

**GUNNISON COUNTY PERSONNEL BOARD  
MINUTES  
November 14, 2006**

The November 14, 2006 Personnel Board meeting was held in the Planning Commission Meeting Room in the Blackstock Government Center. Voting Board members present were:

Kelly Balch, Employee Representative  
Ben Cowan, Employee Representative and Chairperson  
Stella Dominguez, County Clerk & Recorder  
Vicki Hildreth, in attendance for Judy Smith, Assessor  
Jim Morris, PW Employee Representative  
Frank Vader, County Coroner

Also present were:

Marlene Crosby, Interim County Manager and Public Works Director  
Debbie Moore, Personnel Director  
Others present as listed in text

**CALL TO ORDER:** Chairperson Cowan called the meeting to order at 3:35 p.m.

**CHANGES IN MEDICAL INSURANCE PLAN:** Personnel Director Moore presented some possibilities to add to the insurance coverage beginning in 2007.

1. Hearing Aids – Exams/devices up to \$4,500 every five years
2. Colonoscopy – Screening every five years with 80/20 coverage subject to deductible
  - a. (This is already part of the plan if it is done as a part of another procedure, but is not covered if it is a preventative screening)
3. Bone Density Testing – 80/20 coverage subject to deductible

**Moved** by Representative Balch to recommend to the Board of County Commissioners that these coverages should be added to the plan as of January 1, 2007. Motion carried unanimously.

**DOMESTIC PARTNERSHIP INCLUSION IN PLAN:** Personnel Director Moore presented an option to allow Domestic Partnerships to have coverage under Gunnison County's health insurance. Partners would have to prove a relationship is in existence for 12 months and meet 2 out of about 5 criteria such as sharing a home mortgage or bank account. These requirements would curtail possible fraud by not allowing coverage to individuals that do not have a relationship more than roommates, etc.

Personnel Director Moore reported that the premiums would not be affected, but more people in the pool would help spread the risk across more individuals. There was other discussion regarding the fact that there is more room for fraud in Common Law Marriage than with the strict rules for Domestic Partnerships and that Common Law Marriages are already allowed on the plan.

**Moved** by Representative Balch to recommend to the Board of County Commissioners that Domestic Partners should be afforded the same coverage as lawful spouses in the Gunnison County health insurance plans.

**DENTAL INSURANCE INCREASE:** Personnel Director Moore presented an option to increase the maximum coverage for the Dental Insurance Plan from the current maximum of \$1,000 to either \$1,500

or \$2,000. The Public Works employees requested this increase as certain procedures such as cap and crown installation are significantly over the limit. Also, since the current premiums are extremely low, they requested this increase. The Board was interested in seeing what the actual increase in the premiums would be if the limit was increased and asked if Personnel Director Moore would inquire further.

**Moved** by Chairperson Cowan to table the discussion until additional information regarding the premium increases has been determined. Motion carried unanimously.

**CHANGES IN THE MEDICAL PLAN NETWORKS:** Personnel Director Moore reported that the Mountain Medical Affiliates (MMA) network, currently used by Gunnison County, has purchased the network previously used by Gunnison County – Sloan’s Lake. All Gunnison County providers will continue to be paid by insurance, but employees will still be able to check to see which providers are in the network in order to determine if there are pricing differences for in/out of network providers.

**SUPPLEMENTAL LIFE INSURANCE** – Personnel Director stated she would like to try again to offer supplemental life insurance to eligible employees. Currently, life insurance is offered through Deerborn Life with overage for \$10,000 for employees, \$5,000 for spouses, and \$2,000 for dependents. The premiums are currently \$1.35 plus \$0.46 for each dependent. The employee would pay for this additional coverage, but they could receive up to \$100,000 coverage without a physical with this rider to the standard insurance policy. The Board’s consensus was to try to offer the insurance again. This coverage was offered in the past, but was discontinued due to a lack of participation. A brochure will be included in an upcoming health packet.

**LASER EYE CORRECTION:** Clerk and Recorder Dominguez inquired whether coverage for laser eye corrective surgery could be included in the vision plan. Personnel Director Moore reported that the premiums would increase tremendously. Moreover, she noted that inclusion of this coverage has been considered elective and cosmetic and would open the door for other cosmetic surgery coverage that has traditionally not been included.

**IDENTITY THEFT INSURANCE:** Personnel Director Moore asked if additional information would be appreciated regarding identity theft insurance. The Board acknowledged it might be prudent to review a solicitation that Personnel Director Moore had recently received.

**CPR/FIRST AID TRAINING:** Clerk & Recorder Dominquez inquired whether the County could offer CPR/First Aid Training to employees that are not currently receiving that instruction as a part of their department’s required training. Chairperson Cowan reported that Finance received the training a few years ago and the employees had to pay a nominal fee to get the certification cards, but the training was done during County time with Jo Ann Stone, then Emergency Services Coordinator. Chairperson Cowan stated he would like to have a structured schedule offered even if employees were required to pay for those who would like to be certified so their certifications are always kept current. Interim County Manager Crosby reported that one of her employees is certified to train and stated she would ask him what the cost is to certify.

**ADJOURN:** Chairperson Cowan adjourned the meeting at 4:25 p.m.