

MINUTES of the special public meeting of the Uintah County Commission held **November 22, 2023** in the Commission Chambers of the Uintah County Building at 147 East Main, Vernal, Utah. Meeting commenced at 11 a.m.

PARTICIPANTS: Commissioners Sonja Norton, John Laursen, and Brad Horrocks.

ATTENDANCE: Mike Wilkins, Cimaron Nergebauer, Daniella Rivera, Wendi Long, Jon Stearmer, Sam Passey, Tonya Craven, Barbara Simper, Mark Caldwell, Brenda McDonald, Deanna Nyberg, and Jess Hermann.

Minutes recorded by Tai Duncan.

WELCOME: Commissioner Horrocks welcomed everyone to the meeting.

PRAYER offered by Mike Wilkins.

PLEDGE OF ALLEGIANCE led by Tai Duncan.

1. 2024 INSURANCE FINALIZATION FOR EMPLOYEES – Tonya Craven, Human Resources, noted the Commission has already approved Cigna as the insurance carrier but she wanted clarification on the plans; open enrollment is right around the corner. They had discussed not offering the base plan with the \$3,250 deductible but she would like to include it in the offerings. She would also like to bundle dental and vision with medical. Previously, employees had to select each one individually and many did not realize that during open enrollment and it caused issues. There has also been some discussion regarding waiving medical but allowing employees to sign up for dental and vision. This would be in the case they have medical offered elsewhere. Commissioner Horrocks understood this was already approved. Tonya clarified the Commission has already taken action but without the traditional base plan and she is asking them to include it. Commissioner Laursen asked if this would include the HRA plan and she responded that would be part of the next discussion.

Commissioner Laursen moved to approve the plans as presented. Commissioner Norton seconded. Motion passed unanimously.

2. POLICY 460, EMPLOYEE BENEFITS, UPDATE – Tonya Craven, Human Resources, continued. Changes to the policy include adding contributions to HRA as well as the HSA. HSA is a health savings account and HRA are health reimbursement accounts. An HRA would be for those that do not qualify for HSA plans, typically those that are 65 or older that chose the high deductible plan. Commissioner Norton asked if this was a supplement for Medicare and Tonya responded this is not. She would also like to propose changes to the contribution amounts. The County would continue to match to a maximum of \$550 for single party and \$1,100 for 2-party and family but increase the total contributions from \$1,250 to \$1,500 for single and \$2,500 to \$3,000 for 2-party and family. There hasn't been an increase in contributions for three years. The contributions are payable each pay period at a dollar for dollar match. She has other options she could offer but this is her preference. This increases the guaranteed amount and allows employees to match. Not every employee participates. We did increase the high deductible plan and this small increase may also increase participation. Commissioner Horrocks noted it would be difficult to determine the actual cost of the increase and Tonya agreed. The lower deductible plan has the largest impact on the cost of premiums and the highest utilization. In response to Commissioner Norton's question, the maximum would be increased but the employee can contribute over the match. We haven't reached the IRS maximum amount that can be contributed.

Commissioner Horrocks asked for an additional option. Tonya provided an additional option that would keep the maximum amounts at \$550 for single party and \$1,100 for 2-party and family and reduce the match to \$250 and \$600, respectively. The guarantee would increase. Commissioner Norton wanted to clarify she understood the two options. The first, as preferred and presented in the policy changes, would increase the guarantee to \$1,500 and \$3,000 with maximum match amounts of \$550 and \$1,100. The

second would reduce the match provided by the County. Commissioner Norton also asked what the new maximum contribution to an HSA is. Mike Wilkins responded the maximum was \$7,750 last year and was increased by 7% this year to \$8,300 for 2 party. He also took a moment to express his preference of the first option as well.

Commissioner Laursen moved to approve the changes to Policy 460 as presented. Commissioner Norton seconded. Motion passed unanimously.

ADJOURN: The meeting adjourned at approximately 11:18 a.m.


BRAD HORROCKS, CHAIR


MICHAEL W. WILKINS, CLERK – AUDITOR

