

# **JEFFERSON COUNTY BOARD OF COUNTY COMMISSIONERS**

## **Budget Session**

**Thursday, April 17th, 2025**

**5 PM**

The Board met on this date for a Budget Workshop and Regular Session. Chairman Austin Hosford, Commissioners JT Surles, Jessica Gramling, Ben White, and Gene Hall were present. Clerk Trey Hightower, County Manager Shannon Metty, HR Director Renee Long, County Attorney Evan Rosenthal, Assistant County Attorney Kirsten Mood, and County Budget Officer Gus Rojas were also present.

### **1. Budget Summary**

- Gus Rojas discusses the revenue percentage projections and the 3% cost of living and insurance increase, mentioning a \$552,000 contingency fund.

### **2. Health Insurance Presentation**

- Don Esslinger introduces himself as the Executive Director of the Florida Sheriffs' Risk Management Fund and the Florida Sheriffs Employee Benefit Trust.
- Becky Miller presents the health insurance data, highlighting the medical claims, pharmacy utilization, and the medical loss ratio, which has been running at 105.2% over the last five years.
- Becky Miller provides a detailed summary of the current year's medical claims, including the total number of claims, members on the plan, and pharmacy bills.
- She explains the difference between community-rated and non-community-rated plans, noting that smaller groups like Jefferson County cannot get specific claims data.
- The discussion includes the impact of pharmacy costs, with high-cost medications like Skyrizi driving up renewal rates.
- Becky Miller outlines the potential renewal scenarios, including a 9.7379% increase last year and an estimated 9-10% increase for the next year. She discusses the importance of wellness exams and timely medical interventions to mitigate future health issues.
- She highlights the need for employees to adhere to medication regimens to prevent catastrophic claims.
- The conversation touches on the rising cost of pharmacy medications and strategies to educate employees on cost-saving measures like generic drugs and step therapy.
- Becky Miller mentions the potential for self-funded plans and the importance of going out to market each year to ensure the best deal.
- Commissioner Hall inquires about the additional cost of adding death and dismemberment benefits to the life insurance policy.
- Becky Miller confirms that the additional cost is minimal, around \$2.50 per 10,000 members.
- Chairman Hosford questions the lack of wiggle room in the health insurance costs and the possibility of negotiating with the broker.

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- The discussion includes the potential for wellness programs and the impact of employee health on overall costs.

**3. Department Workshop**

**a. Parks and Recreation**

- Update provided by Mike Holm.

**b. Extension Services**

- Update by County Manager Shannon Metty.
- Commissioner Gramling inquired about a redirect of funds to use unused director funds for bleachers.
- Commissioner Surles inquired whether unused director's salary would roll back to general funds. The answer is yes.

**c. Mosquito Control**

- Update provided by Renee Long. No changes to the budget.

**d. Debt Services**

- Update provided by Gus Rojas.
- \$972,000 for the three road bonds.

**Regular Session Directly Follows**