

Board of County Commissioners of Lincoln County
Agenda for September 30, 2019

- 9:00 Call to order and Pledge of Allegiance
- 9:30 Dusty Johnson, Northeast Area Representative for Congressman Ken Buck, to provide legislative updates
- 10:00 Patricia Phillips, Human Services Director, to present the Department of Human Services monthly report
- 11:00 Troy McCue, Lincoln County Economic Development Corporation Executive Director, to present the LCEDC monthly report
1. Approve the minutes from the September 27, 2019 meeting
 2. Review and act upon an intent to withdrawal letter for the County Health Pool
 3. County Commissioner reports
 4. County Administrator's report
 5. Old business
 6. New business
 7. Approve additional expense vouchers if necessary

The Board of Lincoln County Commissioners met at 9:00 a.m. on September 30, 2019. The following attended: Chairman Ed E. Schifferns, Commissioners Steve Burgess and Doug Stone, County Administrator Jacob Piper, and Clerk to the Board Corinne M. Lengel.

Chairman Schifferns called the meeting to order and asked Mrs. Lengel to lead the Pledge of Allegiance.

Mr. Stone made a motion to approve the minutes from the meeting held on September 27, 2019, as submitted. Mr. Burgess seconded the motion, which carried unanimously.

Mr. Burgess made a motion to sign a letter of intent to withdraw from the County Health Pool to give the commissioners more time to explore further options. Mr. Stone seconded the motion, which carried unanimously.

Mr. Schifferns called for commissioner reports, and Mr. Burgess stated that he, Mr. Schifferns, and Mr. Stone all attended the Eastern TPR meeting in Akron on September 23. He also had a call from Kevin Stansbury asking to meet with him on the Twenty-fifth. On September 24, Mr. Burgess reported that the road crew was hauling gravel on County Road 4C and mowing. They have a lot of washboards on County Road 109, but since it's so dry, they can't do much with them. Brazos Trailers called to let them know they should be able to pick up their new trailers on September 26. On September 25, Mr. Burgess met with Kevin Stansbury at the hospital to discuss the budget presentation to the commissioners. He later met Mr. Stone, and they went to Cheyenne Wells for a meeting regarding Hwy 40/287. Chris Monks had more inquiries about buying the county's roto-millings, but Mr. Burgess said they don't want to sell them. Mr. Burgess went to Commerce City with some of his road crew on September 26 to pick up the new trailers. He also checked roads from Genoa to Arriba. A phone call regarding a problem at the hospital prompted him to refer the call to Mr. Stansbury, and Chris Monks called to let him know the new cab was in for the Mack truck. They might have the truck back in about three weeks. The starter went out of the loader at the landfill, so CAT came out and installed a new one. Mr. Burgess reported that he'd gone by the Genoa shop earlier this morning to give Bruce Walters the paperwork for the new trailers. He also picked up the Gator from the landfill and took it to the shop.

Mr. Stone reported attending the Eastern TPR meeting on September 23 and the US Hwy 287 traffic meeting with Mr. Burgess on September 25.

Mr. Schifferns reported that on September 24, he received a call from the property owner down south who had his property access denied. Mr. Schifferns contacted Land Use Administrator Fred Lundy and asked him to call the landowner. Mr. Burgess also called Mr. Schifferns that day to talk about the Big Boy locomotive dinner event. Mr. Schifferns got a call from a resident regarding water wells on September 26. He didn't know if the wells were registered. Mr. Schifferns contacted Fred Lundy and asked him to look, but Mr. Lundy couldn't find anything. Mr. Schifferns later stopped and talked to Mr. Lundy, and they ended up finding a registration for one of the wells from 1923. It was re-permitted for drilling in 1989. Mr.

Schiffers reported that he also checked roads that day. On September 28, Beverly Langley called to ask if the county could issue the East Central Council of Governments a low-limit credit card for the Outback bus. There are times when the driver is in the city and can't make it back without filling up the fuel tank, so they have to use a personal card. Mr. Burgess said he would contact Candace Payne and talk to her about it.

Mr. Piper reported that Leo Hurtado with Leo's Electric would start installing additional magnetic door locks in the courthouse sometime this week.

Mr. Schiffers called for old business and asked if anyone had brought the 800 yards of dirt to the landfill yet, but they hadn't.

Dusty Johnson, Northeast Area Representative for Congressman Ken Buck, met with the Board at 9:30 a.m. to provide legislative updates. Since Congress is on a two-week recess, Ms. Johnson asked if the commissioners had anything specific they wanted to discuss. Mr. Burgess said that the hospital continues to struggle with Medicare reimbursement rates. No one else had any outstanding issues.

Ms. Johnson said that the two items in the forefront for the congressman were the talks of impeaching President Trump and the Red Flag legislation. They are trying to pass gun laws similar to what Colorado passed on a federal level. Congressman Buck ran an amendment to the bill making it specifically effective to known gang members, but the amendment died. Ms. Johnson added that the bill is sitting in committee right now, and they are hoping it dies. If it makes it through the House, she didn't believe it would get past the Senate, but Ms. Johnson said she'd keep the commissioners updated. Lastly, Ms. Johnson said she'd emailed Mr. Piper the last eight months in-review. She asked if the Board had any questions about anything they'd read, but they did not.

The Board approved a few additional expense vouchers for September, and then the group discussed health insurance again. Mr. Piper said he'd done further research, and Saguache County was in the County Health Pool but quit. They'd been trying to get back in even though they had gone with Benefit Health Advisor. Mr. Piper said he'd like to talk to them to see why they wanted back in the health pool. He placed a call but had to leave a message. Mr. Piper then called the Montezuma County HR department and asked the woman who answered if they would recommend BHA, which she did. They'd used the company for three years, and although the premiums went up by eight percent the first year, they only increased by three percent the second year. She didn't know yet what it would be for 2019. Montezuma County has approximately 250 employees, and she told Mr. Piper that they were on either Tier 3 or Tier 4 when they left CHP. Mr. Piper asked if there was any difference in coverage between the BHA plan and CHP, but there wasn't. They have four individual plans that the employees can choose from, and they also offer an HSA to those who select one with a higher deductible. Montezuma County only pays for coverage for their employees, but their benefit includes medical, dental, vision, and life insurance. The employees pay for their spouse and dependents.

Mr. Piper called Bent County but got no answer.

At 10:00 a.m., Human Services Director Patricia Phillips met with the Board to provide a monthly report for her department. The commissioners reviewed the employee timesheets and August financials, as well as the Income Maintenance, Child Welfare, and director's monthly reports.

When Mrs. Phillips left, Mr. Piper called Kit Carson County Administrator Paula Weeks to discuss employee health insurance. Ms. Weeks told the commissioners that she was prejudiced toward the pool as she is now on the CHP board. However, having worked in the insurance industry for several years, she was a huge advocate for the health pool. She stated that no one could beat what the health pool does for employees. If the commissioners were concerned with the cost, they could consider moving to a higher deductible, which would decrease the premiums. They could then reimburse employees for what they didn't use or go with an HSA. In 2012, Kit Carson County moved to a deductible of \$2,500. Ms. Weeks said they'd saved \$1.6 million in premiums since that time.

Mr. Piper asked how many people it took to keep track of their 110 employees covered by insurance, but Ms. Weeks told him it would only take about an hour a month. She added that the employee reimbursement option didn't require a 1099 form, which was also less work. They've had several attorneys look at it as well, and all agreed that it was a good plan.

Mr. Burgess asked Ms. Weeks if she would share her spreadsheets and any other paperwork with Mr. Piper, which she was happy to do. She also explained that she had each of her employees in HR take an online class to obtain their HIPPA certification since the employees submit their EOBs. One of the downsides to the highest deductible (the \$2,500) was that it included prescriptions. That meant the pharmacy would charge full price because the cost goes toward the deductible. Ms. Weeks said they encouraged their employees to use their cafeteria plan for prescriptions. She added that she'd done a full audit to compare the \$2,500 deductible with the \$2,000 deductible since the latter didn't include pharmacy visits. It would have cost them almost double in premiums to drop to the \$2,000 deductible, even paying \$4,000 per family.

Mr. Burgess took a phone call from Candace Payne while Ms. Weeks was on the phone. When the insurance discussion concluded, he asked Ms. Weeks if Kit Carson County issued a credit card to their ECCOG Outback bus driver. Ms. Weeks said they did, and that it had a \$1,000 limit, which she felt was too high.

The Board thanked Ms. Weeks for her time and information. Mr. Piper put together some numbers and said that the county could see a potential savings within five years by going with a higher insurance deductible.

Economic Development Director Troy McCue met with the Board at 11:00 a.m. to give an update on economic development activities. He reported on the Brownfields Redevelopment

and Revitalization Workshop in Limon on September 13. They had three participants attending: the owner of Alco, the owner of the old Flying J, KOA, and Rodeway Inn, and an attendee from Pizza Hut.

Mr. Burgess commented that the owner of the First Inn Gold that burned down wouldn't rebuild unless the town puts in a six inch water line instead of the four inch line. He felt that helping with that project might generate a lot more tax revenue for the county. Mr. McCue agreed, stating that the state and other organizations are more likely to buy into a community if there are commitments from business or property owners and local governments.

Mr. McCue reported briefly on the Housing Charrette in Denver as well as the possible Big Boy locomotive dinner event in Limon.

After Mr. McCue left, Mr. Burgess suggested the commissioners authorize a credit card with a \$250 limit for the ECCOG bus driver. Mr. Piper said he'd bring the form to the next meeting.

Discussion returned to employee health insurance, and Mr. Piper felt he would need some time to research the issue adequately. He said he could put together some spreadsheets showing the positive and negative aspects of the high deductible or an HSA plan. He added that it might not be worth leaving the health pool until they took the time to make further inquiries.

The Board agreed to contact Meredith Burcham with CTSI but then decided to call Kim Smith, the Benefits Administrator who replaced Renee Nagle. Ms. Smith said that attaching an HSA to the account would require a vendor to administer the funds, and the county would need to decide how they wanted to proceed. Several options provide flexibility; such as paying one lump sum at the beginning of the year, bi-annual installments, quarterly payments, or per pay period. Mr. Burgess asked how long it would take to set it up, and Ms. Smith responded that the plan is already in the system. The most time-consuming part would be for the county to determine what they wanted. An FSA is front-loaded, where an HSA would require someone to pay the money to the employees for their claims. She suggested finding a vendor that was compatible with the county's needs.

Mr. Piper told Ms. Smith that the county currently had Plan A and asked if moving to a higher deductible would change the coverage. Ms. Smith said it would not; the employees would no longer have co-pays but would pay the contracted amount. The employee could then use the HSA for additional expenses. The Board thanked Ms. Smith and asked if she would be available the afternoon of October 7 if they needed to speak with her further.

There was no other old business or any new business to discuss, so Mr. Schiffers adjourned the meeting at 12:50 p.m.

Corinne M. Lengel, Clerk to the Board

Ed E. Schiffers, Chairman