



Baldwin County Commission
Special Meeting Minutes

Friday, August 19, 2022
8:30 AM

Baldwin County Fairhope Satellite Courthouse
County Commission Meeting Chambers – 2nd Floor
1100 Fairhope Avenue, Fairhope, Alabama 36532

Commissioners present:

District 1 – Commissioner James E. Ball
District 2 – Commissioner Matthew P. McKenzie
District 3 – Commissioner Billie Jo Underwood
District 4 – Commissioner Charles F. Gruber

Commissioners absent:

None.

Staff present:

Ron Cink, Budget Director/Interim County Administrator
Cian Harrison, Clerk/Treasurer
Anu Gary, Administrative Services Manager
Carjetta Crook, Administrative Support Specialist IV
Joey Nunnally, County Engineer
Bo Bonner, Assistant Personnel Director
Terri Graham, Environmental Development Director
Beth Hodges, Chief Highway Accountant
Taylor Bufkin, Public Information Communications Specialist
Sue Meyer, Budget Assistant (SARPC)

Also present:

Sheriff Huey Hoss Mack
Alainna Elliot, Personnel Director, Sheriff's Office

In accordance with Section 11-3-8 (b) of the Code of Alabama (1975), a special meeting was called by a majority of members of the Baldwin County Commission for August 19, 2022, at 8:30 a.m., at the Baldwin County Fairhope Satellite Courthouse, County Commission Meeting Chambers – 2nd Floor, 1100 Fairhope Avenue, Fairhope, Alabama 36532, in order for the Baldwin County Commission to take the following actions, to-wit:

[1] Conduct Baldwin County Fiscal Year 2022 - 2023 Budget Deliberations.

[2] Consider and/or authorize any other actions necessary to conduct county business.

The Finance Chairman called the meeting to order at 8:31 a.m. After the Invocation by Commissioner Billie Jo Underwood, and the Pledge of Allegiance led by Commissioner Matthew P. McKenzie, the Commission

transacted the following business to-wit:

Insert Special Meeting Call Letter into the Record

Motion by Commissioner Billie Jo Underwood, seconded by Commissioner McKenzie, to insert the **August 19, 2022, Baldwin County Commission Special Meeting Call Letter** into the record.

The motion passed by the following vote:

Aye: 4 - James E. Ball, Matthew P. McKenzie, Billie Jo Underwood, and Charles F. Gruber

Nay: 0

Absent: 0

Abstain: 0

Dream Center Baldwin County

Reverend Joe Aldrete, President and Director of the Dream Center Baldwin County, appeared before the Baldwin County Commission and gave Commissioners an overview of the Dream Center. The Dream Center, a 501(c)3 organization, is a preventative program established June 2021 and serves children from schools, juvenile probation, and from the community. The Center offers mentoring programs, conflict resolution and assistance with homework.

Reverend Aldrete stated the program will receive grant money from the Department of Youth Services (DYS) October 2023.

The Dream Center is asking the County Commission \$10,000 to be used for operational costs, clothes, a food pantry, five case managers and fuel.

The Commissioners discussed researching the use of American Rescue Plan Act (ARPA) funds and determining if the funds can be used to help 501(c)3 organizations like the Dream Center, after consultation with the Association of County Commissions of Alabama (ACCA).

It was decided that Ron Cink, Budget Director/Interim County Administrator, will earmark a one-time appropriation of \$10,000 for the Dream Center of Baldwin County.

Baldwin County Cattle and Fair Association

Mr. Sonny Hankins, with Baldwin County Cattle and Fair Association, appeared before the Commission requesting the Baldwin County Cattle and Fair Association be placed back in the budget.

The Commissioners and Mr. Hankins discussed the allocation from the Baldwin County Commission to the City of Robertsedale for a successful county fair, the health of the county fair's finances, account balances of the Cattle and Fair Association and money generated from a successful fair.

Commissioner Underwood commented on the negotiations between the County Commission and the City of Robertsedale for the purchase of the Coliseum which included an allocation from the Commission to the City in the amount of \$110,000.00 to be used towards the county fair. Commissioner Underwood said any discussions regarding funding should be held between the Cattle and Fair Association and the City of Robertsedale.

Commissioner Ball mentioned the contract did not state the City of Robertsdale has to work specifically with the Cattle and Fair Association, only that the City is required to put on a fair equal or greater than what the Cattle and Fair Association does.

It was decided that no funding would be allocated to the Cattle and Fair Association.

Cobbs Allen

Sarah Grauel, Employee Benefits Specialist, Consulting & Strategy; Brian Butler, Public Administration Practice Group, Lead Consultant; and Tiffany Powers, Baldwin County Account Executive, gave a presentation **Baldwin County Commission 2023 Renewal Summary** which included the Employee Health Plan, Employee Assistance Program, Met Life and Long Term Disability Insurance, Med One prescription programs, Employee Plus One Program, dental insurance cost, employee use of Symbol Clinics, mental health services, additional employee benefits, and the increase in fixed costs and fees.

Commissioner Underwood discussed looking into using ARPA funds to offset costs associated with deaths as a result of Covid and, and possibility of building a wellness center for employees.

The Commissioners, Ms. Grauel, Mr. Butler and Ms. Powers discussed the costs of having a ground ambulance service comparable to what the county has with Air Med. Commissioner Ball stated that he contacted Chad Jones with Medstar for further information regarding the ground transportation.

Further discussion took place regarding the cost saving benefit to the County on insurance premiums by providing a wellness center for employees to use.

Highway

Joey Nunnally, County Engineer, presented the Commission with the **Highway Department Personnel Projection as of August 2022** and said he has an additional budget request of a 5% increase for Highway employees to help with retention due to competition with the private sector, fulfilling vacancies, interdepartmental competition, and increased workloads on current employees.

The Commissioners discussed the proposed 5% increase across the board and who this increase should include.

Sheriff Mack said he agrees with Mr. Nunnally on a proposed 5% cost of living adjustment (COLA) to all the employees in light of ARPA funds being taken away and to help with departmental competition of pay.

Further discussion took place regarding pay increases, not amending the budget mid-year, and revisiting the personnel budget decision items.

Ron Cink, Budget Director/Interim County Administrator, suggested to pull a snapshot of filled and unfilled positions and compare across the board pay increases to individual pay increases requested by Department Heads.

Commissioner Ball stated he thinks the positions of Archives Director and Customer Relationship Manager should be reclassified to the next grade level.

The Commissioners further discussed looking into the job description of Customer Relationship Manager, the discrepancy of the Metropolitan Coordinator (MPO) raise and the requested pay increase of the Accountant Manager and the Assistant Administrative Services Manager positions.

The Commissioners discussed Building Maintenance items, costs of employee travel and training, renovation of the Probate office, the use and elimination of miscellaneous expense accounts, the

amount of money in county reserves, courthouse renovations, and acquiring the Vaughn School for use by the community.

Mr. Cink and Commissioners discussed scheduling conflicts, and it was decided that the August 26, 2022, budget meeting would be rescheduled from 8:30 a.m. to 10:00 a.m.

ADDENDA

None.

PUBLIC COMMENT

None.

PRESS QUESTIONS

None.

COMMISSIONER COMMENTS

Commissioner Gruber suggested compiling a list of organizations that would be eligible for ARPA funds to present to the ACCA.

ADJOURNMENT

Motion by Commissioner Underwood, seconded by Commissioner McKenzie to adjourn the August 19, 2022, Baldwin County Commission Special Meeting at 11:06 a.m.

The motion passed by the following vote:

Aye: 4 – James E. Ball, Matthew P. McKenzie, Billie Jo Underwood, Charles F. Gruber

Nay: 0

Absent: 0

Abstain: 0

Commissioner Gruber said the August 19, 2022, Baldwin County Commission Special (Budget Deliberation) meeting is adjourned at 11:06 a.m.

A handwritten signature in black ink, appearing to read 'Charles F. Gruber', with a large, stylized initial 'C' and 'G'.



COUNTY COMMISSION

BALDWIN COUNTY
312 Courthouse Square, Suite 12
BAY MINETTE, ALABAMA 36507
(251) 937-0264
Fax (251) 580-2500
www.baldwincountyal.gov

MEMBERS
DISTRICT 1. JAMES E. BALL
2. JOE DAVIS, III
3. BILLIE JO UNDERWOOD
4. CHARLES F. GRUBER

May 2, 2022

Ronald J. Cink
Budget Director
Baldwin County Commission
312 Courthouse Square, Suite 12
Bay Minette, Alabama 36507

Dear Mr. Cink:

Pursuant to Section 11-3-8 (b), Code of Alabama 1975, "A county commission may schedule a special meeting [of the Baldwin County Commission] when determined necessary in writing by a majority of the members of the commission, or in the case of an emergency, upon call of the chair."

Therefore, taking into account the aforementioned, coupled with the fact that this request is not styled an emergency, please be advised that a majority of members of the Baldwin County Commission have determined in writing and by this instrument that it is necessary to conduct Special Meetings of the Baldwin County Commission for the dates/times/places as follows:

Tuesday, July 19, 2022

9:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Friday, August 19, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, July 28, 2022

8:30 a.m.
Baldwin County Central Annex
Auditorium
22251 Palmer Street
Robertsdale, Alabama 36567

Friday, August 26, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Friday, August 5, 2022

8:30 a.m.
Baldwin County Central Annex
Auditorium
22251 Palmer Street
Robertsdale, Alabama 36567

Monday, August 29, 2022

8:30 a.m.
Baldwin County Fairhope Satellite Courthouse
County Commission Chambers – 2nd Floor
1100 Fairhope Avenue
Fairhope, Alabama 36532

Thursday, August 11, 2022

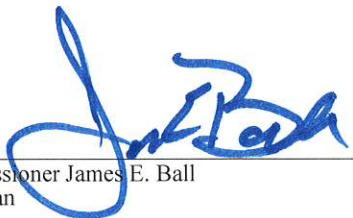
8:30 a.m.
Baldwin County Central Annex
Auditorium
22251 Palmer Street
Robertsdale, Alabama 36567

The purpose for the special meeting is to:

- [1] Conduct Baldwin County Fiscal Year 2022 - 2023 Budget Deliberations.

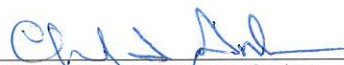
Please make the necessary arrangements for the conduct of said Special Meetings.

Sincerely,



Commissioner James E. Ball
Chairman

Commissioner Joe Davis, III

Commissioner Billie Jo Underwood

Commissioner Charles F. Gruber
Vice Chairman

Baldwin County Commission**FY 2023 Budget Worksheet****ACCOUNTS FOR:****County Commission**

		<u>2021</u>	<u>2022</u>	<u>2022</u>	<u>2023</u>
		<u>ACTUAL</u>	<u>REVISED BUD</u>	<u>ACTUAL</u>	<u>Budget</u>
10051100	County Commission				
10051100	51130 Salaries Wages	209,885	209,884	192,395	240,000
10051100	51212 Retirement Tier II	6,542	7,100	6,796	7,918
10051100	51220 Health Insurance	26,376	27,234	24,826	31,464
10051100	51221 Retiree Insurance	-	75,830	-	75,830
10051100	51230 Life Insurance	158	228	143	171
10051100	51240 Social Security	15,423	15,310	14,147	15,310
10051100	51250 Workers Compensation	4,744	5,003	4,708	5,378
10051100	51270 Air Medcare	-	220	55	220
10051100	51500 Contract Services	378	-	-	-
10051100	51700 Training	1,400	8,000	3,008	8,000
10051100	52120 Gas Oil	2,544	5,788	3,433	7,665
10051100	52150 Tires Tire Repair	-	2,400	1,266	2,400
10051100	52340 Repairs Maint Motor Veh	1,202	13,000	15,099	3,000
10051100	52510 Telephone	4,719	4,800	5,594	6,936
10051100	52600 Travel	80	40,000	3,346	40,000
10051100	52620 Mileage Reimbursement	4,277	10,000	2,154	-

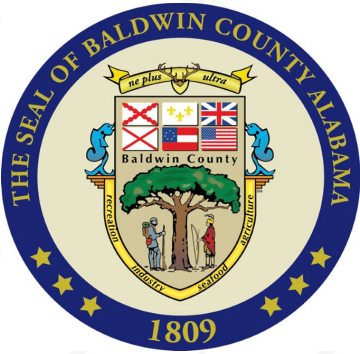
Baldwin County Commission**FY 2023 Budget Worksheet****ACCOUNTS FOR:****County Commission**

		<u>2021 ACTUAL</u>	<u>2022 REVISED BUD</u>	<u>2022 ACTUAL</u>	<u>2023 Budget</u>
10051100	52720 Insurance Motor Vehicle	624	943	825	1,575
10051100	54070 Licenses Tags	-	100	26	100
10051100	55240 Capital Outlay Improvements	45,742	-	-	-
10051100	55500 Capital Outlay -Motor Vehicles	-	108,450	108,883	60,000
10051100	62103 Transfer To Fund 103	65,376	67,490	67,490	69,716
10051100	62104 Transfer To Fund 104	200,000	200,000	200,000	200,000
10051100	62105 Transfer To Fund 105	623,041	314,000	314,000	392,989
10051100	62106 Transfer To Fund 106	220,898	239,680	239,680	525,614
10051100	62111 Transfer To Fund 111	-	300,000	300,000	-
10051100	62140 Transfer To Fund 140	518,633	615,558	615,558	783,343
10051100	62143 Transfer To Fund 143	-	-	-	1,279,452
10051100	62144 Transfer To Fund 144	3,967,140	2,549,158	2,549,158	3,936,563
10051100	62304 Transfer To Fund 304	41,749,275	19,314,197	18,996,042	7,169,115
10051100	62708 Transfer To Fund 708	746,174	772,877	772,877	795,866
10051100	62810 Transfer To Cig Tax JDC	344,107	350,000	231,865	360,000
10051100	62812 Trans to Sales Tx HWY 2017 447	4,992,230	4,700,000	3,826,497	5,500,000

TOTAL County Commission**53,750,967****29,957,250****28,499,869****21,518,625**

Baldwin County Commission**FY 2023 Budget Worksheet**

ACCOUNTS FOR:		2021 <u>ACTUAL</u>	2022 <u>REVISED BUD</u>	2022 <u>ACTUAL</u>	2023 <u>Budget</u>
Miscellaneous Appropriations					
10051990	Miscellaneous Appropriations				
10051990	51500 Contract Services	209,600	216,000	158,920	186,000
10051990	52300 Landscaping	49	-	-	-
10051990	52900 Appropriations	-	1,174,995	500	1,507,604
10051990	52905 Appropriations	1,322,022	45,000	1,312,501	-
10051990	53320 SARPC	-	97,674	-	97,674
10051990	53420 Comm Discretionary Fund	15,000	25,000	15,000	25,000
10051990	55210 Capital Outlay Building	79,176	120,825	135,756	-
10051990	55240 Capital Outlay Improvements	138,686	119,500	97,319	-
TOTAL	Miscellaneous Appropriations	1,764,534	1,798,994	1,719,996	1,816,278



Baldwin County Commission

2023 Renewal Planning Meeting

August 19, 2022

YOUR DEDICATED COBBS ALLEN TEAM

BENEFITS CONSULTANTS



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LEGAL/COMPLIANCE



ALLISON KAHALLEY, JD, GDBS

Compliance Consultant

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Current Public Administration Clients

Municipal Governments:

- Alabaster
- Athens
- Auburn
- Bay Minette
- Daphne
- Eufaula
- Fairhope
- Greenville
- Harpersville
- Homewood
- Huntsville
- Irondale
- Jacksonville
- Northport
- Oneonta

Municipal Governments Cont'd:

- Opelika
- Opp
- Orange Beach
- Pelham
- Pell City
- Prattville
- Prichard
- Troy
- Tuskegee

Boards of Education:

- Birmingham Public Schools
- Gadsden City BOE
- Mountain Brook BOE
- Vestavia Hills BOE

County Governments:

- Baldwin County
- Cleburne County
- Cullman County
- Marshall County
- Madison County
- Mobile County
- Morgan County
- Shelby County

Utilities & Transit:

- Birmingham Airport Authority
- Huntsville Utilities
- Mobile Area Water & Sewer System
- North Baldwin Utilities
- Orange Beach Water Authority
- Riviera Utilities

COBBS ALLEN

Baldwin County Client List



2018 - 2019



2021 - Current

2017 & Prior



2019 - 2020

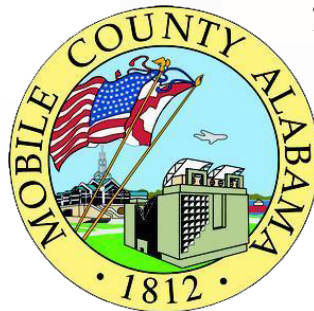


TABLE OF

CONTENTS

01

2023 Renewal Summary

02

Ancillary Renewal & Marketing

03

Health Plan Performance

04

2023 Medical Funding Options

05

2023 Dental Benefit & Funding Analysis

06

Additional Benefits

2023 Renewal Summary

Health Plan

- Medical TPA: BCBS of AL – rate hold
- RX: MedOne – rate hold
- EAP: BHS – current: \$1.67 PEPM / renewal: \$1.84 PEPM (*~\$2K annual increase*)
- FSA/COBRA: Flores – rate hold

Stop Loss

- Partners MGU: renewal in progress, pending July claims data

Non-Medical Lines of Coverage

- Dental TPA: BCBS of AL – rate hold
- Vision: MetLife – no change
- Group Life: MetLife – 11% increase / AD&D – rate hold (*initial increase: 20%*)
- Group LTD: MetLife – 5% DECREASE
- Voluntary Life/AD&D: MetLife – rate hold
- Voluntary STD: MetLife – rate hold

➤ *2-year rate guarantee on MetLife coverages (firm thru 1/1/2025)*

Life & Disability Renewal Analysis

COMPANY	RESPONSE
Guardian	Declined - Not Competitive
Lincoln	Quoted - Competitive
Mutual of Omaha	Declined - Not Competitive
One America	Declined - Not Competitive
Principal	Declined - Not Competitive
Prudential	Quoted - Not Competitive
Reliance Standard	Quoted - Not Competitive
SunLife	Declined - Not Competitive
The Hartford	Quoted - Not Competitive
The Standard	Declined - Not Competitive
Unum	Quoted - Not Competitive
VOYA	Declined - Not Competitive

Group Paid Premium Analysis:

	MetLife		Lincoln
	Current	Renewal (final)	Option
Group Life/AD&D Annual Premium	\$52,131	\$56,780	\$49,807
LTD Annual Premium	\$88,308	\$83,957	\$87,002
Total ER Paid Annual Premium	\$140,439	\$140,737	\$136,809
Projected Dollar Difference from Current		\$298	-\$3,630
Projected % Difference from Current		0%	-3%

- **MetLife renewal:** Flat renewal to overall employer paid premiums (initial renewal 20% increase)
- **Lincoln proposal:** Slight decrease, ~\$3,630 less annually
- **Voluntary Life and Short-Term Disability:** MetLife - No Change / Lincoln – Matched Current



Health Plan Analysis

Historical Plan Design Changes

Benefit	2018	2019	2020, 2021, 2022
Deductible (EE/Fam)	\$400 / \$1,200	\$500 / \$1,500	\$500 / \$1,500
Out-of-Pocket Max (EE/Fam)	\$6,250 / \$12,500	\$6,250 / \$12,500	\$6,250 / \$12,500
PCP/Specialist Copays	\$35 / \$35	\$40 / \$50	\$40 / \$50
Urgent Care Copay	\$35	\$75	\$75
Emergency Room Copay	\$100	\$200	\$200
Prescription Drug Copays	\$15 / \$40 / \$60 (CVS carve-out 9/1/18)	\$15 / \$40 / \$60 / \$100 (Tier 4 Specialty)	\$15 / \$40 / \$60 / \$100 (2022: RX carve-out MedOne)

2018: Carved Out CVS

2019: Made plan design changes to better align with benchmarks

2020 & 2021: Continued current plan design

2022: Continued current plan design & carved-out RX program to MedOne

Historical Funding Analysis

Plan Year	2019			2020			2021			2022		
	Employer	Employee	Total Funding	Employer	Employee	Total Funding	Employer	Employee	Total Funding	Employer	Employee	Total Funding
	Wellness			Wellness			Wellness			Wellness		
Single	\$ 450.00	\$ 98.00	\$ 548.00	\$ 473.00	\$ 102.00	\$ 575.00	\$ 523.00	\$ 52.00	\$ 575.00	\$ 537.00	\$ 52.00	\$ 589.00
Family (no SP or EE & SP both participate)	\$ 999.00	\$ 364.00	\$ 1,363.00	\$ 1,049.00	\$ 382.00	\$ 1,431.00	\$ 1,099.00	\$ 332.00	\$ 1,431.00	\$1,135.00	\$332.00	\$ 1,467.00
Family (EE or SP participate)	\$ 968.00	\$ 395.00	\$ 1,363.00	\$ 1,016.00	\$ 415.00	\$ 1,431.00	\$ 1,099.00	\$ 332.00	\$ 1,431.00	\$1,135.00	\$332.00	\$ 1,467.00
	Non-Wellness			Non-Wellness			Non-Wellness			Non-Wellness		
Single	\$ 424.00	\$ 124.00	\$ 5,480.00	\$ 443.00	\$ 132.00	\$ 575.00	\$ 493.00	\$ 82.00	\$ 575.00	\$ 507.00	\$ 82.00	\$ 589.00
Family	\$ 938.00	\$ 425.00	\$ 1,363.00	\$ 985.00	\$ 446.00	\$ 1,431.00	\$ 1,069.00	\$ 362.00	\$ 1,431.00	\$1,105.00	\$362.00	\$ 1,467.00

2019: 8% increase to build reserves

2020: 5% increase based on actuarial renewal projection

2021: Commission voted to keep funding flat & reduce Employee coverage level by ~50% due to reserves

2022: ~2.5% increase to total funding; Employee contributions remained flat

Executive Claims Summary - YTD

Plan Year	2019		2020		2021		2022 YTD Jan - June 2022	
	Total	PEPM	Total	PEPM	Total	PEPM	Total	PEPM
Total Funding ER & EE Contributions	\$9,657,403	\$945.51	\$10,381,297	\$992.76	\$10,744,946	\$1,009.01	\$5,487,168	\$1,015.39
Gross Medical Claims	\$4,953,663	\$484.99	\$5,571,343	\$532.79	\$5,936,068	\$557.43	\$2,985,869	\$552.53
Gross Rx Claims	\$1,814,569	\$177.66	\$2,000,172	\$191.28	\$2,921,147	\$274.31	\$1,254,875	\$232.21
Symbol Clinic Claims	\$1,094,970	\$107.20	\$962,587	\$92.05	\$1,184,406	\$111.22	\$701,112	\$129.74
Stop Loss Reimbursements	\$0	\$0.00	(\$166,111)	(\$15.89)	(\$157,430)	(\$14.78)	\$0	\$0.00
Fixed Costs	\$1,473,779	\$144.29	\$1,558,944	\$149.08	\$1,546,130	\$145.19	\$913,723	\$169.08
Total Claims & Fixed Cost Minus Reimbursements	\$9,336,981	\$914.14	\$9,926,935	\$949.31	\$11,430,321	\$1,073.37	\$5,855,579	\$1,083.56
Funding vs. Total Plan Cost	\$320,422	\$31.37	\$454,362	\$43.45	(\$685,375)	(\$64.36)	(\$368,411)	(\$68.17)

2022: YTD, our claims cost are trending down from 2021, but as we have not had any stop loss reimbursements, our total spend is 1% above 2021

2023: Increase Total Funding **3%**, contribution options outlined on following slides

Enrollment		
Plan Year	Monthly Avg.	Annual Total
2019	851	10214
2020	871	10457
2021	887	10649
2022 YTD	901	5404



2023 Medical Funding

2023 Funding Options – 3 Tier

Current (2022) Funding:

2022 Monthly Funding			
Wellness	Employer	Employee	Total
Single	\$ 537	\$ 52	\$ 589
Family	\$ 1,135	\$ 332	\$ 1,467
Non-Wellness	Employer	Employee	Total
Single	\$ 507	\$ 82	\$ 589
Family	\$ 362	\$ 362	\$ 1,467

Enrollment	
Wellness	
Single	354
Family	374
Non-Wellness	
Single	96
Family	78
Total	902

2022 Annualized Spend		
Employer	Employee	Total
\$ 8,297,952	\$ 2,144,208	\$10,442,160

Budgeted Increase:
3%

Proposed 2023 Funding: *Adding Middle (EE+1) Tier*

Option 1: Split Total Funding Increase

2023 Funding - Option 3			
Wellness	Employer	Employee	Total
Single	\$ 553	\$ 54	\$ 607
EE + 1	\$ 1,237	\$ 274	\$ 1,511
Family	\$ 1,169	\$ 342	\$ 1,511
Non-Wellness	Employer	Employee	Total
Single	\$ 523	\$ 84	\$ 607
EE + 1	\$ 1,207	\$ 304	\$ 1,511
Family	\$ 1,149	\$ 362	\$ 1,511

Option 2: Leave Employee Premiums Flat

2023 Funding - Option 4			
Wellness	Employer	Employee	Total
Single	\$ 555	\$ 52	\$ 607
EE + 1	\$ 1,245	\$ 266	\$ 1,511
Family	\$ 1,179	\$ 332	\$ 1,511
Non-Wellness	Employer	Employee	Total
Single	\$ 525	\$ 82	\$ 607
EE + 1	\$ 1,215	\$ 296	\$ 1,511
Family	\$ 1,149	\$ 362	\$ 1,511

Est. Enrollment	
Wellness	
Single	354
EE + 1	125
Family	249
Non-Wellness	
Single	96
EE + 1	24
Family	54
Total	902

- Actuarial analysis estimates 149 members will shift to middle (EE+1) Tier
- Nominal Employee Impact (\$2 Single / \$10 Family); middle tier can save employees money



2023 Dental Funding

2023 Dental Plan Funding

Baldwin County offers dental through BCBS.

Employees have the option to select between two dental options, one of which provides child orthodontia coverage.

Dental Renewal:

- No increase to % of claims TPA fee
- Add EE + 1 Tiers

Dental Contributions		
	Current	2023
Single	\$ 23.00	\$ 23.00
EE +1 (ortho-child only)		\$ 57.50
EE +1 (no ortho)		\$ 46.00
Family (ortho- child only)	\$ 85.00	\$ 85.00
Family (no ortho)	\$ 68.00	\$ 68.00

Est. Enrollment	
Current	2023
433	433
	11
	144
59	48
347	203





Additional Employee Benefits

Symbol Health Clinic



As an employee of Baldwin County, you and your family have exclusive access to any Symbol Health Clinic **at no cost to you**. Symbol Health Clinics provide easy access to primary care, preventive care, and ongoing health management.

WHAT TO EXPECT FROM YOUR SYMBOL CARECLINIC:

- Easy access to primary care, disease management, and wellness services
- Zero copays for all visits
- Onsite distribution of generic prescriptions, insulins, and non-controlled substances
- Preventative immunizations and vaccinations
- Wellness coaching with a personal health coach
- 100% confidential—your personal information is never shared with your employer
- Walk-ins welcome, appointments preferred
- Open to all employees and families (2 years and above) on the Baldwin County health plan
- Multiple locations—all benefits the same at each CareClinics

Clinic locations include Bay Minette, Robertsedale, Gulf Shores, Foley & Fairhope

Expanded Psychiatric Services (EPS)

Provided through BCBS of AL

100% Employer-Paid: \$8.00 Single / \$24.00 Family (rate hold for 2023)

➤ Annual Estimated Spend: \$172,608

Benefit is FREE to all Baldwin County Employees & Dependents enrolled in the medical plan.

Baldwin County provides 100% coverage for mental health and alcohol & drug abuse services when care is coordinated through a BCBS EPS provider. No copays, deductibles or claims filing will apply.

Covered benefits for mental and nervous disorders, chemical detoxification and rehabilitation services under this program include:

- Inpatient care (you must be admitted by an EPS provider)
- Outpatient visits
- Individual, group and family therapy or counseling
- Psychological tests
- Lab tests
- Professional services of staff members who are trained in the treatment of mental health and chemical dependency, including: psychiatrists, psychologists, social workers, and other qualified professionals

Employee Assistance Program (EAP)

Provided through Behavioral Health Systems (BHS)

100% Employer-Paid: \$1.84 PEPM (Annual Estimated Spend: \$20K)

An EAP is a professional service comprised of psychologists & Master's-Level Counselors providing assessment, short-term counseling and referral to appropriate treatment providers or programs when needed. Baldwin County provides this benefit at NO cost to our employees and is 100% confidential!

WHAT SERVICES ARE OFFERED

Counseling Services: All employees and dependents may receive up to 5 visits/consults per year
24/7 Access: Call BHS at 800-245-1150 any day, any time to speak with a live Care Coordinators

Assessment and Referral Services: Face-to-face or telephonic assessments with outside referral as needed

Legal Consultation: Free, confidential access to experienced attorneys, mediators & legal document specialists. If additional services needed, you will receive a 25% discount off the professional's hourly rate

Financial Consultation: Free consultation with accountants and certified financial professionals for credit issues, debt/budgeting assistance, tax/estate planning & more! 25% discount on additional services

Eldercare Assistance: Support, guidance & planning for aging loved ones

Online Services: Please visit www.behavioralhealthsystems.com to navigate services offered, locate providers in your area, take surveys, and much more. Our online portal has access to thousands of articles and interactive modules involving work/life topics such as emotional well-being, family life, health, financial, legal, personal growth, etc. Some popular items include downloadable will kits, financial calculators, etc.



ALWAYS OUT FRONT

Out front of our clients' needs, so their businesses can thrive.

Birmingham | Columbus | Gadsden | Houston
Kansas City | Mobile | New Orleans

Baldwn County Commission
Highway Department
Personnel Projection
As of August 18, 2022

Org	Position ID	Employee	Position Description	Current FY23 Salary	5% Increase w/ COLA & Merit	Variance
11153111	000336		MECHANIC II - HWY	\$ 41,933	\$ 44,030	\$ 2,097
11153111	000614		OPERATOR TECHNICIAN I	\$ 34,715	\$ 36,451	\$ 1,736
11153111	005386		OPERATOR TECHNICIAN I	\$ 33,842	\$ 35,534	\$ 1,692
11153111	004046		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153111	005627		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153111	005007		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153111	005561		OPERATOR TECHNICIAN I	\$ 32,510	\$ 34,136	\$ 1,626
11153111	5677		OPERATOR TECHNICIAN I - MOWING CREW	\$ 32,198	\$ 32,984	\$ 785
11153111	000264		OPERATOR TECHNICIAN II	\$ 45,386	\$ 47,655	\$ 2,269
11153111	000340		OPERATOR TECHNICIAN II	\$ 40,414	\$ 42,435	\$ 2,021
11153111	000333		OPERATOR TECHNICIAN II	\$ 37,731	\$ 39,618	\$ 1,887
11153111	004040		OPERATOR TECHNICIAN II	\$ 37,003	\$ 38,853	\$ 1,850
11153111	000248		OPERATOR TECHNICIAN II	\$ 37,544	\$ 39,421	\$ 1,877
11153111	000270		OPERATOR TECHNICIAN II	\$ 36,005	\$ 37,805	\$ 1,800
11153111	000252		OPERATOR TECHNICIAN II	\$ 37,024	\$ 38,875	\$ 1,851
11153111	000356		OPERATOR TECHNICIAN II	\$ 35,006	\$ 36,756	\$ 1,750
11153111	5678		OPERATOR TECHNICIAN II - MOWING CREW	\$ 33,821	\$ 34,646	\$ 825
11153111	000265		OPERATOR TECHNICIAN III	\$ 49,962	\$ 52,460	\$ 2,498
11153111	000266		OPERATOR TECHNICIAN III	\$ 44,824	\$ 47,065	\$ 2,241
11153111	001007		OPERATOR TECHNICIAN III	\$ 45,781	\$ 48,070	\$ 2,289
11153111	002046		OPERATOR TECHNICIAN III	\$ 43,826	\$ 46,017	\$ 2,191
11153111	000267		OPERATOR TECHNICIAN III	\$ 41,995	\$ 44,095	\$ 2,100
11153111	000876		OPERATOR TECHNICIAN III	\$ 40,082	\$ 42,086	\$ 2,004
11153111	000273		OPERATOR TECHNICIAN III	\$ 54,330	\$ 57,047	\$ 2,717
11153111	000877		OPERATOR TECHNICIAN III	\$ 43,888	\$ 46,082	\$ 2,194
11153111	000281		OPERATOR TECHNICIAN III	\$ 53,248	\$ 55,910	\$ 2,662
11153111	5679		OPERATOR TECHNICIAN III - MOWING CREW	\$ 35,526	\$ 36,393	\$ 866
11153111	000879		OPERATOR TECHNICIAN IV	\$ 49,941	\$ 52,438	\$ 2,497
11153111	002048		OPERATOR TECHNICIAN IV	\$ 45,802	\$ 48,092	\$ 2,290
11153111	005215		OPERATOR TECHNICIAN IV	\$ 44,429	\$ 46,650	\$ 2,221
11153111	002047		OPERATOR TECHNICIAN IV	\$ 55,827	\$ 58,618	\$ 2,791
11153111	5680		OPERATOR TECHNICIAN IV - MOWING CREW	\$ 39,915	\$ 40,889	\$ 974
11153111	005663		OPERATOR TECHNICIAN IV/CDL INSTRUCTC	\$ 40,310	\$ 42,326	\$ 2,016
11153111	005487		OPERATOR TECHNICIAN TRAINEE	\$ 28,808	\$ 30,248	\$ 1,440
11153111	005562		OPERATOR TECHNICIAN TRAINEE	\$ 28,808	\$ 30,248	\$ 1,440
11153111	000634		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153111	005486		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153112	005322		MECHANIC II - HWY	\$ 45,698	\$ 47,983	\$ 2,285
11153112	000684		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153112	001057		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153112	003079		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153112	000649		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153112	005490		OPERATOR TECHNICIAN I	\$ 28,101	\$ 29,506	\$ 1,405
11153112	000675		OPERATOR TECHNICIAN I	\$ 32,510	\$ 34,136	\$ 1,626
11153112	000897		OPERATOR TECHNICIAN II	\$ 44,200	\$ 46,410	\$ 2,210
11153112	000122		OPERATOR TECHNICIAN II	\$ 40,810	\$ 42,851	\$ 2,041
11153112	000440		OPERATOR TECHNICIAN II	\$ 38,189	\$ 40,098	\$ 1,909
11153112	000447		OPERATOR TECHNICIAN II	\$ 37,128	\$ 38,984	\$ 1,856
11153112	000895		OPERATOR TECHNICIAN II	\$ 36,088	\$ 37,892	\$ 1,804
11153112	004080		OPERATOR TECHNICIAN II	\$ 35,734	\$ 37,521	\$ 1,787
11153112	000301		OPERATOR TECHNICIAN II	\$ 35,006	\$ 36,756	\$ 1,750
11153112	000288		OPERATOR TECHNICIAN II	\$ 34,154	\$ 35,862	\$ 1,708
11153112	000379		OPERATOR TECHNICIAN III	\$ 45,386	\$ 47,655	\$ 2,269
11153112	000898		OPERATOR TECHNICIAN III	\$ 43,826	\$ 46,017	\$ 2,191
11153112	000280		OPERATOR TECHNICIAN III	\$ 43,243	\$ 45,405	\$ 2,162
11153112	000896		OPERATOR TECHNICIAN III	\$ 44,824	\$ 47,065	\$ 2,241
11153112	003004		OPERATOR TECHNICIAN III	\$ 42,224	\$ 44,335	\$ 2,111
11153112	000317		OPERATOR TECHNICIAN III	\$ 40,019	\$ 42,020	\$ 2,001
11153112	000899		OPERATOR TECHNICIAN III	\$ 52,998	\$ 55,648	\$ 2,650
11153112	000345		OPERATOR TECHNICIAN III	\$ 51,210	\$ 53,771	\$ 2,561
11153112	003005		OPERATOR TECHNICIAN IV	\$ 50,544	\$ 53,071	\$ 2,527
11153112	005128		OPERATOR TECHNICIAN IV	\$ 52,125	\$ 54,731	\$ 2,606

Org	Position ID	Employee	Position Description	Current FY23 Salary	5% Increase w/ COLA & Merit	Variance
11153112	000881		OPERATOR TECHNICIAN IV	\$ 46,592	\$ 48,922	\$ 2,330
11153112	000285		OPERATOR TECHNICIAN IV	\$ 45,698	\$ 47,983	\$ 2,285
11153112	005681		OPERATOR TECHNICIAN IV - CREW LEADER	\$ 39,915	\$ 40,889	\$ 974
11153112	005664		OPERATOR TECHNICIAN IV/CDL INSTRUCTC	\$ 40,310	\$ 42,326	\$ 2,016
11153112	005628		OPERATOR TECHNICIAN TRAINEE	\$ 33,322	\$ 34,988	\$ 1,666
11153112	000927		OPERATOR TECHNICIAN TRAINEE	\$ 28,808	\$ 30,248	\$ 1,440
11153112	005489		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153112	005488		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153112	005491		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153113	000974		MECHANIC II - HWY	\$ 47,840	\$ 50,232	\$ 2,392
11153113	000713		OPERATOR TECHNICIAN I	\$ 35,256	\$ 37,019	\$ 1,763
11153113	000643		OPERATOR TECHNICIAN I	\$ 34,195	\$ 35,905	\$ 1,710
11153113	005629		OPERATOR TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153113	000638		OPERATOR TECHNICIAN I - 300	\$ 32,510	\$ 34,136	\$ 1,626
11153113	005433		OPERATOR TECHNICIAN I - 300	\$ 32,510	\$ 34,136	\$ 1,626
11153113	005434		OPERATOR TECHNICIAN I - 300	\$ 32,510	\$ 34,136	\$ 1,626
11153113	005682		OPERATOR TECHNICIAN I - TRAFFIC CONTR	\$ 32,198	\$ 32,984	\$ 785
11153113	000287		OPERATOR TECHNICIAN II	\$ 45,178	\$ 47,437	\$ 2,259
11153113	000357		OPERATOR TECHNICIAN II	\$ 40,810	\$ 42,851	\$ 2,041
11153113	000344		OPERATOR TECHNICIAN II	\$ 37,003	\$ 38,853	\$ 1,850
11153113	000894		OPERATOR TECHNICIAN II	\$ 36,920	\$ 38,766	\$ 1,846
11153113	000665		OPERATOR TECHNICIAN II	\$ 36,005	\$ 37,805	\$ 1,800
11153113	000567		OPERATOR TECHNICIAN II	\$ 49,379	\$ 51,848	\$ 2,469
11153113	000354		OPERATOR TECHNICIAN II - 300	\$ 34,154	\$ 35,862	\$ 1,708
11153113	001022		OPERATOR TECHNICIAN II - 300	\$ 34,154	\$ 35,862	\$ 1,708
11153113	005683		OPERATOR TECHNICIAN II - TRUCK DRIVER	\$ 33,821	\$ 34,646	\$ 825
11153113	000889		OPERATOR TECHNICIAN III	\$ 52,998	\$ 55,648	\$ 2,650
11153113	000293		OPERATOR TECHNICIAN III	\$ 45,115	\$ 47,371	\$ 2,256
11153113	000292		OPERATOR TECHNICIAN III	\$ 45,302	\$ 47,567	\$ 2,265
11153113	000295		OPERATOR TECHNICIAN III	\$ 41,101	\$ 43,156	\$ 2,055
11153113	000318		OPERATOR TECHNICIAN III	\$ 40,331	\$ 42,348	\$ 2,017
11153113	001008		OPERATOR TECHNICIAN III	\$ 40,082	\$ 42,086	\$ 2,004
11153113	000329		OPERATOR TECHNICIAN III	\$ 38,854	\$ 40,797	\$ 1,943
11153113	000296		OPERATOR TECHNICIAN III - 300	\$ 35,880	\$ 37,674	\$ 1,794
11153113	000893		OPERATOR TECHNICIAN IV	\$ 52,790	\$ 55,430	\$ 2,640
11153113	000886		OPERATOR TECHNICIAN IV	\$ 48,880	\$ 51,324	\$ 2,444
11153113	000888		OPERATOR TECHNICIAN IV	\$ 51,896	\$ 54,491	\$ 2,595
11153113	000887		OPERATOR TECHNICIAN IV	\$ 49,317	\$ 51,783	\$ 2,466
11153113	005684		OPERATOR TECHNICIAN IV - GRADALL CREI	\$ 39,915	\$ 40,889	\$ 974
11153113	005665		OPERATOR TECHNICIAN IV/CDL INSTRUCTC	\$ 40,310	\$ 42,326	\$ 2,016
11153113	000910		OPERATOR TECHNICIAN TRAINEE	\$ 38,418	\$ 40,339	\$ 1,921
11153113	005493		OPERATOR TECHNICIAN TRAINEE	\$ 29,245	\$ 30,707	\$ 1,462
11153113	005495		OPERATOR TECHNICIAN TRAINEE	\$ 29,245	\$ 30,707	\$ 1,462
11153113	005492		OPERATOR TECHNICIAN TRAINEE	\$ 28,808	\$ 30,248	\$ 1,440
11153113	005494		OPERATOR TECHNICIAN TRAINEE	\$ 28,101	\$ 29,506	\$ 1,405
11153113	005685		OPERATOR TECHNICIAN TRAINEE	\$ 27,830	\$ 28,509	\$ 679
11153135	005445		MECHANIC II - HWY	\$ 50,253	\$ 52,766	\$ 2,513
11153135	5687		OPERATOR TECHNICIAN I - PAVING CREW	\$ 32,198	\$ 32,984	\$ 785
11153135	005287		OPERATOR TECHNICIAN I - TRAF	\$ 32,510	\$ 34,136	\$ 1,626
11153135	005385		OPERATOR TECHNICIAN II - TRAF	\$ 34,154	\$ 35,862	\$ 1,708
11153135	005403		OPERATOR TECHNICIAN III	\$ 35,880	\$ 37,674	\$ 1,794
11153135	005286		OPERATOR TECHNICIAN IV - TRAF	\$ 48,298	\$ 50,713	\$ 2,415
11153135	005497		TRAFFIC CONTROL TECHNICIAN I	\$ 33,322	\$ 34,988	\$ 1,666
11153135	005172		TRAFFIC CONTROL TECHNICIAN II	\$ 37,835	\$ 39,727	\$ 1,892
11153135	005384		TRAFFIC CONTROL TECHNICIAN II	\$ 36,816	\$ 38,657	\$ 1,841
11153135	000503		TRAFFIC CONTROL TECHNICIAN II	\$ 34,154	\$ 35,862	\$ 1,708
11153135	002093		TRAFFIC CONTROL TECHNICIAN II - STRIPE	\$ 38,896	\$ 40,841	\$ 1,945
11153135	000842		TRAFFIC CONTROL TECHNICIAN III	\$ 47,965	\$ 50,363	\$ 2,398
11153135	000914		TRAFFIC CONTROL TECHNICIAN III	\$ 38,272	\$ 40,186	\$ 1,914
11153135	005173		TRAFFIC CONTROL TECHNICIAN III	\$ 34,154	\$ 35,862	\$ 1,708
11153135	000393		TRAFFIC CONTROL TECHNICIAN III - SIGN	\$ 38,896	\$ 40,841	\$ 1,945
11153135	005383		TRAFFIC CONTROL TECHNICIAN IV	\$ 42,141	\$ 44,248	\$ 2,107
11153135	005382		TRAFFIC CONTROL TECHNICIAN IV	\$ 43,202	\$ 45,362	\$ 2,160
				\$ 4,875,986	\$ 5,110,890	\$ 234,904