

**IRONCOUNTY SPECIAL COMMISSION MEETING**  
**October 19, 2016**

Minutes of the Iron County Commission meeting convened at 11:00 a.m. September 19, 2016 in Commission Chambers at the Iron County Courthouse, Parowan, Utah.

Officers in attendance included:

Alma L. Adams	Commission Chair
Dale Brinkerhoff	Commissioner (by telephone)
Casey Anderson	Commissioner
G. Michael Edwards	Deputy County Attorney
Jonathan T. Whittaker	County Clerk

Also present:

H. Eugene Adams	County Auditor
Nicole Rosenberg	County Treasurer
Debbie Johnson	County Recorder
Adrion Walker	HR Director

**SYNOPSIS**

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**PLEDGE OF ALLEGIANCE**

Those assembled were led in the pledge of allegiance by Jon Whittaker.

**INVOCATION**

An invocation was offered by Casey Anderson.

**DISCUSSION AND APPROVAL OF EMPLOYEE HEALTH INSURANCE FOR 2017**

Alma Adams asked whether the discussion was so urgent to require meeting ahead of the regularly scheduled October 24<sup>th</sup> meeting of the Iron County Commission. Adrion Walker, HR Director, replied that the Open Enrollment period required time to process. Betsy Cummings, HR Assistant, noted that waiting would push the process into December, risking not having health insurance in place by January 1<sup>st</sup>. Cindy Bulloch, Iron County Assessor, expressed that if there were to be drastic changes to health insurance, county employees would need time to decide. Cindy also expressed that the commissioners were met and could act. Casey Anderson noted that any insurance decision would need to be in place by November 1<sup>st</sup>.

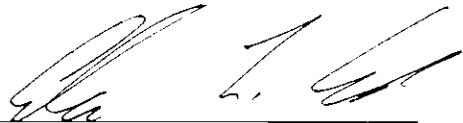
After discussing a potential increase for dental and vision benefits from \$0.00 per pay period to \$11.95 per pay period for family coverage, Adrion Walker explained an idea to reduce the cost to Iron County. The idea was to give employees who might have another opportunity for health insurance the option to “opt out,” of the coverage provided by Iron County, as well as the Health Reimbursement Arrangement (HRA), also provided by Iron County. By opting out, these employees would receive half of the savings

realized by Iron County. For a single employee, that amount would be \$259.10 per month or \$3,109.20 per year. For an employee with a family, that amount would be \$659.05 per month or \$7,908.60 per year. Alma Adams asked how such monies would be paid. Adrion Walker replied that the payment would be as discretionary compensation, which would make it subject to taxes, but would not count toward retirement. Casey Anderson noted that about 60% of counties in Utah offered this type of "opt out," benefit. Casey noted that such an, "opt out" plan would save Iron County about \$300,000 per year.

Casey Anderson made a motion to implement the following to Iron County employee health benefits for 2017: Implement the "opt out," option, providing the incentive as discussed to employees who opt out; Increase employee participation in dental and vision benefits from 0% to 25%, or \$11.95 for a family per check; Continue to pay 100% of the premiums for health insurance; and restore the Health Savings Account (HSA) contribution to the 2015 level of \$1,500 per year for a family. Second by Dale Brinkerhoff. Voting: Alma Adams, Aye; Casey Anderson, Aye; Dale Brinkerhoff (via telephone), Nay.

**ADJOURNMENT**

Casey Anderson made a motion to adjourn. Second by Alma Adams. Voting: Alma Adams, Aye; Casey Anderson, Aye; Dale Brinkerhoff, Excused.



Signed: Alma Adams, Chairman



Attest: Jonathan T. Whittaker, County

