

### May 1, 2017 Regular Session of the Beaverhead County Commissioners

The Board of Commissioners, in and for Beaverhead County, Montana, met in session on Monday, May 1, 2017 at 9:00 a.m. in the Commissioners' Room of the Beaverhead County Courthouse. Present: Commissioner Mike McGinley, Commissioner John Jackson and Secretary Cindy Decker. Chairman Tom Rice was absent attending a Western Montana Mental Health Council meeting at Fairmont.

#### Updates on County Projects:

Road Supervisor Scott Jones and Road Secretary Jamie Flynn joined the meeting. The crew has been blading and is going to patch roads this week. Scott mentioned that they have proposed to expand the Alaska Basin Pit to 16.8 acres which is even bigger than he had planned on.

He asked if Big Sheep Creek will need to have mag chloride applied this year. Mike stated that no, it will be graveled this year.

Mike advised that he would like to get together next Monday with Scott and Mike Marsh regarding the budget for this next year.

The following Road Department Report was submitted and scanned into the minutes:

#### BEAVERHEAD COUNTY ROAD WORK

April 23<sup>rd</sup> to April 29<sup>th</sup>, 2017

Dillon, Lima and Wisdom Areas

#### DILLON AREA

- Bladed on the following roads: Browne's Bridge, Rock Creek, Trapper Creek, Cherry Creek, Big Horn, Old Armstead, Freeman, Cosgrove, Birch Creek and Carrigan.
- Hauled millings for repair of Blacktail Road.
- Gravel pit work.
- Installed "rough road" signs on Anderson Lane.
- Moved equipment.
- Road checked Dillon area roads.
- Equipment service and repair.

#### LIMA AREA

- Re-decked the bridge on Steel Bridge Lane.
- Repaired the bridge on Bimat Lane.
- Moved equipment.
- Road checked Lima and Dell area roads and bridges.
- Equipment service and repair.

#### WISDOM AREA

- Cattle guard repair on the Upper and Lower North Fork Roads.
- Cleaned culverts and beaver dams on the Upper and Lower North Fork Roads.
- Cleaned the shop.
- Road checked Jackson and Wisdom area roads.
- Equipment service and repair.

#### Action on Previous Meeting Minutes:

The minutes of the April 24, 2017 meeting were read and the following motion was made:

MOTION: Commissioner McGinley moved and Commissioner Jackson seconded that the minutes of the April 24, 2017 meeting be approved with changes. A verbal vote was taken and the motion carried unanimously.

I.T. Committee

DES Coordinator Tom Wagenknecht, Secretary Sadie Caltrider and Facilities Manager Jay Hansen joined the meeting. Tom stated that he has delegated most of the work on the website to Sadie and she has done a wonderful job. She has sent in all the updates from all the departments to Webgrain. Tom advised that there will be training soon regarding adding and updating agendas, minutes, jail roster etc. on each individual department's page.

Mike stated that his computer needs to be updated.

Discussion & Action on Health Insurance Plan & Policy

Mike stated that Beaverhead County has typically only had 2 high deductible and 1 regular plans. The county is proposing this year to go to 4 different plans and the new policy includes giving the employees their choice of which plan suits them best. This policy states now that the county will pay 100% of whatever plan the employee picks. In the past, the county has always reimbursed for the Health Savings Account (HSA) to ensure everyone the same premium. This will no longer be an option, instead, what these changes will incorporate is to have different premiums for different employees corresponding to whatever plan they choose. This will give employees a little more choice while helping control the cost of the county's insurance. What will be voted on today are a few changes or amendments to Section 17.0 (Medical Insurance Benefits) in the Beaverhead County Personnel Policy. The County Attorney Jed Fitch has viewed these changes and given his approval.

The following motion was made:

MOTION: Commissioner Jackson moved and Commissioner McGinley seconded that the amendments to Section 17.0 (Medical Insurance Policy) of the Beaverhead County Personnel Policy, be *adopted* as of May 1, 2017 and *effective* July 1, 2017 as written. A verbal vote was taken and the motion carried unanimously.

A copy of the new Section 17.0 can be viewed below:

17.0 MEDICAL INSURANCE BENEFITS

- 17.1 Employees hired for permanent positions are eligible to join the County's group medical plan if they work 30 hours or more per week.
- 17.2 The County recognizes that an extended illness or injury may cause economic hardship on a family. For this reason the County will contribute toward the cost of a permanent employee's medical insurance coverage under the County's group medical plan at the level that will be determined for any current fiscal year.
- 17.3 Health insurance coverage will be effective the first day of the month following the date of employment. Insurance applications need to be submitted to the Financial Administrator within the first week of employment.

Beaverhead County has an annual open enrollment period dating from May 1<sup>st</sup> - June 15<sup>th</sup> of each year. Changes to your policy may be made during this period, i.e. adding family member. **Exception: Special Enrollment – Event type i.e. marriage, birth, adoption or employment change.**

- 17.4 It shall be the policy of Beaverhead County to offer multiple health insurance plans at the discretion of the county commissioners to county employees. The county will contribute to the employees' cost of medical insurance to whichever plan the employee chooses.

An explanation of costs and coverage are available from the Financial Administrator's Office. Coverage for dependents is available on the County's policy but the employee will pay this portion of the premium.

- 17.5 It shall be the policy of Beaverhead County to allow individual employees with access to alternative health insurance plans to utilize these plans for their health

insurance coverage. Reimbursement for the cost of alternative coverage will not exceed the lowest plan cost of the County's health insurance coverage. The County Commissioners will decide the amount of reimbursement for the cost of the alternative coverage.

- 17.6 During the probation period, out-of-departmental transferees will be exempt from the waiting period to receive employee benefits. The transferred employee will be eligible to receive or continue to receive uninterrupted medical benefits of the new position during the probationary period of the new position.
- 17.7 At a retired employee's own expense AND if they qualify to draw from the PERS or TRS or Sheriff and Peace Officer's retirement system, retired employees may stay on the County's health insurance plan.
- 17.8 For terminated employees, the Financial Administrator will notify the County's health insurance provider of the termination date of the former employee and the health insurance provider will provide the former employee the COBRA information.

**Recess**

At 12:00 noon, Vice Chairman McGinley recessed the meeting. At 1:30 p.m., Vice Chairman McGinley reconvened the meeting with Commissioner Jackson and Secretary Cindy Decker present. Chairman Tom Rice was absent attending a Western Montana Mental Health Council meeting at Fairmont.

**Unfinished Business/Other Topics of Discussion:**

Bill Mancoronal joined the meeting to give the commissioners an update on the front steps and awning. Mike asked him to get an estimate to us as soon as possible.

The Commissioners opened their mail and email and responded accordingly.

The Commissioners worked on their individual County projects.

**Payment of Invoices:**

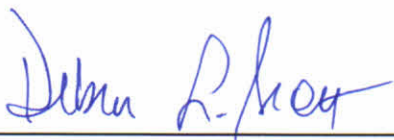
The Commissioners reviewed and approved invoices for a total of \$31,355.23, beginning with check #196692 and ending with check #196718. The Invoice Payment Schedule is located in the Financial Administrator's Office.

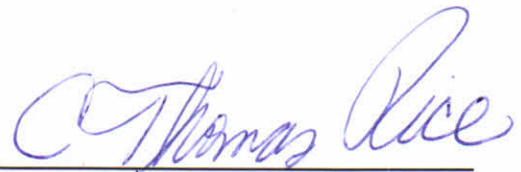
**Public Comments on Subjects Under County Jurisdiction:**

There were no public comments.

**Adjourn:**

There being no further business to come before the Board, the meeting was adjourned at 5:00 p.m.

Attest:   
Clerk of the Board

Approved:   
Chairman of the Board