

## Grand Junction Regional Airport Authority



**Date: November 7, 2023**

**Location:**

GRAND JUNCTION REGIONAL AIRPORT  
2828 WALKER FIELD DRIVE  
GRAND JUNCTION, CO 81506  
AIRPORT TERMINAL - 3rd FLOOR CONFERENCE ROOM

**or**

Electronic Meeting

Link: <https://us02web.zoom.us/j/81538009765?pwd=NHN5VER4clNZcnNZQ3lQNVl2dHk2dz09>

Time: 11:30 AM

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### **SPECIAL MEETING AGENDA**

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- I. Call to Order**
- II. Pledge of Allegiance**
- III. Approval of Agenda**
- IV. Commissioner Comments**
- V. Citizens Comments**

The Grand Junction Regional Airport Authority welcomes respectful public comments at its meetings. The Citizens Comment section is open to all individuals that would like to comment. If you wish to speak under the Citizens Comment portion of the agenda, please e-mail your comment to the Board Clerk ([boardclerk@gjairport.com](mailto:boardclerk@gjairport.com)) 15 minutes prior to the meeting. Comments not related to specific agenda items will be addressed during the citizen comment section of the agenda. Citizen comments related to a specific action item will be addressed during the discussion of that action item. The Board Chair will indicate when you may come forward and comment. Please state your name for the record. Presentations are limited to **three minutes** and yielding time to others is not permitted. Speakers are to address the Chair, not each other or the audience, and are expected to conduct themselves in an appropriate manner. The use of abusive or profane language shall not be allowed. No debate or argument between speakers and/or members of the audience shall be permitted.

### **VI. Consent Agenda**

- A. [Health Insurance Renewal](#) 1
  - Approve the proposed health insurance plan and cost sharing as outlined in the

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**November 7, 2023**

Agenda Item Summary to renew the Medical, Dental, and Vision plans effective January 1, 2024 through December 31, 2024 and authorize the Executive Director to sign all plan documents and approve invoices.

B. [Taylor Fence Vehicle Gate 1 Replacement](#) 2

- Authorize the Executive Director or her designee to award the bid for the replacement of vehicle gate 1 to Taylor Fence and execute the associated work order not to exceed \$132,416.00.

**VII. Any other business which may come before the Board**

**VIII. Adjournment**

**IX. Executive Session –**

Executive session for the purpose of receiving legal advice on specific legal questions related to pending or threatened litigation, as authorized by Colorado Revised Statute Section 24-6-402(4)(b).

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**BOARD VANTAGE TRAINING**

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**I. Agenda**

A. Board Vantage Training

## Grand Junction Regional Airport Authority

### Agenda Item Summary

TOPIC:	GJRAA Employee Health Insurance		
PURPOSE:	Information <input type="checkbox"/>	Guidance <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>
RECOMMENDATION:	Approve the proposed health insurance plan and cost sharing as outlined in the Agenda Item Summary for the plan year of January 1, 2024 through December 31, 2024 and authorize the Executive Director to sign all plan documents and approve invoices.		
SUMMARY:	<p>Staff worked with HUB to identify and recommend employee health insurance plans for the plan year from 1/1/2024 – 12/31/2024. Staff recommends offering the same United HealthCare HDHP that was approved for January 1, 2023. Rates for the existing plan increased by 9.3% with only minor changes to benefits; the most significant change is an increase in the out-of-pocket maximum (OOPM) of \$150 for individuals and \$300 for families. Staff recommends keeping the same cost share rates for employees, and increasing the Airport deductible reimbursement program amounts to offset the increase in the OOPM.</p> <p>Staff recommends keeping employee benefits the same as 2023, believing the Appleton Clinic Membership and HDHP with an HSA account provide the best combined coverage and value to employees and the Airport. The proposed cost sharing between GJRAA and employees remains unchanged and was benchmarked to the 2022 Colorado Governments and Colorado Small Employers (less than 50) compiled by the Employer’s Council.</p> <p>Vision and Dental coverage are offered and 100% of costs are covered by the employee. Vision premiums for 2024 did not change, while dental rates increased 6%.</p>		
REVIEWED BY:	Executive Director, Finance Director, and Executive Committee		
FISCAL IMPACT:	Estimated 2024 calendar year cost of \$431,200		
ATTACHMENTS:	Summary information on plans, costs, and benchmarks		
STAFF CONTACT:	Diana Thomas dthomas@gjairport.com		

# Summary of Proposed Health Benefits Offered

**Proposed health benefits for 2024 that are being offered to employees are substantially the same as 2023, with expected yet reasonable cost increases.**

- Employer-Sponsored Health Insurance with a qualifying High Deductible Plan
  - GJRAA pays 95% of Employee Only Coverage
  - GJRAA pays an average of 73% of Family Coverage
- Deductible Reimbursement Program
  - GJRAA will reimburse employees the last \$2,400 paid on their deductible for individual coverage
  - GJRAA will reimburse employees the last \$4,800 for family coverage
- Appleton Clinic Membership
  - GJRAA will pay \$99/month for an employee (and child(ren)) to have access to the health clinic. This membership provides access to physicians, x-rays, and other services at no additional cost to employees
- HSA Contributions
  - GJRAA will contribute \$25/month
  - Employees who waive Appleton Clinic membership will receive an additional \$99/month

# Employee Benefit Renewal Objectives

**During the Renewal process, we used the following objectives to inform our decision:**

- Maintain the quality of coverage and access to healthcare for our Employees
- Manage the overall cost to GJRAA and employees
- Stay competitive with other employers based on benchmarks
- Avoid any disruption in the covered network of providers and facilities

# Total GJRAA Cost Comparison of Proposed Renewal

The estimated total cost to GJRAA of the selected plans, Appleton Clinic Membership and Deductible Reimbursement Program is an increase of 10% from the 2023 budget. Contingency expense has been budgeted to account for risk of higher HRA reimbursements or increased participation.

Annual Cost of Coverage	Expiring Plans 2023 Forecast	Expiring Plans 2023 Budget	Proposed Renewal 2024 Budget	\$ Change Budget to Budget	% Change
Health Insurance Premiums	\$ 229,890	\$ 279,727	\$ 322,500	\$ 42,773	15%
HSA/Appleton Clinic	\$ 47,300	\$ 43,200	\$ 52,030	\$ 8,830	20%
Deductible Reimbursements*	\$ 3,000	\$ 25,700	\$ 3,500	\$ (22,200)	-86%
Subtotal:	\$ 280,190	\$ 348,627	\$ 378,030	\$ 29,403	8%
Contingency	\$ -	\$ 43,373	\$ 53,170	\$ 9,797	23%
Total Cost:	\$ 280,190	\$ 392,000	\$ 431,200	\$ 39,200	10%

- The deductible reimbursement expense assumes trended utilization based on 2023 actuals. Historically there has been approximately less than 5% utilization.

# Proposed Cost Sharing

The following table represents the proposed 2024 cost sharing between GJRAA and employees by enrollment tier, the resulting percentage paid, and a comparison of the cost share percentage to the expiring plan.

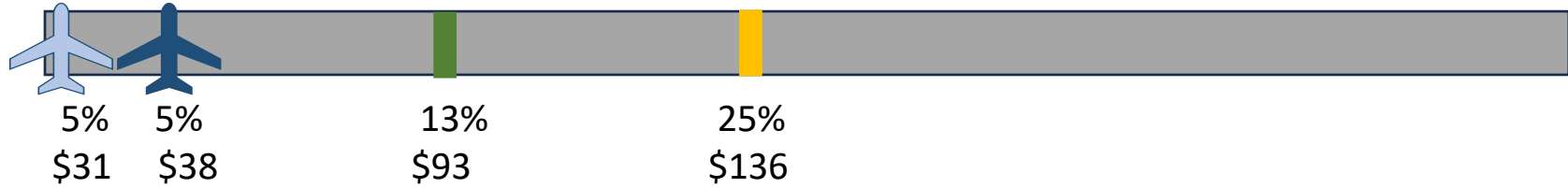
	United Healthcare Select Colorado HMO HSA Plan DG15 Rx K17Y			
	Employee Only	Employee + Spouse	Employee + Child(ren)	Employee + Family
Total Monthly Plan Cost	\$762.42	\$1524.84	\$1410.48	\$2172.90
Per EE Cost/Month	\$38.12	\$426.96	\$366.72	\$630.14
ER Cost/Month per EE	\$724.30	\$1097.88	\$1043.76	\$1542.76
2024 Employee Paid %	5%	28%	26%	29%
2024 Employer Paid %	95%	72%	74%	71%
2023 Employee Paid %	5%	28%	26%	29%
2023 Employer Paid %	95%	72%	74%	71%
Per EE Cost/Month for 2023 for Comparison	\$34.88	\$390.68	\$335.56	\$576.60

# Benchmark to CO Employers: Employee Paid Portion of Monthly Premiums

## Employee Only Coverage

% Paid by Employee

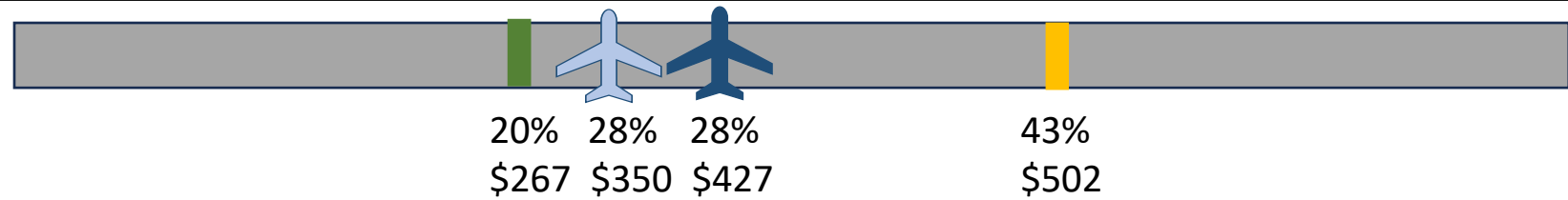
\$ Paid by Employee/Month



## Employee & Spouse

% Paid by Employee

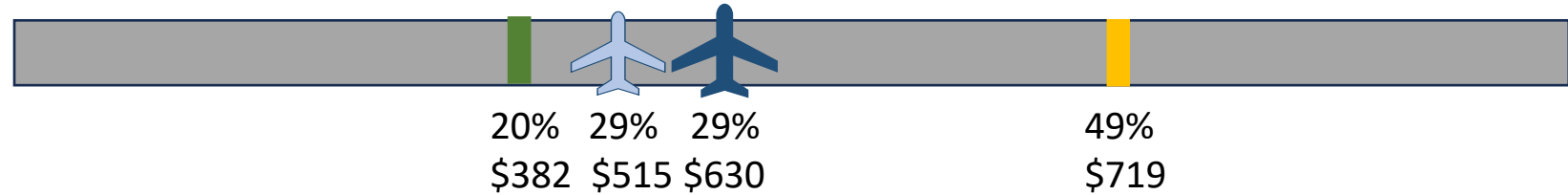
\$ Paid by Employee/Month



## Employee & Family

% Paid by Employee

\$ Paid by Employee/Month



Data Source: Employers Council 2022 Health  
Welfare & Retirement Plan Survey



GJRAA Employee Portion 2022



GJRAA Employee Portion 2024 Proposed



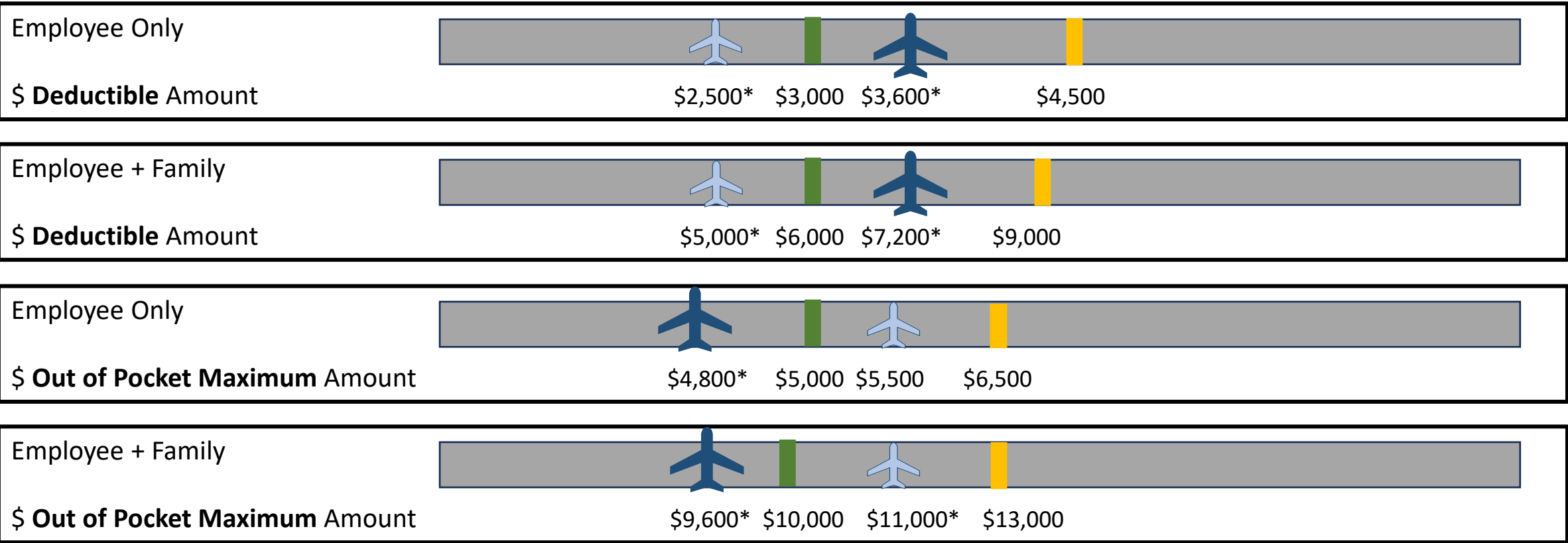
Colorado Government Average



Colorado Small Employer Average



# Benchmark to CO Employers: HDHP Deductible and OPM



\*Includes \$2,400 individual / \$4,800 deductible reimbursement amount

Data Source: Employers Council 2022 Health Welfare & Retirement Plan Survey

9/17

GJRAA Employee Portion 2022

GJRAA Employee Portion 2024 Proposed

Colorado Government Average

Colorado Small Employer Average

# Health Reimbursement Account (HRA) Overview

- GJRAA implemented a Deductible Reimbursement Plan in 2019 offering to cover the last \$2,250 for individuals and \$4,500 for family deductibles to help off-set rising deductibles above the benchmark
- The deductible reimbursement amounts in the proposed renewal plan for 1/1/2024 will increase from the 2023 plan to offset the increase in the out of pocket maximum
  - \$2,400 reimbursement for individual coverage – net \$3,600 deductible
  - \$4,800 reimbursement for family coverage – net \$7,200 deductible
- The average cost per year for the HRA program from 2020 to 2022 is less than \$2,200
- Maximum exposure based on current enrollment is \$69,750

# Proposed Medical Renewal

## MEDICAL RENEWAL OPTIONS

### In-Network

Network  
Deductible (Single/Family)

Embedded / Non-Embedded  
Coinsurance  
OOP Maximum (Inc. Ded.)

Office Visit (PCP/Spec)  
Urgent Care  
ER  
Inpatient Hospital  
Outpatient Hospital  
Pharmacy

### Non-Network

Deductible  
Coinsurance  
OOP Maximum (Inc. Ded.)

### Enrollment

Employee Only  
Employee & Spouse  
Employee & Child(ren)  
Family

**Total**

HMO
17
2
0
5
<b>24</b>

Current	Renewal
UnitedHealthcare Select HSA CU-PX R K17Y	UnitedHealthcare Select HSA DG-I5 Rx K17Y
HMO	HMO
Select HMO	Select HMO
Tier 1: \$6,000 / \$12,000 Tier 2: \$7,000 / \$14,000	Tier 1: \$6,000 / \$12,000 Tier 2: \$7,000 / \$14,000
Embedded	Embedded
80%	80%
Tier 1: \$7,050 / \$14,100 Tier 2: \$7,350 / \$14,700	Tier 1: \$7,200 / \$14,400 Tier 2: \$7,950 / \$15,900
80% after deductible	80% after deductible
80% after deductible	80% after deductible
80% after deductible	80% after deductible
80% after deductible	80% after deductible
80% after deductible	80% after deductible
Copays apply after deductible Retail: \$15/\$50/\$135/\$350 Mail Order: \$37.50/\$125/\$337.50/\$875 Specialty: \$15/\$50/\$135/\$500	Copays apply after deductible Retail: \$15/\$50/\$135/\$350 Mail Order: \$37.50/\$125/\$337.50/\$875 Specialty: \$15/\$50/\$135/\$500

N/A	N/A
N/A	N/A
N/A	N/A

\$697.64	\$762.42
\$1,395.28	\$1,524.84
\$1,290.63	\$1,410.48
\$1,988.27	\$2,172.90

Monthly Premium  
Annual Premium  
\$ Change from Current  
% Change from Current

\$24,592	\$26,875
\$295,101	\$322,504
NA	\$27,402
NA	11/17 9.3%

# Employee-Paid Vision and Dental Benefits

## DENTAL COVERAGE

**Delta Dental**

6% increase vs. 2023



Coverage Tier		
	Total Monthly Premium	Employee Share per pay period (24)
Employee Only	\$52.26	\$26.13
Employee + Spouse	\$104.10	\$52.05
Employee + Child(ren)	\$106.40	\$53.20
Family	\$159.85	\$79.93



## VISION COVERAGE

**VSP**

No rate change vs. 2023

Coverage Tier		
	Total Monthly Premium	Employee Share per pay period (24)
Employee Only	\$7.49	\$3.75
Employee + Spouse	\$11.98	\$5.99
Employee + Child(ren)	\$12.23	\$6.12
Family	\$19.72	\$9.86

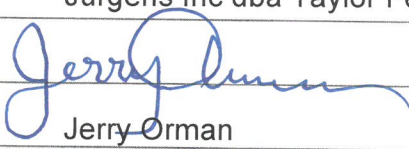
**Grand Junction Regional Airport Authority**  
Agenda Item Summary

TOPIC:	Taylor Fence Vehicle Gate 1 Replacement		
PURPOSE:	Information <input type="checkbox"/>	Guidance <input type="checkbox"/>	Decision <input checked="" type="checkbox"/>
RECOMMENDATION:	Authorize the Executive Director or her designee to award the bid for the replacement of vehicle gate 1 to Taylor Fence and execute the associated work order not to exceed \$132,416.00.		
SUMMARY:	<p>In August 2023, lightning struck vehicle gate 1, rendering both the entry and exit gates inoperable. The gate is located just to the north of Memorial Park and is utilized as the primary emergency response gate for mutual aid, FedEx cargo, the Air Traffic Control Tower, and other important functions.</p> <p>After further investigation it was determined the gate and access control infrastructure needed to be replaced, as repairing the gate would (i) be less cost effective than a replacement gate, and (ii) would not guarantee proper functionality.</p> <p>Therefore, on September 19, staff published an Invitation for Bids (IFB) for the replacement of gate 1 and associated services. The Authority received 3 bids. Upon staff review, Taylor Fence was the lowest responsible and responsive bidder.</p> <p>Taylor Fence quoted \$120,378.00 for the gate replacement and associated services (which include concrete pouring, gate installation, electrical work, and coordination with GJRAA information security). This amount has not been previously budgeted for but will be submitted for reimbursement through the Authority's insurance. Further, staff recommends carrying a 10% owner contingency to account for unforeseen costs, for a total project budget of \$132,416.00.</p> <p>Staff opened a property insurance claim with CHUBB; the deductible for the claim is \$25,000. Staff has worked closely with CHUBB to ensure costs associated with the lightning strike, including the gate replacement, are covered by insurance.</p>		
REVIEWED BY:	Executive Director, Finance Director, and Legal Counsel		
FISCAL IMPACT:	\$25,000 expense (deductible)		
	\$132,416.00 gate replacement expense to be reimbursed by insurance less \$25,000 deductible.		
ATTACHMENTS:	Taylor Fence Scope of Work and Quote		
STAFF CONTACT:	Dylan Heberlein dheberlein@gjairport.com (970) 248-8596		

Grand Junction Regional Airport Authority

INVITATION FOR BIDS COVER SHEET & SIGNATURE PAGE

Security Gate (Gate 1) Replacement

Legal Company Name (Offeror): Jurgens Inc dba Taylor Fence Company  
Authorized Signature:   
Typed/Printed Name: Jerry Orman  
Title: Vice President  
F.E.I.N.: 84-08628458  
Company Address: 832 21 1/2 Road  
City: Grand Junction State: CO Zip: 81505  
Phone Number: 970-241-1473 Email Address: gj@taylorfencecolorado.com  
Contact for Clarifications: Jerry Orman  
Title: Vice President  
Phone Number: 970-241-1473 Email Address: jerry@taylorfencecolorado.com

By signing this Invitation for Bids Cover Sheet & Signature Page, the authorized agent acknowledges acceptance of all terms and conditions of this solicitation.

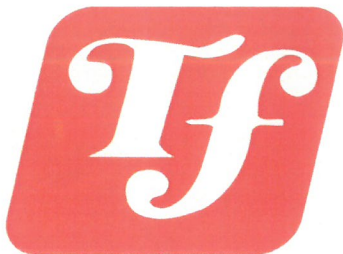
**ONLINE BID SUBMISSION:** For this solicitation, bids must be submitted electronically via BidNet®, attaching your bid as a PDF file. Hard copy submissions will not be accepted. Please see below for more details. Bids sent by other methods will not be accepted.

**IMPORTANT:** The PDF file must be titled with the IFB Title and the Offeror's name, such as below:

Security Gate (Gate 1) Replacement - Offeror Name



# TAYLOR FENCE COMPANY OF GRAND JUNCTION



832 21 1/2 ROAD P.O. BOX 3125  
GRAND JUNCTION, CO 81502  
970-241-1473  
FAX 970-241-1475

**SYMBOL OF QUALITY AND WORKMANSHIP**

SUBMITTED TO

NAME: Grand Junction Regional Airport DATE: October 6, 2023

ADDRESS 2828 Walker Field Drive Attn Ryan Springer [rspringer@sequent-is.com](mailto:rspringer@sequent-is.com)

CITY: Grand Junction CO 81506 PHONE: 970-201-1899

WE PROPOSE TO FURNISH MATERIALS AND/OR PERFORM WORK DESCRIBED AND PRICED AS FOLLOWS ON TERMS AND CONDITIONS APPEARING ON THIS FORM.

FENCE HEIGHT: WIRE GAUGE: TERMINAL POST SIZE: LINE POST SIZE:

TOP RAIL SIZE: GATES: See below TYPE:

**PROJECT:** New Upper Fed Ex Gate and Fence Replacement  
New Ideal HYJG Lift-Away Hyd Lift Gates

Thank you for giving Taylor Fence the opportunity to bid on the above project. The materials are as follows:

- 1 23' x 9' OA All Black HYJG Amplimesh Gate with Barbwire 208/240 vac single phase motor
- 1 18' x 9' OA All Black HYJG Amplimesh Gate with Barbwire 208/240 vac single phase motor Both Gates come with Cold Weather Package Ice Scrapers for cable Sheaves Photo Eye installed with reversing edge Paint Operator and Stanchion Gloss Black Plate mounted Stanchion Latch post
- 4 Optex OVS-01GT Sensors Free Exit and Safety
- 2 4' x 12' x 3 Deep ' Concrete pads with 2 mats of #5 Rebar on 12" on center each way 4000# PSI Concrete
- 50' 8' tall Black x 8 ga Chainlink complete with 1 ft 3 strands BW with 2 7/8" ends and corners
- 2 2 7/8 Black Ends complete
- 6 2 7/8 Corners complete
- Equipment Rental to Remove and Install Gates

SEE The Attached Notes

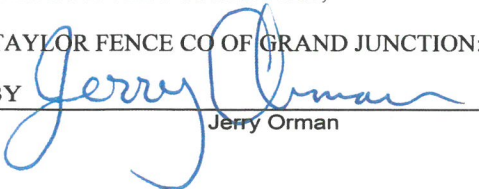
YOUR ACCEPTANCE WILL CONSTITUTE AN ORDER, WHICH, WITH OUR OFFICE APPROVAL, WILL BECOME AN AGREEMENT BETWEEN US.

PLEASE SIGN ORIGINAL

RESPECTFULLY SUBMITTED,

TAYLOR FENCE CO OF GRAND JUNCTION:

BY

  
Jerry Orman

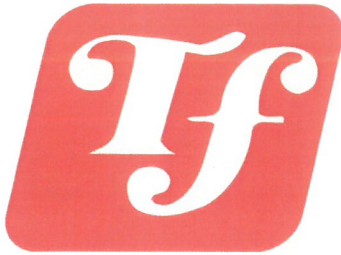
METHOD OF PAYMENT

DATE ACCEPTED

BUYER:

BY

# TAYLOR FENCE COMPANY OF GRAND JUNCTION



832 21 1/2 ROAD P.O. BOX 3125  
GRAND JUNCTION, CO 81502  
970-241-1473  
FAX 970-241-1475

**SYMBOL OF QUALITY AND WORKMANSHIP**

SUBMITTED TO

NAME: Grand Junction Regional Airport DATE: October 6, 2023

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CITY: Grand Junction CO 81506 PHONE: 970-201-1899

WE PROPOSE TO FURNISH MATERIALS AND/OR PERFORM WORK DESCRIBED AND PRICED AS FOLLOWS ON TERMS AND CONDITIONS APPEARING ON THIS FORM.

FENCE HEIGHT: WIRE GAUGE: TERMINAL POST SIZE: LINE POST SIZE:

TOP RAIL SIZE: GATES: See below TYPE:

**PROJECT:** New Replacement Gate Operator Between FED EX AND FIRE BUILDING

Thank you for giving Taylor Fence the opportunity to bid on the above project. The materials are as follows:

## NOTES FOR JOB

Taylor Fence will remove the Ex Wallace Gates and Stock at the Airport  
Taylor Fence will provide all the concrete pad per Ideal Spec and Lifting  
Equip to remove and install gates  
Taylor Will wire the controls and safety devices for new gates  
Taylor Fence will provide all the Electrical hook ups , Conduit , Trenching  
Taylor Fence will provide with the help of a contractor to provide  
Lenel Readers and Controller boards for the new gates  
No Core Drilling or Concrete cutting figured into above price

**TOTAL FURNISHED AND INSTALLED**

**\$120,378.00**

## NOTES:

1. Taylor Fence will not be responsible for any broken sprinkler lines or underground wires.
2. Certificate of insurance is available upon request.
3. Taylor Fence will want 1/2 upon ordering any materials
4. If you have any questions please call.

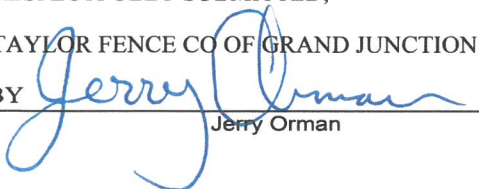
YOUR ACCEPTANCE WILL CONSTITUTE AN ORDER, WHICH, WITH OUR OFFICE APPROVAL, WILL BECOME AN AGREEMENT BETWEEN US.

PLEASE SIGN ORIGINAL

RESPECTFULLY SUBMITTED,

TAYLOR FENCE CO OF GRAND JUNCTION:

BY

  
Jerry Orman

METHOD OF PAYMENT

DATE ACCEPTED

BUYER:

BY