



# County Executive's Newsletter to the Roane County Commission

## **Proposed Changes in County Employee Benefits Package ..... by Ron Woody**

The Roane County Chair, Ron Berry at the request of the Budget Committee, appointed an Ad hoc Committee (Committee having a specific charge to review employee insurance and benefits).

The Ad hoc Committee has made recommendations regarding employee insurance and benefits. The first question one may ask is why should the Commission consider employee benefits for review? The second question is if there is a recommended change approved what would the impact of these changes be for the employees and the county?

Let's go back in history to try and answer these questions. In the 1980's the county provided health insurance for both the county general and school employees through a self insurance program in which the county operated (The county operated it's own insurance company so to speak). The cost of the insurance was 100% paid by the county for individual coverage and if memory serves me correct, the county provided family coverage but contributed 0% to that cost. Many things changed in health care in the 1980's to the point that the county's operated self insurance was closed and the county joined the state insurance program.

The percentage of who paid the health insurance also changed for the general employees from 100% county and 0% employee to 80% county and 20% employee. The school employee stayed at 100% county and 0% employee if memory serves correctly.

*...continued on page 2*



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### **INSIDE THIS ISSUE**

- Proposed Changes continued...2
- County Updates.....3
- Major Studies etc.....3
- Current Major Studies .....3
- Plateau Park.....3
- Did You Know About.....4
- Let's Get Walking.....4
- Recognition & Appreciation.....5
- Grants Conference.....6
- Roane Gala.....6
- Roane Co. Ag Happenings.....6
- Upcoming Meetings.....6

### **SPECIAL POINTS OF INTEREST**

- Remember 9-11-01
- Labor Day! Courthouse Closed



Things changed again in the 1990-2000 time frame as the county general employee went from 80%/20% to 95%/5% county cost and employee cost. The school went the other direction from 100%/0% to 80% county to 20% employee. Also over time the county began paying a portion of the family premium.

All of this is said to say within the county government we have not been consistent with our employees, but nor does it have to be, as salaries are not always consistent.

This brings us to another issue and question of why do we have share cost percentage? Here is the short answer with an example. If the county paid 100% then all employees, even if covered by a spouse with another company, would take the free insurance which would cost the local taxpayer and thus local budgets up to \$7,000 for double coverage. The individual makes different decisions based on evaluation of the cost. This same situation applies to whether you are in the partnership health plan that saves each employee about \$50 a month.

The Ad hoc Committee on Insurance and Benefits have made the following recommendation.

	<b>Current</b>		<b>Proposed</b>	
<b>Percentage</b>	95% County	5% Employee	80% County	20% Employee
<b>Cost</b>	\$7125	\$375	\$6000	\$1500
<b>Employee Breakdown</b>	(20% Employee) \$1500—\$375 (5% Employee)= \$1125 (Additional cost for Health Insurance)			
<b>Salary Raise</b>	\$1,125 to cover Health Insurance cost			

If approved the \$1,125 raise would be effective starting January 1, 2017, plus an additional raise of \$1,000, all added to employee’s salary. For an employee that has insurance, salary will be raised to cover the change in the insurance percentage plus an additional \$1,000. If the employee does not have the individual insurance the salary is still adjusted for the cost as if they had insurance, \$1,125 plus the additional \$1,000 equaling \$2,125.

The county employer/employee percentage would reflect closer to what is often offered in comparable size private companies. The losers will be all elected officials and commissioners who will not receive the (raise/funds) for the change in percentage. Further a few statutory employees whose salaries are tied to the elected official pay will not receive the \$1,125 increase.

**The question before the Commission is should the percentage contribution change or be maintained the same?**

Here are some of the arguments:

- If the insurance benefits is comparable to similar organizations then salaries can be easier to compare.
- The benefit package currently made available to county employees is a draw for new employees and to maintain existing employees as the benefits maybe more important than the pay.

Elected officials and employees should be engaged in this process.

**Employees, please share with your elected or appointed officials your opinion.**

## County Updates

### Major Studies, Focus, and Decisions of July and August

Here is the 50,000 foot view of issues studied and decisions made or being made during July and August.

- ◆ 2017 Budget was adopted, Executive Summaries (ES) # 11e, Annual Debt Report 2017, #15e, FY 17 Budget, and a host of information can be found under County Executive FY 2017 Budget Work on our website: [www.roanecountytn.gov](http://www.roanecountytn.gov).
- ◆ Workshop on The County's Rural Service Fund 121. Animal Control and Rural Fire Service was held on August 9, 2016. ES # 54, ES # 4a.
- ◆ Housing Summit was held at RSCC on August 16, 2016. ES # 51.
- ◆ How to have a Successful Ambulance A/R Program was presented to The Emergency Management Committee on August 11, 2016. ES # 14a.

### Current Major Studies Focus Studies

- \* Caney Creek Recreation Area.
- \* Development of the Old Caney Creek Campground Site.
- \* Development of a website for Codes Enforcement.
- \* CROET and ETTP future development and management.
- \* Fire Hydrant evaluation and future plans.
- \* Insurance and Benefits Review.
- \* Developing Pumphouse Convenience Center.
- \* Delivery of Building and Codes reorganization.

*“Every Accomplishment Starts with the Decision to Try”*

### Plateau Park Groundbreaking

On Thursday morning when at the Plateau Partnership Park, leaders of the partnership and county officials gathered to break ground for a 1-megawatt solar array for the site.

This is the first partnership investment on the site and it's a step to create some interest. The solar array will provide enough energy to power roughly 140 homes in the surrounding area, as well as any future developments that could decide to set up shop on the site.

The Cumberland County site, which is about 771 acres, is part of a partnership between Roane, Morgan, and Cumberland counties.



## Did You Know About... the beginnings of Roane County Park? by Robert Bailey

### LET'S GET WALKING!

... by Mike Beard,  
Roane County Parks and  
Recreation Director

"We now live in a very dangerous environment, for three reasons: the car, the desk job, and the internet.

In the last 50 years we've seen medical miracles but our environment is as harmful as it was in the 19th century.

We're waking up now to the public health danger of the environment we live in and the need to build more energy expenditure into daily life. The evidence is very clear.....Sitting is the new smoking!"

Availability of ways to increase our energy expenditure should not be a problem for Roane Countians. We now have over 5 miles of paved walking path to enjoy nature to see while becoming healthier in the process.

Heart Health, Diabetes, Obesity...all benefit from increased walking. Join many of your friends and neighbors on the walking paths at Roane County Park and Swan Pond Sports Complex and see the improvement yourself.



On April 23, 1949, the Harriman Lions Club, took over sponsorship to develop the Roane County Park to have a place for camping, picnics, swimming, and boating among other outdoor activities. Several attempts had been made to develop the park previously but they had failed. The area that was utilized for immediate development by the Lions Club was 60 acres while there was another 120 acres for possible future expansion.

Roane County Court Judge Elmer Eblen created a County Park Commission and appointed the same men who were leading the project for the Lions Club. Those were Frank Faris, John R. Evans, R.T. Hamilton, E.T. Primm and Roy Carmack.

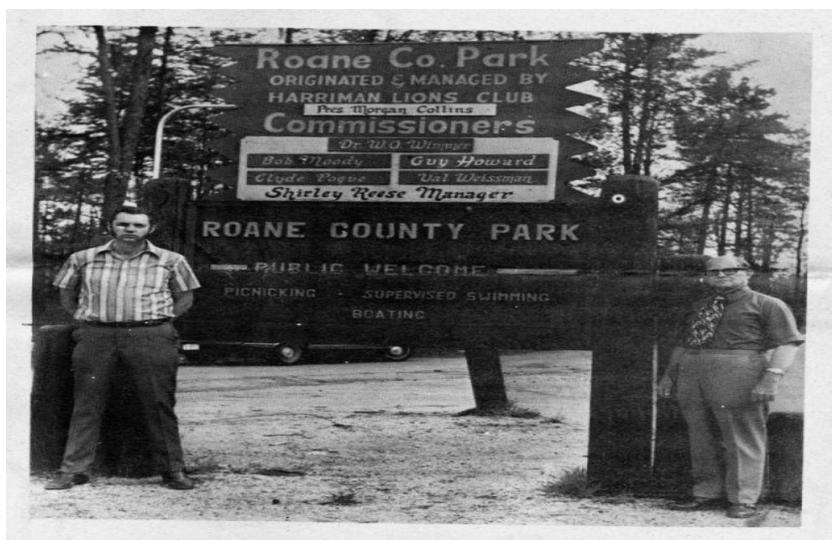
The land for the park had been taken by TVA as part of the Watts Bar Dam project and was then turned over to Roane County for the sole purpose of creating a park. The Lions Club first started drilling a well on the property and talked about digging another well for the central part of the park that would handle three picnic areas

and the trailer camp area.

Various members of the Lions Club were appointed for the following projects:

- Wells – Clyde Suttles;
- Boat Dock – C.W. Bohanan
- Tables and Ovens – Albert Ahler
- Swimming Area – E.R. Allen
- Garbage disposal – R.C. Williams
- Recreation Area (slides, swings, sand boxes) – Wallace Smith
- Roads – Ed Browder
- Clearing Wood and Underbrush – H.L. Kindred
- Signs – Walter H. Scarbrough
- Rest Rooms – Herbert Rawlings

It was the vision of the Harriman Lions Club to start development of the park that led to the Roane County Park becoming what it is today.



Pictured on the left: Mr. Shirley Reese, Park Manager.

Pictured on the right: Mr. Morgan Collins, Lions Club President in 1973.

## RECOGNITION AND APPRECIATION OF ROANE COUNTY EMPLOYEES

### Team Performance

Becky Shaw-Wells recently expressed thanks to the Kingston Police Department, Fire Department, and Ambulance Department personnel for performing professionalism and concern during a car crash into the Lakewood Village Apartments. Each entity did what was required of them, while at the same time working together, making a disastrous situation much easier to handle.

Becky Shaw-Wells stated in her letter, “The residents of Kingston are blessed to have such dedicated employees taking care of them. It is a tremendous comfort to know that when they have to come to the Lakewood Village complex whether I am here or not, that it will be taken care of and I do not have to worry.

Please extend my thankfulness to each one for taking such good care of us”.

Thank you for all you do to keep our county safe!

### RECOGNITION OF SERVICE

Tim Suter, Director of the Roane County Ambulance Service received a letter of appreciation from David E. Bailey, Fire Chief for Harriman City Fire & Rescue expressing appreciation of the partnership between the Ambulance Department and Fire & Rescue Department.

David Bailey specified in his letter, “ This is a note to document appreciation for the partnership and how both agencies responded to a wreck. Medic 4 performed RSI and intubation, IV therapy, EKG, and readied the patient for a helicopter trip.

Medic 2 cleared from their first call came to the scene to manage the two minor injuries. They ultimately transported both patients for medical assistance.

Thank you for your commitment to partner with Harriman City Fire & Rescue as we all serve our citizens.

- MEDIC 2 crew: Clint Jones, Beverly Lynn, Courtney Bryson
- MEDIC 4 crew: Mark Carter, Jared Barnett

### ROANE COUNTY HONORED

Roane County Executive Ron Woody recently accepted and award on the county’s behalf during the East Tennessee Development District’s annual awards banquet. The banquet was attended by more than 130 East Tennessee elected officials and ETDD staff members.

Roane County was cited at the banquet for completion of a sewer line extension project along South Pine Ridge Road. Robert Martineau Jr., commissioner of the Tennessee Department of Environment and Conservation, provided key-note comments at the banquet.



Pictured: Left to right, Tennessee Environmental and Conservation Commissioner Bob Martineau, County Executive Ron Woody, and Anderson County Mayor Terry Frank, ETDD Chair.

### RSCC Grants Conference

4<sup>th</sup> Annual Ken Yager Grants Conference.  
 Sept 21 at Obrien Theatre, RSCC  
 8:00-8:30 Registration  
 8:30 a.m. -1:30 p.m. Eastern  
 Presentations on state, federal grants & non profits  
 Free but must preregister.



It's once again time to celebrate Roane County at the Annual Roane Alliance Gala, Saturday, November 5, at Volkswagen Group of America in Roane Regional Business and Technology Park. For tickets and to donate auction items please call 865-376-2093. Join us as we celebrate what makes Roane County special.

### Roane County Agricultural Happenings

#### Master Gardener Happenings

September lunch and learn will be September 10, 2016. This will also be the Fall Plant Sale. There will be multiple educational workshops, and a fun day. Come join us at the extension office from 9am – 2 pm.

#### 2016 MASTER GARDENER INTERN CLASS

The 2016 Intern Class is scheduled for Tuesday's and Thursday's from August 25, 2016 to October 20, 2016 from 5:00-7:30p.m. Download the application from <https://extension.tennessee.edu/Roane/Pages/Agriculture.aspx> and bring it (or mail it) and payment for the class in to sign up for this year's class. (Applications are also available at the Extension Office). The fee is \$150 dollars, which will cover class materials, books, refreshments for the class and a master gardener goodie bag.

Jessica Wilkinson • (865) 376-5558  
[jwilki21@utk.edu](mailto:jwilki21@utk.edu)

#### Roane County Cattleman’s Notes

**BQA CLASS:** Monday, September, 26 at 6:00 P.M. Coffee and refreshments will be provided.  
**TAEP APPLICATIONS:** Applications have been delivered to the office, to pick up. Applications are due October 1 – November 1, 2016.

The Roane County Courthouse and Courts will be closed on Monday, September 5, 2016 in observance of Labor Day.



### UPCOMING MEETINGS AND EVENTS

Date	Meeting	Location	Time
Sept. 1st	Solid Waste Com.	Recycling Center	6:30 pm
Sept. 5th	Courthouse Closed/ Labor Day		
Sept. 6th	Budget Committee	Conference Room	6:00 pm
Sept. 8th	Emergency Services	OES	6:00 pm
Sept. 8th	ERB	Conference Room	6:00 pm
Sept. 12th	Commission Meeting	Old Roane County Courthouse	7:00 pm
Sept. 13th	Beer Board	QCR	5:30 pm
Sept. 13th	Fire Board	QCR	6:15 pm
Sept. 19th	Bldg. Inspector & Codes & Review Committee	QCR	6:30 pm
Sept. 20th	Public Utility Board	WWP	5:30 pm
Sept. 21st	Bd. of Zoning Appeals (If needed)	QCR	6:00 pm
Sept. 21st	Planning Commission	QCR	7:00 pm

Please submit articles/items of interest to Arlene at [arlene.daugherty@roanecountytn.gov](mailto:arlene.daugherty@roanecountytn.gov) by the 20th of the month ...Ron