

Board of County Commissioners of Lincoln County
Agenda for December 28, 2018

- 9:00 Call to order and Pledge of Allegiance
- 9:00 Tom Krushensky, CCOERA Director of Client Services, to discuss 401(a) and 457 retirement plans
- 10:00 Patricia Phillips, Human Services Director, to present the Department of Human Services monthly report
- 10:30 Receive and review sealed bids for chemicals for the Lincoln County Weed Department
- 11:00 Captain Michael Yowell, Lincoln County Sheriff Jail Administrator, to present bids on medical services for the Lincoln County Jail
1. Approve the minutes from the December 17, 2018 meeting
 2. Approve the minutes from the December 18, 2018 meeting
 3. Review the monthly management report from the First National Bank Omaha
 4. Review and act upon a proposed extension of an employment agreement with Roxana Devers as the Roundhouse Project Coordinator
 5. Review the 2019 Lincoln County Personnel Manual
 6. Review the appointments for 2019
 7. County Commissioner reports
 8. County Attorney's report
 9. County Administrator's report
 10. Old Business
 11. New Business
 12. Approve payroll and expense vouchers

The Board of Lincoln County Commissioners met at 9:00 a.m. on December 28, 2018. The following attended: Chairman Doug Stone, Commissioners Ed Schiffers and Steve Burgess, County Administrator Jacob Piper, County Attorney Stan Kimble, and Clerk to the Board Corinne M. Lengel. Juliet Lundy with the Eastern Colorado Plainsman/Limon Leader attended until noon.

Chairman Stone called the meeting to order and led the Pledge of Allegiance, after which CCOERA Director of Client Services Tom Krushensky presented information regarding 401(a) and 457 retirement plans. The county currently has a defined benefit plan, but fifty-one of the sixty-four Colorado counties have defined contribution plans. Since CCOERA is governed by participants *for* its participants, the company eliminates the cost of brokers. With the recent formation of the Fire and Police Pension Association of Colorado, CCOERA received a request for more defined benefit plans, so the company has had to increase their knowledge in that area. Their objective is to help participants make investment decisions and project employee retirement needs. With a defined benefit plan, Mr. Krushensky said the county guarantees what the employee receives. With the defined contribution plan, the county guarantees the amount of contribution. One of the challenges of a defined benefit plan is that people are living longer, but the percentage of workers covered by traditional defined benefit pension plans has steadily declined over the past eighteen years. Many Fortune 500 companies froze their pension plans since the 2008 financial crisis, while others closed their plans altogether. Defined benefit plans also place the financial risk on the employer where defined contribution plans place it on the employee. Mr. Krushensky said that since social security covers about two-thirds of what a person needs for retirement in a rural area, the employer's primary retirement plan should ideally cover the other third.

Mr. Piper asked if the county could run a defined contribution plan and a defined benefit plan simultaneously without having to freeze the latter. Mr. Krushensky said that 401(a) and 457 plans both have the same investing options, but under a 401(a) plan, CCOERA would have to be the primary plan. However, the county could do whatever it wanted with a 457 plan. There are more requirements with the former since a 401(a) is a formal retirement plan; such as, a dollar-for-dollar match, a vesting schedule, and requiring that an employee work one full year before being allowed to participate in the plan. With a 457 plan, the employer can define employee eligibility or could do a number of other things, for instance, reward employees based on their years of service. He added that if the county's existing defined benefit plan allows the county to run both types of plans, it would be a perfect solution to begin containing the liability.

The commissioners agreed they had much to discuss, and Mr. Piper said that it was a goal for 2019 to look into other options. The group thanked Mr. Krushensky for his time.

Human Services Director Patricia Phillips then met with the Board to give her monthly report. She provided financial statements, employee time sheets, and the Income Maintenance, Child Welfare, and Director's reports for review. Mrs. Phillips had nothing else to report, and the commissioners met with Weed Coordinator Wayne Shade at 10:45 a.m. to review bids on chemicals.

Of the ten chemicals, six were cheaper through Pro Ag than from Tri-Me Spraying. Mr. Shade said he'd mistakenly asked for a quote on Guardian Plus instead of Guardian, so it would be a little bit higher than what each party submitted. The commissioners agreed they would use both companies in 2019, and Mr. Shade said he'd contact them to let them know and also ask about the price on the regular Guardian.

At 11:00 a.m., Captain Michael Yowell, Sheriff Tom Nestor, and Undersheriff Gordon Nall met with the Board to discuss bids on medical services for the Lincoln County Jail. Captain Yowell presented four proposals, ranging from the least costly to the most expensive, and stated that the only quote that indemnified the county and addressed additional insurance was the one from Southern Health Partners, which consequently was the lowest bid at \$139,680. The contract included an RN/LPN for thirty hours per week and a medical director for four hours per month. The only item not included in the proposal was for medication, but Captain Yowell said they would prefer to pay for what they actually use instead of a set monthly payment. Sheriff Nestor added that he liked the fact that the company would hire local providers. The company also serves five other Colorado counties and several other states in the nation, and those counties that they contacted offered high praises for the services they receive.

Mr. Schiffers asked where they get their meds, and the sheriff told him that Southern Health Partners uses their own company for the common medications, but otherwise, they would use a local pharmacy.

The next lowest bid, from NatCore HealthCare for \$173,500 also included an RN/LPN at thirty hours per week but a medical director "as needed." The company would provide lab and radiology services to the jail and would also bring their own pharmacy. The county would be responsible for ER, transports, and other items in all bids except the one from Lincoln Community Hospital. NatCore would also hire a local nurse and provider but only contracts with Fremont County at this time so aren't as renowned as Southern Health Partners.

Mr. Kimble wanted to know how large counties handle inmate medical situations, and Captain Yowell said that most of them have their own facilities. The captain also noted that the second company said they would purchase additional insurance but did not mention indemnification. Mr. Kimble said that inmate medical situations could become very litigious cases, so it would be good to have indemnification wording in the contract.

The \$177,000 proposal from Lincoln Community Hospital incorporated an RN at forty hours per week and a medical director for four hours per month. It also included formulary medications at the cost of \$1,500 per month, annual after-hours call fees of \$14,300, and "Non-LCHCC Services" fees of \$9,000 annually. Captain Yowell stated that would mean that the county would have to cover all services outside of the Lincoln County Jail. He didn't like the fact that the county would pay for on-call time or that there were other variable costs, and he also disagreed with the set fees and preferred paying for services on an as-needed basis.

The final proposal, from Correctional Health Partners, was for \$450,000-\$550,000 and included an RN twelve hours per day/seven days per week, and a medical director once a week. Captain Yowell said that in addition to the cost, the drawbacks were no liability coverage for Lincoln County, all services outside the Lincoln County Jail would be the county's responsibility, and the quote was unclear as to other coverage options.

When asked their preference, Captain Yowell and Sheriff Nestor both agreed they favored Southern Health Partners. The undersheriff commented that LCH had breached their contract for the past three years and had not followed through with what they agreed to provide for quite some time. Sheriff Nestor agreed that he hadn't seen a proposal from the hospital since 2016.

Mr. Burgess stated that the proposal from Southern Health Partners didn't cover holidays. Captain Yowell said it wouldn't be much different than they were accustomed to, and he knew they would have to utilize LCH for some things anyway. Mr. Stone asked if SHP would train the nurse, and Captain Yowell said that they would not only provide training for the nurse but detention deputies as well. Mr. Stone also wanted to know if there was enough work for a nurse to spend thirty hours a week at the jail, and the captain said that it really was a full-time job since it included record-keeping and dispensing medication.

Captain Yowell finished by saying that if the commissioners approved a particular company, they would contact them again and see what was required in the way of equipment. He would then put together a list and deliver it to the Board. Mr. Schifferns told them to decide what they wanted to do, and Sheriff Nestor said they were leaning toward Southern Health Partners.

After the sheriff, undersheriff, and captain left, Mr. Burgess made a motion to approve the minutes from the meetings held on December 17 and December 18, 2018, as submitted. Mr. Schifferns seconded the motion, which carried unanimously.

The Board reviewed the monthly management report from the First National Bank of Omaha and a proposed employment agreement extension with Roxana Devers as the Roundhouse Project Coordinator. Mr. Piper said nothing had changed on the latter except the dates, so Mr. Schifferns made a motion to sign the Employment Agreement with Roxana Devers. Mr. Burgess seconded the motion, which carried unanimously.

After reviewing changes to the 2019 Lincoln County Personnel Manual, Mr. Burgess made a motion to sign the manual, effective January 1, 2019. Mr. Schifferns seconded the motion, which carried unanimously.

The Board also looked over the appointments for 2019, which will be approved at the January 8 meeting.

Mr. Burgess reported attending the Economic Development meeting the morning of December 19 and the Prairie Development Corporation meeting that evening. He came down for the

county employee appreciation/Christmas party on December 20 and attended the Christmas party for his road district employees at the Genoa shop on December 21. Mr. Burgess said he got a call from Pat Vice on December 24 asking if the county would be willing to plow the streets in Genoa if they get an accumulation of snow before they can hire a new maintenance person. Mr. Burgess told her they would take care of it. On December 26, he talked to Chris Monks about the MACK truck they are considering trading off. It would be worth about \$30,000. They planned to take the truck to Denver today. Mr. Burgess called Centennial Mental Health on December 27 to see if he could clarify any of the problems the county is having with the organization concerning the hospital. They would be willing to meet with the commissioners and LCH, so Mr. Burgess said it might be worth setting up a meeting with Liz Hickman and Spencer Green.

Mr. Stone reported checking roads after the meeting on December 18. He, too, attended the county employee appreciation/Christmas party on December 20, after which he stopped by the fairgrounds to check on the progress of the new building. District 3 had their Christmas party on December 21, which he attended, and he checked roads northwest of Highway 71 on December 26.

Mr. Schifferns attended the party at the courthouse on December 20 and the District 1 Road & Bridge party at the county shop on December 21. After the party, they discussed equipment needs and projects for the upcoming year.

Mr. Stone called for the County Attorney's report, and Mr. Kimble said they would need to discuss negotiations with the hospital. Mrs. Lundy left the meeting, and Mr. Kimble asked if the commissioners had time to read the Memorandum of Understanding he'd provided via email. He explained that there were a few typographical errors that needed correcting, and he would also incorporate some of the hospital attorney's wording if the commissioners wanted him to. The Board agreed they did not want to make the extensive changes to the agreement that Mr. Betner suggested, so Mr. Kimble said he would make a few minor corrections and resubmit the MOU to the Board.

Mr. Piper reported that Public Health Director Jobeth Mills expressed concern about the WIC program due to the government shutdown and what might happen to one of her employees. The Board agreed that Mrs. McHone should continue to come to work and perform other tasks if it becomes an issue, and the county would pay her salary.

Mr. Piper also reminded the Board that they would need to complete a performance evaluation on janitor Jodi Mohan before the end of January since she is due a step raise.

Courthouse maintenance and groundskeeper John Mohan met with an LED lighting company who completed an assessment of the courthouse. They will draft a proposal and would like to meet with the commissioners on January 8 to discuss it. Mr. Burgess asked if they were planning on funding the replacement of lighting through the KC Electric incentive program that

George Ehlers described at a meeting earlier in the year. If so, he wondered if they could do more than one project a year since they are planning on using it at the fairgrounds.

Mr. Piper presented an assignment of permits between NE Colorado Cellular, Inc. d/b/a Viaero Wireless and the Lincoln County Commissioners that stated the former would undergo internal restructuring and reorganization. As a result, Viaero Wireless would assign certain Lincoln County permits to Viaero Fiber Networks, LLC. Mr. Burgess made a motion to sign the agreement, and Mr. Schiffers seconded the motion, which carried unanimously.

Mr. Stone called for old or new business. Mr. Burgess mentioned that this year alone, his district spent almost \$7,000 on repairs for the new John Deere motor graders he inherited when he took over as commissioner. He also asked the others if they'd had any complaints regarding the landfill not being open at the designated times, but no one had heard anything.

Mrs. Lengel informed the Board that the Clerk's office would be closed on January 9 as four of her staff needed to complete training on the new accounting system, which would take all day. However, the driver examiner's office would be open.

The commissioners approved the December payroll and expense vouchers, and then, with no further business to come before the Board, Mr. Stone adjourned the meeting until 9:00 a.m. on January 8, 2019.

Corinne M. Lengel, Clerk to the Board

Douglas D. Stone, Chairman