

Minutes  
APC Meeting  
August 13, 2015

Members present: Don Goff, Norty Markham, Chuck Moreland, Thomas Brewer ( Board Liason) and Earl Foster (Staff)

**Vote on Officers:**

Don Goff was nominated as Chairman by Norty Markham and seconded by Chuck Moreland – passed unanimously

Chuck Moreland was nominated as Vice Chairman by Norty Markham and seconded by Don Goff - passed unanimously

Norty Markham was nominated as Secretary by Chuck Moreland and seconded by Don Goff – passed unanimously. This position is being held temporarily by Norty Markham until new Committee Members are appointed by the Board.

**Discussed and reviewed Health and other Insurance Options.**

The Committee reviewed several options presented by Justin ?? from Frost Bank. and unanimously recommends staying with the current carrier, United Healthcare, for the upcoming cycle. The Committee also recommended unanimously that the Life/AD&D, Dental and Disability benefits be continued with Met Life.

Rates are expected to rise significantly in the future and the committee recommends that the employees pay a portion of these increases to keep this important benefit viable in future years. To start this process we recommend that employees be assessed \$25 each month as a premium contribution this next year which will be offset by an automatic \$300 annual increase in compensation. We feel this will set the stage for employee participation in insurance costs which will inevitably occur as premiums increase down the road.

**Discuss and review merit raises:**

The committee agree with Earl's recommendations which was roughly 3% overall.

**Discuss Open Committee spots:**

We encourage the Board to actively pursue new members for APC. The current Committee members have no recommendations to make at this time.

Notes submitted by

Norty Markham

