

**SPECIAL IRON COUNTY COMMISSION MEETING
OCTOBER 29, 2015**

Minutes of the Special Iron County Commission meeting convened at 10:00 a.m. October 29, 2015 in Commission Chambers at the Iron County Courthouse, Parowan, Utah.

Officers in attendance included:

Dale M. Brinkerhoff	Commission Chair
Alma A. Adams	Commissioner
David J. Miller	Commissioner
Jonathan T. Whittaker	County Clerk

Also present:

Mark Gower	County Sheriff
Cindy Bulloch	County Assessor
Nicole Rosenberg	County Treasurer
Deborah Johnson	County Recorder
Gene Adams	County Auditor
Jared Wilson	IT Director
Leslie Bishop	HR Director

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PLEDGE OF ALLEGIANCE

Those assembled were led in the pledge of allegiance by Debbie Johnson.

INVOCATION

An invocation was offered by Alma Adams.

DISCUSSION OF HEALTH BENEFITS FOR 2016

Dale Brinkerhoff, Iron County Commission Chair, introduced the subject of health benefits for 2016. Dale explained that quotes were given in the following:

1. Iron County had a 17.9% increase from 2015(negotiated down from 22.3%). The new rate being \$353,555. The County received a refund check for the amount of \$192,801 from the Contingent Funding Plan. This leaves \$173,386 additional funding needed this year.
2. Dental Select-3.8% increase to fixed costs. Proposed 6% increase overall, \$11,005.
3. Vision-Life Map: 3.9% increase to \$1,620.
4. County has contributed and additional \$210,000 into the HAS/RA fund.

David Miller expressed concern that there was no clear explanation as to why Iron County received a rebate one year and a significant increase the next year. Leslie Bishop

explained that the initial increase for the County was 27%, and that the national average increase was 22%. Leslie noted that Iron County was able to negotiate its increase down to 17.9%. She explained that from August 1, 2014 to July 31, 2015 Iron County had paid premiums of \$2,106,567.60 and had claims of \$2,465,847.25, leaving a deficit of \$359,270.65. Leslie noted that bids were taken from various insurers, and Select Health came in with the best bid.

David Miller expressed concern about the employees losing their health benefits and that the HSA is a very important component. David suggested that Iron County not eliminate benefits, and continue paying health insurance premiums, but reduce the County contribution to the employees' Health Savings Accounts (HSA's). He suggested continuing the contribution to employees' HSA's, but at a rate of \$750 per year instead of the current \$1,500 (for families). Cindy Bulloch questioned that suggestion, saying that it would represent a pay cut to employees.

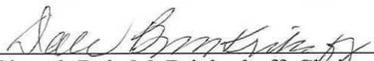
Dale Brinkerhoff stated that there were many factors going into the decision. Dale noted that pay increases, health insurance premiums, courthouse renovation, and other costly projects were all factors. He expressed that the commissioners desired to maintain employee benefits. Dale stated that the employees should be congratulated for their responsibility and willingness to help.

Both Debbie Johnson and Cindy Bulloch expressed concern about raising the employees' hopes for raises, but not having them come to fruition. Debbie noted that most employees in her office would rather receive an HSA decrease and a pay increase if given the choice. Nicole Rosenberg expressed concern about taking more away from the employees. Nicole stated that employees had not received a significant raise in years and that Iron County's wages were not competitive with the private sector.

David Miller noted that there is more flexibility in the HSA contributions than in insurance premiums. Alma Adams made a motion to approve the benefits package as described, being an increase of 17.9% in health insurance premiums, using the \$192,801 refund check to help offset the deficit, also an increase of 6% in dental and 4% in vision premiums. Included in the motion was a reduction in the amount Iron County contributes to employee HSA's of one third of current contributions. Second by David Miller.
Voting: Alma Adams, Aye, Dale Brinkerhoff, Aye, David Miller, Aye.

ADJOURNMENT

Alma Adams made a motion to adjourn. Second by Dale Brinkerhoff. Voting: Alma Adams, Aye; Dale Brinkerhoff, Aye, David Miller, Aye.


Signed: Dale M. Brinkerhoff, Chairman


Attest: Jonathan T. Whittaker, County Clerk

