

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**April 27, 2020**

A special called meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, April 27, 2020 at 2:00 p.m. via Zoom.

Jeanine Johnson called the meeting to order at 2:00 p.m. and began with the following announcement and instructions to the Trust members.

This is Jeanine Johnson, Chairperson for the Clarksville Montgomery County Employee Insurance Trust, today is April 27, 2020.

This meeting of the Clarksville Montgomery County Employees Insurance Trust is being conducted under Governor Lee's executive order No. 16 issued March 20, 2020.

The main purpose of this meeting is to review the decision made at the April 1, 2020 meeting concerning the additional pay of \$30 per hour for On-Site Clinic hourly/classified employees during the COVID-19 pandemic.

Reminder:

All voting will be by roll call with a yes or no by each Trust member present. Voicing votes together or showing of hands is not acceptable.

The Zoom video recording of this meeting will be posted on CMCSS website by Wednesday, April 30, 2020.

At this time I will establish a Quorum-when I call your name please indicate present.

The following Trust members indicated they were present: Mark Banasiak, Amanda Beck, Tommy Butler, Marcia Demorest, Charli Hall, Michael Johnson, Leslie Helmig, Kellie Jackson, Ed Long, Donna Mahoney, Kay Rye and John Smith. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Donna McIntosh, Faye Tryon and Amy Wigington from the CMCSS Benefits Office, Sharla Smith from Onsite, Pam Clark from County HR.

Minutes from the April 1, 2020 meeting were reviewed. Motion to accept the Minutes was made by Mark Banasiak. Leslie Helmig seconded. All Trust members verbally voted yes. Motion carries.

Sharla Smith shared the appreciation of the Onsite hourly/classified staff that received an additional \$30 per hour for time worked in the clinic and played a "thank you" video of these staff members for the Trust.

The additional \$30 per hour was voted on by the Trust members on April 1. The additional pay was to continue for 30 days at which time the Trust needed to review the decision. Sharla Smith stated the additional pay had totaled \$10,935.01 for the period of March 30 through April 24, 2020. The additional pay was only for hourly/classified employees and was paid to them for hours worked in the clinic. Sharla added the clinic is continuing to downsize staff until patient visits begin to increase and other cost saving measures are being considered. Trust members discussed and considered the options for compensating the hourly/classified employees. The options included:

1. Continue to pay the additional \$30 per hour for hours worked in the clinic by hourly/classified employees during the altered operation of the clinic due to the COVID-19 response.
2. Pay full time hourly/classified employees time and a half for any hours worked within the clinic during the altered operation of clinic due to the COVID-19 response.
3. Pay full time hourly/classified employees normally per hour for any of their normal schedule whether they are required to report to work or not within the clinic during the altered operation of the clinic due to the COVID-19 response with not additional pay for reporting to work at an Onsite clinic location.
4. Pay according to current practice for hourly/classified employees, pay hourly rate plus comp time for hours worked in the clinic. If the patient volume is low and the hours are altered they will receive their normally scheduled pay as if they had worked.

Marcia Demorest made a motion to end the additional pay of \$30 per hour for the hourly/classified clinic employees and allow them to earn comp time for hours worked like other classified employees until May 22, 2020. Kellie Jackson seconded. Jeanine Johnson took a roll call vote. All Trust members voted yes. Motion carries.

Chris Fessenden presented information concerning COVID-19 medical plan benefits. On April 9 the plan opted out of the COVID-19 Treatment Cost Share Waiver, which covers inpatient COVID-19 treatment at 100%. Plans may opt in at a later date, if they decide to. Costs to opt in range from low-range of \$40,000 to mid-range of \$103,000 to high-range of \$208,000. It was noted that the State plan did reach a decision to opt in. If the Trust wants to remain opted out, then a motion is not needed. Tommy Butler recommended that the Trust remain opted out, monitor the situation and review at the next Trust meeting.

Tommy Butler gave an Onsite expansion update. The clinic is 95% ready to go to bid in June. But if a delay is necessary, design work would not be wasted and no additional cost would be incurred if we waited to put the bid out. Marcia Demorest added that

outside contractors doing work for the District has been restricted in the 20/21 budget. Due to uncertainty of COVID-19 related treatment cost and revenues, she would recommend waiting a while before going to bid.

Marcia Demorest provided the Trust members with copies of the Financial Statements for February and March 2020. It was noted that the reserves are down slightly from this same time last year. Kellie Jackson made a motion to accept the Financial Statements. Amanda Beck seconded. Motion carries.

The next meeting will be held Tuesday, June 9, 2020 at 1:00 p.m. The meeting will be in person unless there is a Governor's Executive Order that places restrictions on the number of people that are allowed to meet in person. If not allowed to meet in person, the meeting will be via Zoom.

The meeting was adjourned at 3:00 p.m.