

**EFFINGHAM COUNTY
BOARD OF COMMISSIONERS RETREAT**

July 29, 2016

The Board of Commissioners of Effingham County, Georgia, Mr. Forrest Floyd – Vice Chair, Mrs. Vera Jones, Mr. Jamie Deloach, Mr. Reginald Loper and Mr. Phil Kieffer met in a Retreat Friday, July 29, 2016 at 9:30 AM in the Pulitzer Room of the Jekyll Island Club in Jekyll Island, GA. Mr. Wendall Kessler – Chairman was not present for this meeting.

PERSONS ATTENDING THE MEETING

Mr. Toss Allen – County Administrator, Mr. Edward Newberry- County Attorney, Mrs. Stephanie Johnson – County Clerk, Mrs. Joanna Wright – Finance Director, Mr. Kevin Hearn – Interim Human Resources Director

CALL TO ORDER

County Administrator Allen called the meeting to order.

RETREAT

Interim Human Resources Director Hearn began a discussion on insurance options. The options overviewed with the Board for informational purposes were as follows: fully insured and self-insured dental plan, addition of a Health Reimbursement Account (HRA) as an option for 2017, continuance of a comprehensive wellness plan and Broker of Record.

Staff and the Board conversed on the current Retirement plan and options for consideration in restructuring the retirement plan. The current plans are as follows: DC Plan 401A, DC Plan 457B and the Defined Benefit Plan.

The next item on the agenda was Job Classifications. Interim Human Resources Director Hearn informed the Board that due to changes made per the Fair Labor Standards Act (FLSA) some positions are no longer classified as exempt effective December 1, 2016. There was a conversation about which jobs can and should remain in an exempt status.

County Administrator Allen began a dialogue about the current Special Local Option Sales Tax (SPLOST) and Short Term Work Program (STWP) projects. The STWP is updated annually. A SPLOST referendum will be on the ballot in November 2016. The Board and Staff discussed ideas for advertising the benefits of approving SPLOST. There was also a discussion about the progression of the new Recreation facility.

County Administrator Allen further elaborated on differential millage related to Special Tax Districts. County Administrator Allen asked the Board to consider which districts they would like to create, requirements for moving forward and a timeline for doing so.

The conversation moved on to water and sewer operations. County Administrator Allen talked about planning for capital investments to efficiently operate the water distribution and sewerage collection systems. The Board and Staff discussed Capital Improvements needed, green zone well as an alternative water source, Grandview utility service, process for meter replacements, Supervisory Control and Data Acquisition (SCADA), and financing options.

ADJOURNMENT

There being no further discussion, the meeting adjourned at 3:51 pm.



Wendall Kessler, Chairman



Stephanie Johnson, County Clerk