

**GUNNISON COUNTY PERSONNEL BOARD
MINUTES
December 12, 2007**

The December 12, 2007 Personnel Board meeting was held in the Sheriff's Conference Room in the Courthouse. Voting Board members present were:

Ben Cowan, Employee Representative
Rich Corbett, Facilities Maintenance Director
Stella Dominguez, County Clerk
George Lickiss, Employee Representative
Kristy McFarland, County Assessor
Randy Morgan, Employee Representative
Frank Vader, Coroner

Others present were:

County Manager Matthew Birnie
Personnel Director Debbie Moore

CALL TO ORDER: Chairman Cowan called the meeting to order at 10:05 am.

SICK LEAVE TRANSFER REQUEST: Detention Captain Michelle Zadra and Undersheriff Rick Besecker were present to discuss a request for a sick leave transfer for an employee in need. This employee has an illness that is either chronic or requires an extended recovery. The employee also has attempted to maintain an appropriate leave balance throughout this illness and has exhausted their leave balance in accordance with the Personnel Policies. Both Zadra and Besecker were supportive of the transfer.

Moved by Chairman Cowan to grant the maximum sick leave transfer authorization of 173.3 hours. Motion carried unanimously.

INSURANCE PLAN REVISIONS: Personnel Director Moore presented two amendments to the insurance plans.

- 1) Addition of Intrauterine Devices as an eligible expense under birth control
- 2) Addition of Licensed Dental Hygienists as eligible providers to the dental plan

Representative Morgan reported that the Family Planning Office has been inserting these devices more frequently and said they are a good method of birth control as they work for five years. Dental Hygienists were discussed as a good alternative especially for young children who need regular cleanings, but don't require the services of a dentist. This addition will also help with plan costs and the lack of available appointments with dentists in the Gunnison/Crested Butte area.

Moved by Chairman Cowan to recommend to the Board of County Commissioners to add intrauterine devices as an eligible expense and dental hygienists as eligible providers under the insurance plans. Motion carried unanimously.

EMPLOYEE IN THE SPOTLIGHT: Personnel Director Moore reported that no new nominations for the Employee in the Spotlight have been received for the first quarter newsletter. Since no nominations

were received, alternatives to determine award recipients for this program were discussed. Moore reported that she has heard of programs where the recipient of one award chooses the next employee. Cowan expressed a reservation that the nominations might stay within a certain building or department if the employees that received the award didn't often leave their building or have extended business with outside departments. Cowan expressed his opinion that if a nomination was not received, the Personnel Board could nominate the next employee. Other members mentioned that more publicity should be given to the nomination process. It was decided a mass email should be sent when the nomination deadline approaches to see if someone is reminded to send in a nomination.

ADJOURN: Chairperson Cowan adjourned the meeting at 10:40 am.