



FREMONT COUNTY SOLID WASTE DISPOSAL DISTRICT

Member of Wyoming Solid Waste and Recycling Association (WSWRA)

P.O. Box 1400
Lander, WY 82520
telephone 307.332.7040
fax 307.332.5013

FREMONT COUNTY SOLID WASTE DISPOSAL DISTRICT

Minutes of Special Board Meeting

April 4, 2017

1. PRELIMINARY ITEMS:

a. – c. The special meeting of the Fremont County Solid Waste Disposal District Board of Directors was held on the above date; called to order by CHAIRMAN MOXLEY at 9:30am. CHAIRMAN MOXLEY then led the Pledge of Allegiance and declared a quorum of the Board with the following people in attendance:

<u>Board Members:</u>	Gary Weisz, Mark Moxley, Mike McDonald, Gina Clingerman, Mike Morgan, and Rob Dolcater
<u>Excused Member(s):</u>	Michael Adams, Steve Baumann, and Rick Klapproth
<u>Unexcused Member(s):</u>	None
<u>Commissioner Liaison:</u>	Jennifer McCarty (Absent)
<u>Liaisons:</u>	None
<u>Attorney:</u>	Rick Sollars (Western Law & Assoc.)
<u>Staff:</u>	Andrew Frey (Superintendent) and Linda Kummer (Bookkeeper)
<u>Consultant(s):</u>	None
<u>Guest(s):</u>	None

d. **Approval of Agenda**

GARY WEISZ made a motion to approve the agenda. ROB DOLCATER seconded the motion. **MOTION CARRIED**

2. ITEMS OF BUSINESS:

a. **Health Benefit Discussions**

Tim Robeson (Tegeler and Associates) provided a brief history on the current health benefit plan. He then explained that under the current District enrolled Blue Cross Blue Shield Bronze Plan the deductibles previously offered and utilized by the District are no longer offered. The individual deductible offered went from \$3,000 to \$4,000; and for the family plan, it went from \$6,000 to \$8,000. He then proposed to have the District cover the increase in deductible through the Health Reimbursement Arrangement (HRA), ensuring the employees do not have an increase in their out-of-pocket expenses. The increased deductibles will result in a slight decrease in premiums. The other components of the health benefit (i.e. dental, vision, and life) will not have any increase. Potential savings for the District with the decreased BCBS premiums are estimated to be \$10,500, but the District will carry the risk with the potential increase in the HRA allocations.

Discussions: (1.) Short-term disability option. (2.) Cost for existing long-term disability is approx. \$428 per month and the proposed short-term disability would be approx. \$290 per month. (3.) Potential short-term disability would have an 8 day waiting period, pay out a max of 60% of employee's income and cover up to 90 days. (4.) Considerations must include whether it is a necessary expenditure and how this compares to the County plans. The new plan with the increased deductibles has the District carrying a higher level of risk and covers against increased deductibles for the staff. Staff's responsible use of the health benefit has maintained costs. This would account for an increase in benefits at \$3,000.

MIKE MORGAN made a motion to support the Health Benefit Committee's recommendation to maintain the current out-of-pocket maximum. ROB DOLCATER seconded the motion. **MOTION CARRIED**

MIKE MORGAN made a motion to have the District purchase on behalf of the employees a short-term-disability plan with an 8 to 13 week coverage that follows a format similar to the Workers' Compensation wage compensation formula to maintain employee's net salary by the employee using available sick leave. GARY WEISZ seconded the motion.

Discussions: (1.) Pre-Tax considerations. (2.) Wait time options. (3.) Abuse will result in loss of the benefit.

The question was called on the motion by CHAIRMAN MOXLEY. **MOTION CARRIED**

4. CALL FOR ADJOURNMENT

MIKE MCDONALD made a motion to adjourn the meeting at 10:22am. MIKE MORGAN seconded the motion. **MOTION CARRIED**

5. UPCOMING MEETING(S):

- a. The next Regularly Scheduled Meeting:
 - i. May 15, 2017, at 9:30am.
- b. The next Special Meeting(s):
 - ii. November 8, 2017 at 9:30am – Financial Audit Presentation

Respectfully submitted by,



Andrew Frey, P.E.
Superintendent of Operations
Fremont County Solid Waste Disposal District



Michael Adams
Board of Directors Vice-Chairman
Fremont County Solid Waste Disposal District