLINA

1,035 employees



1,050 employees



1,205 employees



195 employees



TOWN of
WAKE FOREST

340 employees

7.1.2019



95 employees



250 employees



290 employees



420 employees

7.1.2020



275 employees



330 employees



550 employees

7.1.2021



330 employees



130 employees



200 employees



210 employees



265 employees



76 employees

7.1.2022



180 employees



200 employees



150 employees



330 employees



750 employees

7.1.2023



420 employees



200 employees



230 employees

NCHIP Board of Trustees

	Primary Delegate	Member Government	Role
1	Brenda Bartholomew - Chair	Orange County	HR Dir
2	Crystal Tanner - Treasurer	Town of Kernersville	HR Dir
3	Nate Mayer	Town of Morrisville	Interim HR Dir
4	Vincent Jones - Secretary	Warren County	County Mgr
5	Melanie Turrise	Brunswick County	HR Dir
6	Haley Bizzell	Town of Hillsborough	HR Dir
7	April Hamm	Alleghany County	Finance Dir
8	Angela McCray - Vice Chair	Town of Wake Forest	HR Dir
9	Lori Carpenter	Macon County	Finance Dir
10	Melissa Labar	City of Oxford	HR Dir
11	Melissa Williamson	Caswell County	Dep County Mgr
12	Sylvia Turnmire	Alexander County	HR Dir
13	Bryan Miller	Duplin County	County Mgr
14	Cynthia Eades	Catawba County	HR Dir
15	Alisa Quick	City of Thomasville	HR Dir
16	Pamela Rodgers	City of Roxboro	HR Dir
17	Brandon Elrod	City of Newton	HR Dir
18	Matthew Dolge	Piedmont Triad	Exec Dir
19	Sheila Watford	Northampton County	HR Dir
20	Dale Presnell	Town of Boone	HR Dir
21	Tim Bilderback	Wilson County	HR Dir
22	Leeann Vinson	Town of Morehead City	Asst Finance Dir
23	Lorrie Andrews	City of Graham	HR Dir
24	Jaime Joyner	Town of Holly Springs	HR Dir
25	Lottie Barker	Swain County	HR Dir
26	Kim Crisp	Graham County	County Mgr
27	Melissa Futrell	Currituck County	HR Dir
28	Sabrina McDonald	Town of Garner	HR Dir

NEW
NEW
NEW

Duties of the NCHIP Board:

Review financials
Evaluate vendor relationships
Discuss trends and innovative strategies
Evaluate new member/partners



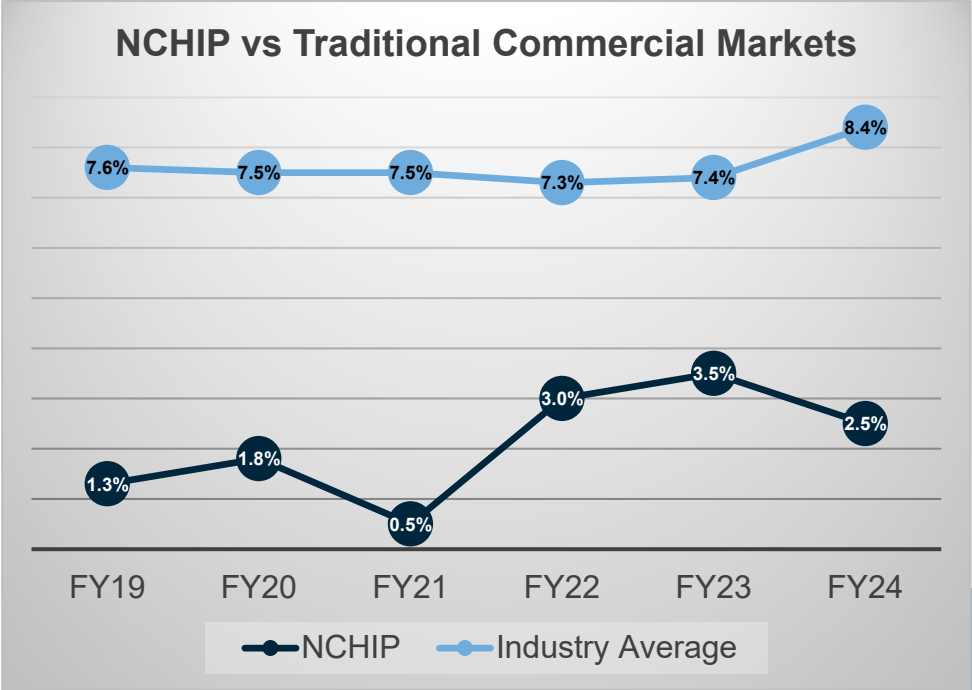
We're in it together!

NCHIP Renewal History

	ALL NCHIP
Plan Year	Average Renewal
FY19 (7)	1.3%
FY20 (11)	1.8%
FY21 (14)	0.5%
FY22 (20)	3.0%
FY23 (25)	3.5%
FY24 (28)	2.5%
6-Year Average	2.1%



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Medical Renewal



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Financials thru Dec 2023

Caswell County

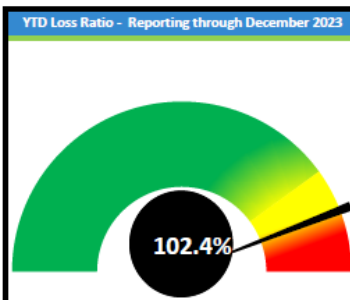


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Budget Summary - Reporting through December 2023 *		
	Current Month	YTD
Total Plan Cost	\$87,077	\$1,100,339
PEPM	\$357	\$750
Gross Budget	\$177,137	\$1,074,047
PEPM	\$726	\$732
Average Employees	244	245
Average Members	262	262

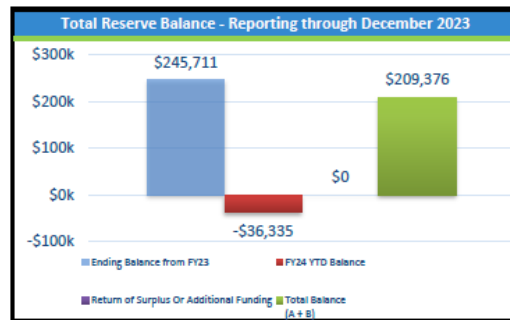
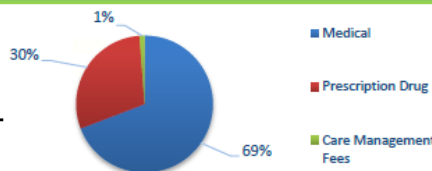
*Before factoring in banded layer adjustment

Gross Plan Cost Detail - Reporting through December 2023	
Gross Paid Claims	\$1,034,232
Stop Loss Reimbursements	\$0
Care Management Fees	\$12,044
Net Paid Claims	\$1,046,276
Fixed Costs	\$54,063
Total Plan Cost	\$1,100,339



- Executive Summary - Reporting through December 2023
- The Med/Rx loss ratio is currently 102.4%, resulting in a plan deficit YTD of \$26,292 before banded layer adjustment.
 - Total Plan PEPM Cost is \$750 and Total Budget PEPM is \$732
 - Total claims costs are 69% medical and 30% for prescription drug.
 - Total Average Plan Enrollment is 245
 - Total Reserve Balance is \$209,376 and the expected IBNR liability is \$158,533
 - The shared risk/banded claim layer is running at a PMPM of \$86 and the year end expected banded claim layer cost PMPM is \$150
- See following pages for additional details

Claims Cost Detail - Reporting through December 2023	
Medical	\$724,135
Prescription Drug	\$310,097
Care Management Fees	\$12,044
Total Gross Paid Claims	\$1,046,276



FY25 Medical Renewal

Caswell County
Illustrative NCHIP Rates
July 1 2024 through June 30, 2025

Rate Tier	Enrollment	Current		NCHIP - Current Plan Designs	
		Monthly Premium Rates 7/1/21 - 6/30/22	Monthly Premium @ Current Rates	Monthly Premium Rates 7/1/22 - 6/30/23	Monthly Funding @ NCHIP Rates

BASE PLAN

EE Only	112	\$688.69	✓	\$77,133	\$722.50	\$80,920
EE + Spouse	1	\$1,411.13	✓	\$1,411	\$1,444.94	\$1,445
EE+Child	2	\$1,123.33	✓	\$2,247	\$1,157.14	\$2,314
EE+Children	0	\$1,582.58	✓	\$0	\$1,616.39	\$0
EE+Family	0	\$1,798.83	✓	\$0	\$1,832.64	\$0

BUY UP PLAN

EE Only	121	\$716.14	✓	\$86,653	\$749.95	\$90,744
EE + Spouse	1	\$1,467.40	✓	\$1,467	\$1,501.21	\$1,501
EE+Child	6	\$1,168.03	✓	\$7,008	\$1,201.84	\$7,211
EE+Children	0	\$1,645.77	✓	\$0	\$1,679.58	\$0
EE+Family	2	\$1,870.59	✓	\$3,741	\$1,904.40	\$3,809

Total PPO

Total Monthly	245		\$179,661	\$187,944
Total Annual			\$2,155,929	\$2,255,331
% Change from Current				4.6%

COMBINED PLANS

Total Monthly		\$179,661		\$187,944	1
Total Annual		\$2,155,929		\$2,255,331	
				4.6%	
Employee Annual		\$175,281		\$175,281	2
Caswell County Annual		\$1,980,649		\$2,080,050	

Renewal Notes:

- 1) Total funding increase required of 4.6% or \$100K annually.
- 2) No change to employee payroll deductions / Caswell County funding full increase of \$100K.
- 3) Increase to Caswell County = \$33 per employee per month.

Renewal / Reserve History

ALL				Caswell County		
Plan Year	Average Renewal	Reserve Fund	Loss Ratio	Renewal	Reserve Fund	Return of Surplus
FY19	1.3%	\$5.5M	87.1%			
FY20	1.8%	\$10.0M	92.1%	1.3%	\$353K	\$0
FY21	0.5%	\$9.8M	95.6%	0.0%	\$524K (+\$171K)	\$0
FY22	3.0%	\$12.2M	98.1%	1.5%	\$531K (+\$7K)	\$0
FY23	3.5%	\$16.8M	95.9%	3.3%	\$246K (-\$286K)	\$0
FY24	2.5%	\$23.0M	90.8%	4.75%	\$209M (-\$36K)	\$0
Multi-Year Average	2.1%	-	-	2.2%	1.3X Needs	-

Timeline



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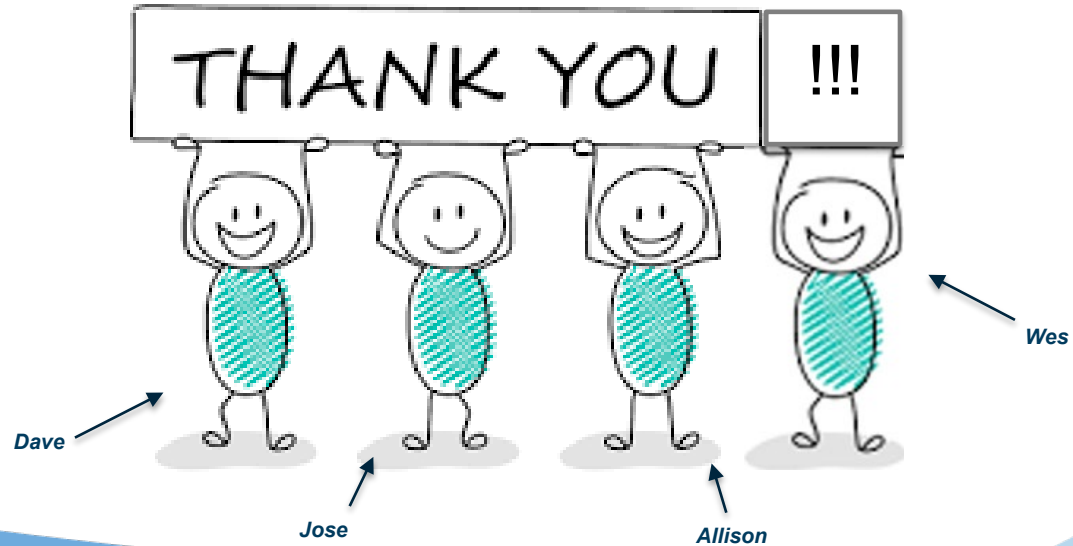


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FY25 Renewal Timeline

Milestones	High Level Timeline
Renewal Meeting	Jan 23
BlueCross Renewal Call (ALL NCHIP MEMBERS)	Jan 23
BOCC Meeting	Feb 19
Renewal Paperwork Submission to BlueCross	Feb 29
Communication Material Finalized	Late Mar / Early Apr
Annual Enrollment Start Date	May 1 or May 15
Elections in Businessolver by:	May 31
Plan Year Effective Date	July 1, 2024



Gallagher
4250 Congress Street
Suite 200
Charlotte, NC 28209



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CASWELL COUNTY, NORTH CAROLINA
FISCAL YEAR 2024
BUDGET AMENDMENT NO. 12
Commissioner Meeting Room Equipment

BE IT ORDAINED by the Caswell County Board of Commissioners that the following amendment is hereby made to the Fiscal Year 2024 budget.

Item I: Cooperative Extension - Golden Leaf Foundation FY2024 Community-Based Grant

JUSTIFICATION: Cooperative Extension has received a grant from the Golden Leaf Foundation in the amount of \$120,000.00. This grant is a Multi-Year Reimbursement Grant for the Technology and Rental Program. The grant will run through December 2025. Extension will be able to request 20% of the funds upfront with the remaining funds being reimbursable. Attached you will see a proposed Project Budget for the grant funds. County Allocated Funds of \$3,000.00 are required to complete the Project. Those funds are budgeted with the FY2024 Extension Budget. No additional funds will be required from the County.

		FY24 Current Budget	Increase (Decrease)	FY24 Amended Budget
REVENUES:				
Extension -Golden Leaf Foundation Grant	1004950 336205	\$ -	\$ 120,000.00	\$ 120,000.00
TOTAL REVENUES		\$ -	\$ 120,000.00	\$ 120,000.00
EXPENDITURES:				
Extension - Golden Leaf Foundation Grant	1004950 569300	\$ -	\$ 120,000.00	\$ 120,000.00
TOTAL EXPENDITURES			\$ 120,000.00	\$ 75,000.00

ATTEST:

S/ Carla Smith

Clerk to the Board

February 19, 2024

Date

S/ Jeremiah Jefferies

Chairman



301 North Winstead Avenue, Rocky Mount, NC 27804
Phone: 252-442-7474 Toll Free: 888-684-8404
www.goldenleaf.org

Project Budget

Project funding source(s) and budget(\$)							
Budget category	Total project budget	Golden LEAF	County Allocated Funds	Name of funding source 3	Name of funding source 4	Name of funding source 5	Name of funding source 6
Equipment- Drone Tech	\$10,000.00	\$10,000.00	\$3,000.00				
Equipment - Livestock Handling	\$63,000.00	\$63,000.00					
Equipment- No till crop	\$42,000.00	\$42,000.00					
Equipment - Equipment sheds	\$6,000.00	\$3,000.00					
Outreach and Marketing	\$2,000.00	\$2,000.00					
	\$123,000.00	\$120,000.00	\$3,000.00	\$0.00	\$0.00	\$0.00	\$0.00
Funding proposals pending with:	Amount requested	Disposition date	In-kind contributor				
			In-kind \$ value				
			In-kind description				

Caswell County Budget Calendar Fiscal Year 2024-2025



January

Board of Commissioner Annual Retreat	January XX, 2024
Personnel Reconciliation with Departments	December 18, 2023— January 10, 2024

February

Operating Budget Materials Distributed	January 15, 2024
Operating Budget and Expansion/ Reduction Requests Due	February 27, 2024

March

Department Budget Meetings with County Manager	March 2024
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May

County Manager's Recommended Budget Presentation	May 6, 2024
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June

Budget Work Session	May 20, 2024
Public Hearing	June 3, 2024
Budget Adoption	June 17, 2024