

MINUTES of the work session of the Uintah County Commission held **October 23, 2023** in the large Commission Conference Room of the Uintah County Building at 152 East 100 North, Vernal, Utah. Meeting commenced at 9:01 a.m.

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

ATTENDANCE: Mike Wilkins, Heidi Lundberg, Cheryl Meier, Jess Hermann, Dan Dilsaver, Willis LeFevre, Matt Cazier, Jon Stearmer, Steve Labrum, Ken Campbell, Rick May, Barbara Simper, Scott Hardman, Travis Campbell, Zeke Atwood, Brenda McDonald, Troy Ostler, Deanna Nyberg, Quinn Bennion, Tonya Craven, Wendi Long, Sam Passey, Lesha Coltharp, Amanda Wilson, James Sharp, Derrick Jaramillo, and Ryan Mattson.
Minutes recorded by Tai Duncan.

WELCOME: Commissioner Horrocks welcomed everyone to the meeting.

- 1. RFP OPENING:** Cemetery Irrigation Line Repair – Mike Wilkins, Clerk-Auditor
Three bids were received on time. Chivcon Construction dba Backhoe Supremo provided two copies of the same bid. Stubbs and Stubbs Construction submitted the other bid. Jess Hermann, Facilities, noted the committee intends to meet this afternoon with the intention to have an award ready for tomorrow's meeting.
- 2. STATE HOMELAND SECURITY PROGRAM GRANT AWARD** – Heidi Lundberg, Emergency Management. We have received the State Homeland Security Program Grant in the amount of \$202,081.90. This is for Uintah County and several regional projects. Heidi has been the point of contact for these projects so she is responsible for the funding. The total award was \$320,000 for the entire region.
- 3. RED TAIL CONTRACT and AIRPORT UPDATE** – Ken Campbell, Airport, noted this has been discussed in previous meetings. They are now to the point where they can complete a contract with Redtail for service at the Airport. Jon Stearmer, Uintah County Deputy Attorney, and Mike Harrington, Vernal City Attorney, have been able to work together and review the contract. Redtail Air has asked for a change to the Airfare paragraph under Appendix A regarding ticket pricing. The paragraph currently states "any proposed increase in ticket prices beyond 10% requires the Airline to provide detailed evidence of unexpected cost surges..." They would like to increase the 10% to 30%. The City has agreed to this change and signed the contract. If the County is willing, we can acquire the remaining signatures and move forward. The first flight would be scheduled for Tuesday, October 31st. This service is not intended to replace the existing Skywest services but rather to supplement it. Redtail will travel, round-trip, to Salt Lake City each Tuesday and Thursday for \$100 one way or \$200 roundtrip. Skywest will continue on their contract until December 31st or until a new carrier comes in. This year we are setting a record for enplanements, currently at 11,054. It was very disappointing that Skywest rendered themselves unselectable in the bid process to continue a contract here. Ken had been unable to sway them. When they did finally submit a competitive bid, it had been turned in too late. Skywest has lost business across the nation due to this issue. They have been very good and easy to work with and we would like them to bid again in the future. This change will be inconvenient for awhile as we all adjust to the changes. There will be a new destination. With the Redtail contract, we will have two destinations out of Vernal with the hope of having three in the future. We have an excellent team at the Airport. Ken wanted to emphasize that the cost of this one-year contract with Redtail, \$130,000, is part of the Airport's existing budget; it will not require additional funds from the County or the City. The current Airport budget is paid for by the County at 75% and the City at 25%.

Commissioner Norton asked if there was a particular reason they wanted to change the 10% to 30%. Ken was not aware of anything specific but he did note it will allow them more room for error. Fuel prices may fluctuate. The price could increase from \$100 one way to \$130 with the change but he is confident it will not. He has heard from many individuals that they want a flight to Salt Lake City. This contract will provide the opportunity to prove that. Jon Stearmer expressed some concern with the requested change.

Typically, a price fluctuation is part of a multi-year contract. 30% seems steep for one year. Ken could not provide more information about their request but was willing to follow up and ask. He did note that he is comfortable with the change. Quinn Bennion, Vernal City Manager, noted if there were an increase it would be on the ticket price not the contract amount coming out of the Airport budget. The Airport would not pay more, the passengers would. In response to a question, the flights would be mid-day on Tuesdays and Thursdays. The plane would leave Moab around 8 am to go to Salt Lake, take care of necessities there, fly to Vernal and drop off and pick up passengers and take care of necessities, then return to Salt Lake City and then on to Moab to finish the day. The plane is a Cessna Kodiak that seats 8. It is a 35 to 40 minute flight. You would arrive on the east side of the airport and then get shuttled to the west where commercial travel is. You would then go through TSA if necessary to continue on to other destinations. Commissioner Horrocks noted it may take the first year to get word out and establish the routine. It may take more time to really know the impact to the County. Ken agreed. By the end of the year they will know more and can adjust as necessary. The first flight, on Halloween, will be difficult to fill. If we don't try it, we won't know at all.

4. TV SERVICES discussion with Uintah Special Service District 1 – Cheryl Meier, USSD1, began the conversation. Each year she was on the Recreation SSD Board they questioned the line item for TV Services. The SSD had been paying it since 2005 or 2006. It was an annual payment but is now monthly. This last winter there was a storm that did damage and emergency services were needed to get the equipment back on line. This bill, \$16,500, was taken care of out of the existing budget because there was sufficient funding. They then received a bill for \$97,000 for an upgrade. She spoke with Terry Stringham and they determined this was Duchesne County's bill not Uintah. However, the cost to upgrade the equipment would be around \$39,180. Her understanding, after speaking with Terry and Commissioner Laursen, is that this is doable and necessary. She questioned how we get the County to pay that upgrade bill and should the SSD be paying for the services

Commissioner Laursen understands the Eastern Utah Television group has money in an account and could utilize some for the upgrade. That will need to be looked into. Cheryl added there has not been a new Memorandum of Understanding or an agreement of any kind since 2013. She is not aware of why the SSD was given this responsibility. Jon noted it was before he started with the County so he is not aware of the justification either, obviously it was to cover the expense. Commissioner Laursen asked what the County pays as part of the TV services, perhaps to the Eastern Utah Television group. Mike is not aware of anything but could look it up. He also agreed the SSD has been paying the services for a long time. Rick May, IT, noted his recollection from 2006 as a SSD board member was that TV services were always a part of the SSD so it could be paid with mineral lease funds rather than tax payer funds. Terry told Cheryl there was a contract or agreement but he hasn't found one either. If it is determined the Recreation Special Service District is the best place to budget these services, then they will continue to do so. She just wants to ensure it is in fact in the correct budget. She would also like to see a new agreement put in place. Brenda McDonald, County Recorder, noted years ago on The Hill, they discussed tv antennas and deemed them necessary to support as part of an emergency broadcast option. Perhaps that would be a budget to consider. There may also be grants available to help with the costs.

5. DISCUSSION ON AMENDING THE CREATION DOCUMENTS AND BOARD COMPOSITION OF UINTAH TRANSPORTATION SPECIAL SERVICE DISTRICT

Commissioner Norton began this discussion. A Resolution was passed earlier this year noting the intention to keep the Transportation Special Service District separate. They are trying to reorganize and that includes how to appoint board members. She has suggested doing so by using areas similar to the School District and Voting precincts. The intention is to keep equal representation across the County. The Vernal City precincts, minus #14, would be in one area represented by a County Commissioner. All precincts east of Vernal Avenue, excluding Vernal City precincts, would be the East area. #14 plus precincts going west from Vernal Avenue to Dry Fork and south to 1000 South would be the Northwest area, excluding Vernal City. Dry Fork and the other western precincts would encompass the West area. From those western precincts going east to Vernal Avenue and north to 1000 South will be the Southwest area. The West area has approximately 2,744 registered voters; Northwest 3,372; Southwest 3,613; and East 4,106. She would like to bring back previous board members on partial term seats to help get the

District back on its feet. A Director will be needed for the Board. They hope to get this going by January 1 as the Resolution stated.

Cheryl took a moment to express concerns. The Transportation SSD is in name only and it is reckless to build off that name. She felt it would be better to solicit for board members that have an understanding of transportation, the industry, and contracts. They add more value than a property owner that is concerned with a pothole they want to see fixed. This suggested board composition looks more like a committee that would be in place for the road department with the intention of sharing information regarding issues. The Transportation District does large scale projects; much larger than the Road Department. Tying representation to individual areas could reduce the pool of expertise. It is also hard to get interest in serving on boards. Commissioner Horrocks agreed it is hard to get qualified individuals to serve on boards. He suggested a mechanism in place to fill seats for areas that do not get a qualified applicant. Dan Dilsaver, previously Chair of the Transportation SSD Board, agreed with Cheryl. The SSD's mission is to mitigate impact from oil and gas production in the County. 90% of the projects are large road projects that are out of the wheelhouse of the general citizen. The board needs individuals with qualifications to understand what is needed. He commends Commissioner Norton for what she is trying to accomplish but they will want to review each applicant and appoint appropriately. They have had to solicit for board members often. Commissioner Norton added the reason behind the areas is to allow expertise from different areas, such as Mike Allred, who was an expert in some ways and lived on the west side of the County. She is confident they can do both. She is not trying to offend the previous board. There should be individuals from each area that can provide knowledge and experience from the necessary skillsets. We may have to seek such individuals out and ask them to apply. It is not intended to discourage people from applying but rather to encourage them. Dan asked what would happen if the three best qualified candidates were from the same district. She responded there would need to be a mechanism in place, as Commissioner Horrocks suggested, that allows flexibility. Dan stated again the board should be made up of those that have the expertise regardless of where they live. Commissioner Norton agreed but also wants to ensure the under represented areas are represented appropriately. We should be able to mesh both worlds.

Cheryl added when the Resolution was passed in July she stated there wasn't enough time. It takes 30 days to promote board seats. Commissioner Horrocks said it would take 60 to 90 days to get a board and director established. Cheryl continued, there are projects that are important and will be pushed back waiting for this change to happen. The CIB, Community Impact Board, may not be favorable to a change affecting a \$27 million project. She is hesitant to take the bullets at the December meeting. They have already made a change when the Districts were combined. Additionally, a new board may not want the project or may want to make substantial changes. This is also a budgeting problem. USSD1 won't have transportation in their budget. Transportation SSD has no bank accounts and no governmental identification numbers. USSD1 has its own. Transportation would need to get a new, unique identifier. There are a lot of things to do to get the SSD established. November is nearly here and we are out of time to have it done by January 1st. Commissioner Norton agreed time is short but they don't want to take two years to do this. They can extend beyond January if necessary. She would like to see the change be more seamless with the understanding there will be issues. There should already be a budget that can be moved over. Tonya Craven, Human Resources, suggested someone working side-by-side with Cheryl to move along the changes as Cheryl has reservations. Cheryl noted there hasn't been enough communication. A transition committee worked hard for eight months combining the Districts, it was not just her doing all the work. Dan would like to see a goal date of January 1, 2025. Haste causes mistakes. Commissioner Norton agreed a committee is a great idea.

6. RESOLUTION #10-23-2023 R1: 2023 Budget Increase – Mike Wilkins, Clerk-Auditor, presented the changes to the 2023 Budget.

The County has received a grant for CCJJ (Utah Commission on Criminal and Juvenile Justice) Pretrial Services in the amount of \$239,500. Consequently, this is a new department utilizing these state funds with approximately four employees. The Library would like to transfer \$20,000 out of Fund Balance to fund lighting upgrades and the Can-Do-Crew for the last quarter. Travel and Tourism's budget needs adjusted by \$87,200 to accommodate increased revenue and consequent costs for different events such

as the Balloon Festival, Phenomecon, and the Gravel Bike race. This will be presented for approval tomorrow.

7. RESOLUTION #09-11-2023 R1: allocating 15% of the optional ¼% sales tax to Active Transportation – Matt Cazier, Community Development

Matt noted this was talked about in September and Commissioner Norton had asked for a Resolution. In 2019, a quarter percent sales tax was enacted and funds started to be collected. The County's 75% of the Airport budget comes from these funds. That does not utilize all of the funds collected. This Resolution would set aside 15% of those taxes to be used for active transportation, non-motorized trails to connect places. The proposal is to start with 2020 and move forward with the caveat that funding the Airport is the first and foremost priority and must be paid before any funds can be used elsewhere. There is a specific list of projects the funds can be used for and those include roads, public transportation, sidewalks, etc. Commissioner Horrocks does not agree with this use, he would rather see it used by the road department. Before we build any trails, we need to inventory what we already have and determine who is going to take care of the maintenance and operations. Commissioner Norton noted 15% of last year's funds is approximately \$120,000. The County does not have any urban trails. Commissioner Horrocks questioned the trail along 1500 West. Matt clarified there are some bike lanes being added to roads that are being reconstructed. Commissioner Norton and Commissioner Horrocks did not agree on which cost was higher, the building of trails or the upkeep of said trails. Commissioner Norton would like to have an active transportation employee to focus on these projects. We have none and we need trails that are separate from roads. Pedestrians and cyclists are in danger and more are getting hit every day. There are some rural communities that have active transportation trails and we have none. There was a three-person committee in 2006 or 2008 trying to get traction on such projects. Now we can actually make a plan and move forward. The trails will need maintained, like chip and seal and weed control. This funding could help with that. Additionally, there are grants available for the development of these trails and they require a match, which this funding can be used for as well. Commissioner Horrocks used the dirt bike track as an example. Individuals wanted it so they did the work themselves. If they want it, they should spend their own time and money in developing the trails. He is concerned this may take funding away from the road department. \$120,000 won't last long if they intend to hire someone. Commissioner Laursen noted there are funding sources for these trails, not just in the state of Utah but nationwide. These are projects that are being done everywhere and if we don't get on board, we will fall behind. We have a lot of pedestrians and cyclists and we don't want to see them get hit. Everyone agreed on the safety concerns.

Lesha Coltharp, Travel and Tourism, took a moment to speak in favor of the Resolution. Four years ago, she and Matt decided to share Mike Cook for the motorized trails system. He was a current employee willing to shift his duties and responsibilities. In the last four years, the County has received \$900,000 in grants. These grants did require some matching funds; some from her budget and some from Matt's. Because one person was designated to organize the projects, he was able to make the necessary relationships. With these funds and projects, they have been able to successfully pull off an awesome ATV Jamboree, Rock Rally and increase the economy. She would like to see urban trails added to our offerings in the County. She receives more than 50 calls each week asking for a place for e-bikes and walking. Individuals do not feel safe on the roadways and are looking for places to be outside. Canal trails are usually their priority. A person that can head up these projects and keep it organized will be immensely important, even if part-time. There may even already be someone in the County that can build the necessary relationships with a small budget to match grants they are able to obtain. Lesha would be able to use \$20,000 to \$30,000 of her budget to help meet these match requirements, now that the County is in a good place regarding motorized trails. There is a need in our community to provide these trails and a representative will be an integral part. Members of DinoTrails all have full-time jobs and they can't build the necessary relationships. Commissioner Horrocks noted she has convinced him it is necessary. Commissioner Laursen noted there is a lot of funding available from the State in the Outdoor Recreation division and we need a plan to go after some of this funding. They don't just offer funding for motorized trails; he understood the division has \$7 million for a variety of projects. This is ongoing funding in a division created by the Department of Natural Resources and they need to spend the funds. Steve Labrum, Sheriff, clarified the Off-Highway Vehicle grants include such trails. He suggested a non-

motorized trail in Dry Fork. Every weekend during the summer there is a race of some sort. It would need to be separate from the road to ensure safety but something is definitely needed. The OHV Grant board has often allocated additional funding for projects they felt could use it to make their project even better. They are passionate about the projects as well. We need a place to start the plans and some funds to meet grant match requirements. A crew would also be necessary for maintenance and operations, particularly during the summer.

Scott Hardman noted the road department has not received any of the funding from this quarter percent sales tax. Jon and Mike both noted there are limitations on the funds. Mike added this went into effect three years ago and has thus far only been spent on the Airport budget. The rest can be allocated as the Commission deems necessary, following the limitations. This Resolution follows those limitations and would allocate 15% of the funds. The road department is funded by Class B Road funds. When work is done at Buckskin Hills, those expenses come from the General Fund as Class B Road funds can't be used for such projects. These quarter percent sales tax funds can only be used by the road department if it is a new project; the funds cannot be used to supplant the budget. Commissioner Norton asked if the Cities were waiting for the County to take the lead, she understood as much. Quinn agreed with her. Vernal City is supportive and will participate as other entities commit. Urban trails are extremely popular for residents. It is always a challenge determining how to add a new service, which such trails would be. He is also confident they will be used heavily. Discovery Trails is scheduled to be paved in the next paving window according to the weather. It will be heavily used. Commissioner Norton added these trails can be used by everyone, including those with mobility issues. Commissioner Horrocks commented \$120,000 sounds like a lot but employees use a large chunk of it. Involvement from the Cities will help as well. It was clarified the \$120,000 would be ongoing each year, though the actual amount will vary. The Airport is first priority. Grants will be sought after and should provide the bulk of the funding for urban trail projects.

8. REZONE RA1 TO R1 – Edwin & Kathleen Forsman, 3355 W. 440 S. Vernal; serial number 04:123:0126 – Deanna Nyberg, Community Development

This rezone is for a .21 acre parcel in Cottonwood Heights. There is some R1 zoning nearby within the subdivision. The future land use map suggests this area for moderate density, which is most similar to R1. They want to add a front porch but are already at the minimum setback of RA1; they must be 35 feet from the back of the curb. R1 zoning would allow a setback of 30 feet which would provide them the needed space. There is not enough room for a duplex or another building. They will only be allowed to build closer to their setbacks. Most of the properties in Cottonwood Heights are too small for RA1 zoning. Most parcels are closer in size to R1 zoning. This rezone was presented to Planning Commission and there were no items of concern and a unanimous vote to approve. There were no public comments. Community Development had received phone calls with questions about how the change would affect their own properties.

9. REZONE RA1 TO R1 – Yolanda Duran, 1145 N. 3000 W. Vernal; serial number 04:102:0003 – Deanna Nyberg, Community Development

This property is closer to Maeser Elementary and is 2.51 acres. The area is mostly RA1 with a few R1 properties across the street and to the south. The future land use suggests this area for residential agriculture. The application for rezone was accepted because the plan allows for higher density near schools and commercial. The property owner would like to divide the property into four lots. Right now, they have room for three lots. Prior to the building of a house on the northern part of the property, they would have been able to split into four lots. This request is for 2 lots on the front of the property, along 3000 West and two flag lots behind, to the west. R1 zoning allows for a triplex on a lot 12,000 square feet or larger. RA1 would only allow a duplex. This was presented at Planning Commission and there were no public comments. There had been phone calls in the office with questions. Planning Commission voted unanimously to rezone the front two lots R1 and leave the two flag lots zoned RA1. Commissioner Laursen was concerned this may be a property tied up on legalities but Deanna assured him that was not this property. Matt added the rezone line would be drawn at the time the minor subdivision is approved. RA1 zoning won't allow two lots in the front due to the frontage requirements, whereas R1 does. If the minor subdivision is to be drawn with the first lot extending all the way to the back of the

property that would remove their ability to do two flag lots in the back. The future land use plan suggests this area as RA1 with language to allow higher density intermixed with medium density near schools and commercial. It also discusses no more than 30 high density dwellings per square mile. The idea is to spread out the high density through areas that can handle it regarding water and sewer.

10. CLASS B-RESTAURANT ONLY BEER LICENSE: Scooters Grub Group Inc – Deanna Nyberg, Community Development, indicated the Health Department recently approved the business license for the restaurant so they did not need to review it again for the beer license. The Sheriff had some concerns, however. Recently, they sponsored a burnout contest without any permits. There are no actual issues with the beer license. The owners do need to be aware they must have the proper permitting for any events. The beer license is for the restaurant only, on premise consumption. The only concern would be the clarification of on-premise; should this be inside the restaurant and any outdoor seating they may have with the exclusion of the parking lot.

11. 2024 HEALTH BENEFITS PROPOSAL – Tonya Craven, Human Resources, reviewed some of the insurance options the Commissions must choose between for employees next year. Cigna has offered a \$194,000 administration credit, BlueCross BlueShield (BCBS) has offered a \$200,000 credit, and Select Health has offered a \$335,000 credit. Cigna's monthly premium would increase by 8.87% to \$350,886. BCBS would be an increase of 2.63% for a monthly premium of \$330,791. Select would be an increase of 1.79% for a monthly premium of \$328,092. Cigna and BCBS provide the same network of providers. Select Health has a different network; the University of Utah is not within their network, they utilize Intermountain Healthcare. Cigna offered a 7% increase in dental for a monthly premium of \$18,869. United Health Care would be a 3.07% increase for a monthly premium of \$18,177. Cigna's vision plan would not increase the monthly premium of \$4,772. United Healthcare offered a plan with a monthly premium of \$5,084, which is 6.55% higher. The Life, AD&D, and Dependent Life rates would remain the same with Lincoln. This is a monthly premium of \$1,773.90. Long term disability, offered through Lincoln, begins for employees on day 91 of employment and is a monthly premium of \$4,822.19. Supplemental insurances have been available via GBS. The accident plan has been popular with a current enrollment of 100 employees. This rate will not change. The supplemental critical illness plan is also popular with 106 employees enrolled. Several have been able to utilize the plan and received some funding back. The supplemental hospital indemnity plan has 41 employees currently enrolled. HealthJoy has been the employee assistance contract for two years. The County now has the ability to move to a different plan if they so choose. This program is a per employee cost of \$8.20. Blomquist Hale has provided a quote of \$3.97 per employee. They both offer financial counseling, legal counseling, crisis services and guarantee the rate for one year. Health Joy offers 5 sessions of in-person employee assistance for each incident or situation. Blomquist hale has unlimited sessions. HealthJoy offers worksite services where Blomquist Hale does not. Blomquist Hale does not offer an app to do telehealth, which the County has been encouraging in order to reduce costs to individuals and the plan overall.

In response to a question, they have reviewed those that have chosen to opt out of County insurance and receive a payment in lieu. There are around 46 participants in the opt-out program. Those that chose to opt-out had insurance through spouses or were employees that would have spread our risks. This was a substantial cost to the County, approximately \$276,000. This option will be removed. It was a good experiment but not a benefit. They have also considered removing the basic choice plan so employees will have two options rather than three; the high deductible plan or the low deductible plan. There has also been discussion regarding the HSA contributions, the County would match dollar for dollar up to the maximum contribution amount rather than a set contribution. Changes will need to be considered and approved and policies will need to be updated as necessary. All three medical options cover the local hospitals and Primary Children's. The difference is the U of U as previously mentioned. Commissioner Laursen expressed concern that in an emergency someone may be taken to a hospital out of their network. Tonya explained that if an in-network hospital is not available in the case of an emergency, the insurance will treat the hospital as if it were in-network until you are stable enough to be moved to an in-network hospital. Mike also clarified the County currently contributes \$1250 for single and \$2500 for 2 party in the employee's HSA. If the employee also contributes, the County could match dollar for dollar

up to the maximum contribution allowed by the IRS. This County contribution is still cheaper than paying the premium for the traditional plan.

Brenda noted that she has had a lot of trouble working with Cigna. They have been difficult to get approval through. James Sharp, Cemetery, disagreed. He has not had any trouble. Tonya noted Jen, in her office, has been very happy with the service. Jon has not had good service with Cigna. There are also discrepancies regarding prescriptions for those with high deductible and those without. Commissioner Norton sympathizes with those that have had problems but feels it is probably industry-wide. They are trying to get out of paying as many claims as they can, they want to cut costs and make money. Wendi Long, Treasurer, noted she has seen an article that stated Cigna was instructed to deny all claims and force individuals to fight for it. Steve added the individual should dispute every bill as well. The insurance has responsibilities as does the user. We should do our due diligence. Commissioner Norton also noted they would like to go back to self-funded – it was a great program and was working well. There was \$1.8 million in the account so we were taking care of our own and with the needed flexibility. There will always be good and bad years. Over 30 years, we were in the positive and that is important. This year, unfortunately, is not a good time to go back to self-funded because of losses over the last two years. They will consider it again next year.

Derick Jaramillo, Conference Center, asked if the County would pay the increase in the premium or if the employee would. The employees will see an increase in their premium. Currently an employee paying \$195.92 a month could see an increase to \$223.12. The employee pays 11% and the County pays 89%. Jon added this is an additional problem when recruiting employees. The County is 27% behind the market regarding wages and yet asking employees to pay more in insurance. Employees are losing money working for the County. He has been searching for another Civil Attorney and can't get anyone with a law degree to apply. The cost of the benefits and the lower than market wages are not a good way to recruit employees. If salaries were at market, you could ask employees to cover more of the costs. Matt responded to Commissioner Norton's question that the variation between who pays how much of the premium, employee vs employer, is all over the place. It would be a very difficult comparison to make. Commissioner Norton did note there are a lot of people who feel the County offers too many benefits and is too generous. This is a very delicate balance. A salary survey was done for a reason. We have our own market and economy and they are trying to consider everything. Willis LeFevre commented that the public needs to be aware of this information. Jon agreed, these are the facts. Steve also noted they are down an entire shift in the jail. They have had to turn back state inmates because they can't care for them. It was also noted that Vernal City uses United Healthcare and their premium is substantially higher. The School District and Strata have both recently changed to Select Health. Mike added the School District is self-funded in a group with other schools.

ADJOURN: The meeting adjourned at approximately 11:06 am.


BRAD HORROCKS, CHAIR


MICHAEL W. WILKINS, CLERK – AUDITOR

