

**GUNNISON COUNTY PERSONNEL BOARD
MINUTES
October 25, 2012**

The October 25, 2012 Personnel Board meeting was held in the Commissioners Room in the Courthouse.

Voting Board members present were:

Leanne Lee, Chairperson
Beth Baker, Employee Representative
Carol Worrall, Employee Representative
Kurt Biesemeyer, Employee Representative
Rick Besecker, Sheriff
Stella Dominguez, Clerk
Kristy McFarland, Assessor
Frank Vader, Coroner
Marlene Crosby, Dept Head Representative

Others present were:

Debbie Moore, HR Director

CALL TO ORDER: Leanne Lee called the meeting to order at 8:30 AM

AFLAC GROUP ACCIDENT AND CRITICAL ILLNESS POLICIES: Debbie Moore, HR Director, presented a question to the Board, regarding new AFLAC group policies for employees. In the past, all AFLAC policies offered to employees were considered individual policies and were accompanied by the level of premiums charged for individual policies. In order for the Gunnison County employees to be offered much lower “group” rates for accident and critical illness policies, the AFLAC agents would have to be allowed to come in and contact every eligible employee. The question presented was, does the Personnel Board feel it is worth the inconvenience to some employees, require them to talk to AFLAC agents and sign a waiver if they are not interested in purchasing either the accident or critical illness policy, in order for others to be able to purchase policies that would be beneficial to them and possibly their families at very reasonable rates.

After discussion it was moved by Rick Besecker and seconded by Marlene Crosby to allow AFLAC agents to present group policy options to all eligible County employees. The motion passed.

DETAILED PURCHASE POLICY REGARDING EMPLOYEE SUPPLIES AND RECOGNITION: Members of the Finance Department requested that the Personnel Board discuss whether there should be a policy regarding what each department can and cannot purchase for their employees. Everything from boxes of tissue to coffee to birthday party supplies to sympathy cards and flowers to food for baby showers was discussed. There were strong opinions: some that money should be allowed to purchase the items listed above for employees and others that they should not. The Board was not able to come to any consensus, so it was suggested, by Kristy McFarland, that we table the issue and ask for a discussion at the next Executive Staff meeting.

SUGGESTED AMENDMENT TO THE EMPLOYEE HEALTH PLAN: Debbie Moore, HR Director brought forth the idea that, since much of the new information coming out suggested that overweight and obese employees were costing their employer health plans more than healthy weight

employees, that maybe we should look at covering the cost of weight loss in the County Medical Insurance Plan. If persons who are over-weight were going to cost the plan more in the future, then why not pay a much smaller amount now to influence how many over-weight employees we have in the future with bigger claims?

After much discussion, Marlene Crosby suggested that a survey be done to see how many employees would be willing to having their premiums increase to pay for weight loss programs. She also suggested that Debbie Moore conduct further research on the subject and report back to the Personnel Board.

With no further business, the meeting was **ADJOURNED**: Leanne adjourned the meeting at 10:18 AM.