



County of Dare

P.O. Box 1000 | Manteo, NC 27954

MINUTES OF SPECIAL MEETING OF DARE COUNTY BOARD OF COMMISSIONERS

Dare County Administration Building, Manteo, NC

8:30 a.m., April 1, 2022

Commissioners present: Chairman Robert Woodard, Sr., Vice-Chairman Wally Overman, Commissioners Steve House, Ervin Bateman, Jim Tobin and Danny Couch

Commissioners absent: Rob Ross

Others present: County Manager/Attorney, Robert Outten, Deputy County Manager/Finance Director, David Clawson, Master Public Information Officer, Dorothy Hester, Cheryl C. Anby, Clerk to the Board

A full and complete account of the entire Board of Commissioners meeting is archived on a video that is available for viewing on the Dare County website www.darenc.com.

At 8:32 a.m. Chairman Woodard called to order the special meeting with appropriate prior public notice having been given. He invited Commissioner Couch to share a prayer and then he led the Pledge of Allegiance to the flag.

A complete account of the Board's discussion on this item is archived and available for viewing on the website referred to above. Synopsis follows:

Mr. Outten presented to the Board that the County's health plan was due to renew today with open enrollment next week. Elizabeth Reilly, Human Resources Director, addressed the Board and explained there were currently two plans offered to employees. One has a high deductible and is paired with a HSA (health savings account) and the other is a traditional PPO with co-pays and deductibles. The first change was to increase the payment into the Health Savings Account. Currently the HAS for each employee with the plan is \$750 and it is proposed to change that to \$1,500.00. The second proposed change would be a reduction in the co-pays for the PPO plan. It is currently \$50 for copay and \$100 for a specialist. The change would be \$25/50. The final change would be in the tiers offered for employees. Currently there were (a) employee only 100% paid by county (b) employee with children (no spouse) and (c) employee with family (spouse and children). The fourth tier to be added would be for an employee and a spouse (no children). Most organizations currently have four tiers. The Board discussed and commented the changes to add a fourth tier was typical in the industry. Commissioner Tobin asked for confirmation that the three changes did not change the budgeted funds for the county's policies and Mr. Outten agreed. Chairman Woodard noted the insurance plan had worked well over the past several years. Mr. Outten

agreed the addition of the Wellness Clinic, the creation of the HSA and other efforts had come together and helped stabilize the plan. Commissioner Couch asked if the insurance program offered by Dare was competitive with other localities and Mrs. Reilly said the tiers and copay changes would do just that.

MOTION

Commissioner House motioned to approve the renewal of the health plan with the three proposed changes.

Commissioner Tobin seconded the motion.

VOTE: AYES unanimous.

At the conclusion of the meeting, Chairman Woodard adjourned the meeting at 8:52 a.m. until 9:00 a.m., April 4, 2022.



APPROVED:

Respectfully submitted,

By: *Cheryl C. Anby*
Cheryl C. Anby, Clerk to the Board

By: *Robert H. Woodard, Sr.*
Robert Woodard, Sr., Chairman
Dare County Board of Commissioners

Note: Copies of supporting material considered by the Board of Commissioners at this meeting are on file in the office of the Clerk to the Board.