



Grand Junction Regional Airport Authority Board
Board Meeting
 Meeting Minutes
 July 17, 2018

REGULAR BOARD MEETING

I. Call to Order & Pledge of Allegiance.

Mr. Tom Benton, Board Chairman, called the Meeting of the Grand Junction Regional Airport Authority Board to order at 5:15 PM on July 17, 2018 in Grand Junction, Colorado and in the County of Mesa.

<p><i>Commissioners Present:</i> Tom Benton, <i>Chairman</i> Chuck McDaniel, <i>Vice-Chairman</i> Rick Taggart Clay Tufly Thaddeus Shrader (telephonically) Ronald Velarde</p> <p><i>Airport Staff:</i> Angela Padalecki, <i>Executive Director</i> Victoria Hightower, <i>Clerk</i> Eric Trinklein Shelagh O’Kane Mark Papko Ben Peck Aaron Morrison</p>	<p><i>Other:</i> Frank McIllwaine, Garver Colin Bible, Garver Geoff Mohny, Mead & Hunt Brad Rolf, Mead & Hunt Roy Blythe, Blythe Group Ryan Springer, Sequent Charles Sheppard, American Airlines Kyle Whitehead, West Star Aviation Shannon Kinslow, TOIL Adam Shuler, FCI Randy Rush, HUB Scott Cary, Mead & Hunt</p>
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II. Approval of Agenda

Commissioner Tufly moved for the Board to approve the agenda. Commissioner Taggart seconded. Voice Vote. All Ayes.

III. Commissioner Comments

None.

IV. Citizen Comments

None.

V. Staff Reports

A. Director’s report

Ms. Padalecki briefed the Board. Ms. Padalecki congratulated Mr. Ben Peck for his 25 years of service to the Grand Junction Regional Airport Authority.

Ms. Padalecki briefed the Board on the FAA grant awards. There are a couple awards later in the agenda for approval and they were received last week. Ms. Padalecki discussed the supplementary grants. Ms. Padalecki stated that one item she would like to bring up as a discussion item is that the board must approve all grant applications as well as the grant awards, after speaking with counsel and checking on the State Statute, that authority can be delegated if the board would like to but will still need to approve the awards. Ms. Padalecki stated she brings this up because of an August 8th deadline coming up for FAA supplemental grant applications.

Commissioner Taggart moved for the board to grant authorization to the Executive Director to sign an application for this one time supplementary FAA funding associated with 2018 allocation. Commissioner Velarde seconded. Voice Vote. All Ayes.

Ms. Padalecki congratulated the airport team as GJT finished with the best on-time performance in the continental US for year ending May 2018. Ms. Padalecki stated that GJT was also in the top 10% of airports in the world, one of only 3 airports in the continental US, to receive that distinction. Ms. Padalecki thanked the whole airport community that makes that happen.

Ms. Padalecki gave a brief update on the Finance Director recruitment. Ms. Padalecki said that they are in the homestretch, they have finalist narrowed down and she is optimistic that she will be able to make the announcement at the next board meeting.

Ms. Padalecki gave a brief update on the foreign trade zone (FTZ). Ms. Padalecki said that FTZ proponents are in that stage where a lot of work is happening behind the scenes and they are in between milestones right now.

Ms. Padalecki gave a brief update on the lodging tax. Ms. Padalecki stated that the proposed 3% increase ballot measure is going before City Council for a vote to make it on to the ballot tomorrow night. Ms. Padalecki stated that she would like to discuss roles and responsibilities now that it's become a political activity. Ms. Padalecki said that she will be available to provide information to anyone on that initiative including the committee who is campaigning for it but she cannot be involved in those political activities, that is also true of staff, but the board fits in differently.

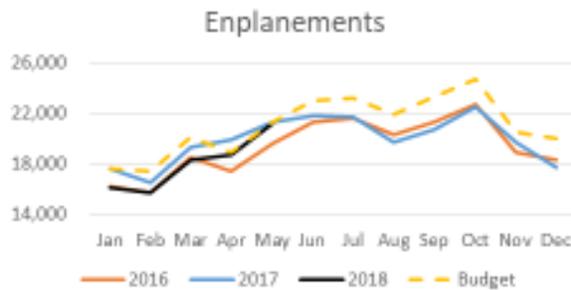
Mr. Karl Hanlon stated that staff and board members can advocate on a ballot proposal as long as it is on their own time and not done on a work computer, phone, or email. Once a formal position is taken on it, they are not in a role to advocate anymore in their official capacity and they cannot use any public resources to advocate. Mr. Hanlon stated that if they are invited somewhere to speak about the facts and information as it relates to the airport, that is acceptable.

Ms. Padalecki stated that if the ballot measure successfully passes at City Council, there will be a press conference at Aviator Memorial Park at 11:15AM on Thursday.

B. Financial/Activity report

Ms. Padalecki brief update on the airport’s financial and activity status. The capacity was still down (scheduled seats in the market), so load factors were up which what airlines want to see as the airport pursues additional air service. Ms. Padalecki said that it looks like June is coming in under budget and that’s due to the smaller aircraft compared to last year.

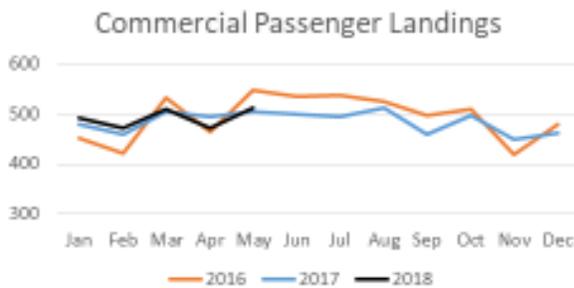
May 2018 enplanements were almost flat vs. budget and May 2017 levels; Commercial landings were up YOY due to 13 more diversions in May 2018



Highlights:

- Load factors were up, resulting in flat enplanements despite 4% reduction in capacity
- American led the airlines with 710 more enplanements than May 2017

May YTD 2016: 87,526
 May YTD 2017: 94,763
 May YTD 2018: 90,171
 May YTD Budgeted: 95,340



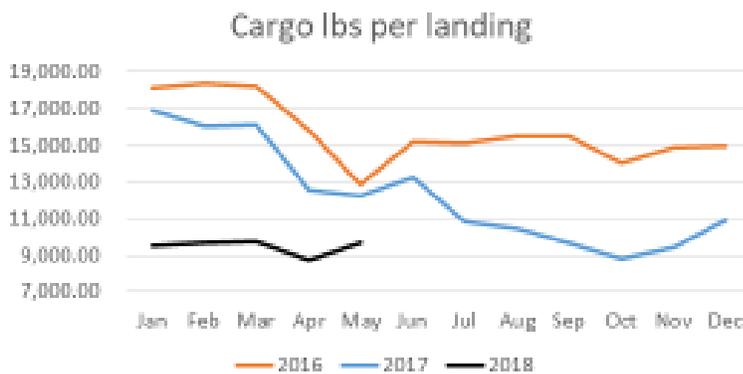
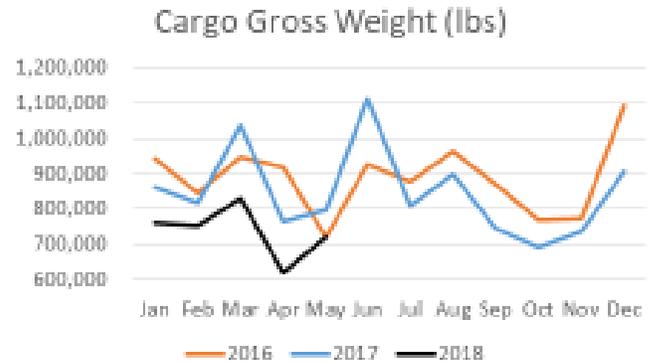
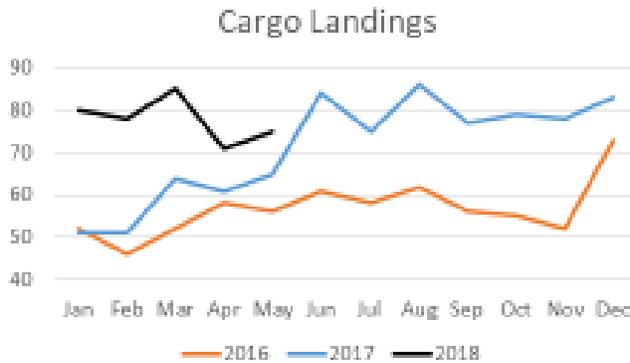
Highlights:

- 21 diversions in May 2018 vs. 8 in May 2017
- Most diversions were gas & go- causing little affect to deplanements

May YTD 2016: 2,414
 May YTD 2017: 2,440
 May YTD 2018: 2,454



Cargo gross weight was down less year-over-year compared to the first four months of the year



Highlights:

- FedEx freight ON increased 7% year-over-year
- FedEx freight OFF decreased 22% year-over-year
- KeyLime freight ON decreased 45% year-over-year
- KeyLime freight OFF increased 157% year-over-year

Operating revenues were slightly below budget and operating expenses continue to be well below budget

Grand Junction Regional Airport Authority Statements of Changes in Net Position

Unaudited - subject to change

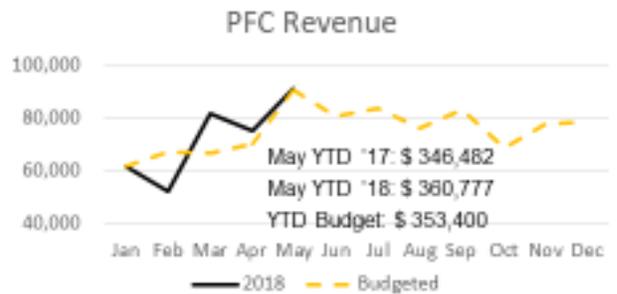
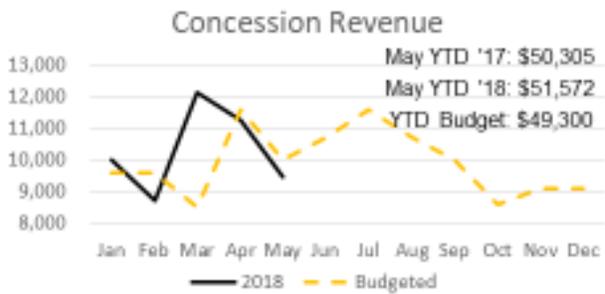
As of Date: 05/31/2018

	Year To Date	Month	Month	Month	Month	Month				
	05/31/2018	05/31/2018	05/31/2017	05/31/2018	05/31/2018	05/31/2018	05/31/2018	05/31/2017	05/31/2018	05/31/2018
	Budget	Actual	Actual	Budget Diff	Budget %Var	Budget	Actual	Actual	Budget Diff	Budget %Var
Operating revenue										
Aeronautical revenue	1,053,388	1,109,145	1,099,056	55,845	5.38 %	223,900	227,395	226,652	3,495	1.56 %
Non-aeronautical revenue	1,481,981	1,437,702	1,446,273	(44,279)	(2.98) %	384,800	295,458	386,912	(9,358)	(3.06) %
Total Operating revenues	2,535,281	2,546,847	2,536,329	11,566	0.45 %	528,700	522,845	533,564	(5,855)	(1.10) %
Operating expenses	2,141,815	1,888,995	1,884,400	(474,817)	(22.12) %	491,453	302,395	271,590	(189,058)	(38.46) %
Net Operating Income (loss)	394,266	679,849	651,929	485,583	123.16 %	37,247	220,450	261,974	183,203	491.85 %

Highlights:

- Revenues are down driven by lower April enplanements. Parking, Rental Car, and Concessions revenues reflect April activity because these revenues are always on a one month lag.
- Expenses are below budget primarily due to expenses being pushed to later in the year. Expenses are forecasted to come in about \$20K under budget for the year.

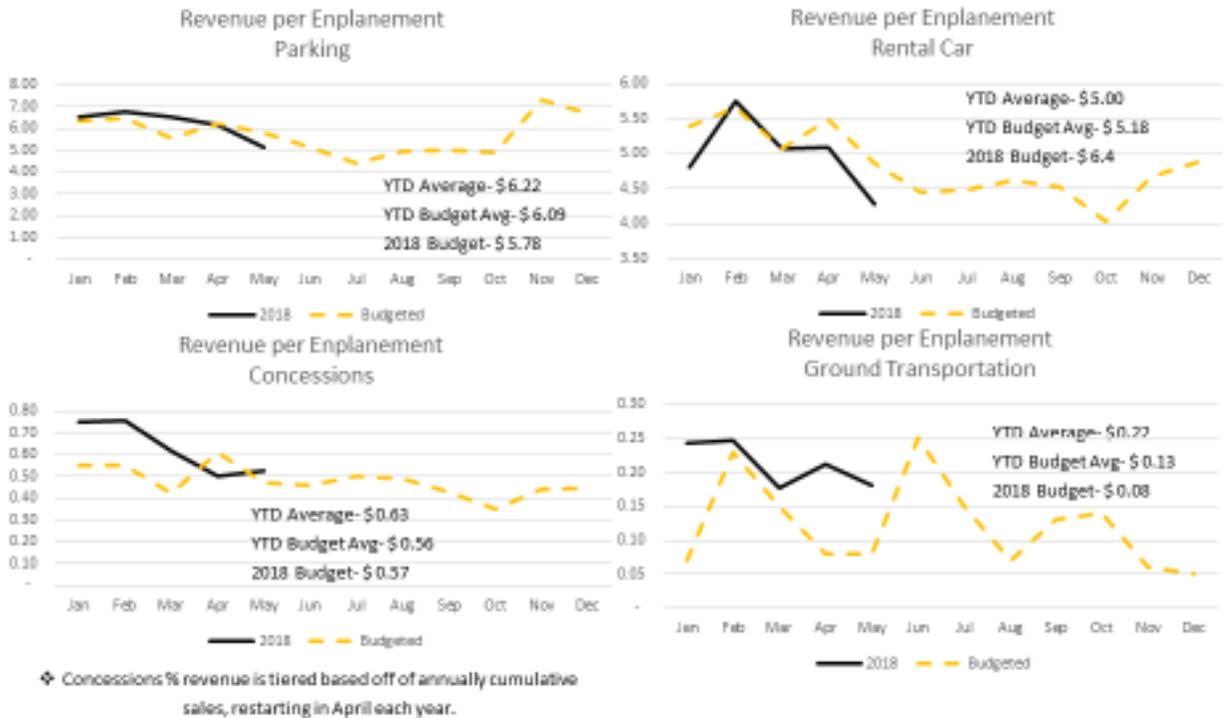
Parking, rental car, and concessions revenues were down primarily due to fewer enplanements



*Parking, Rental Car, and Concessions revenues reflect April activity because these revenues are always on a one month lag.



Rental car revenue per enplanement is down \$0.64 from prior year while the first four months of the year had increased from prior year



C. Operations report

Mr. Papko briefed the board. Mr. Papko spoke about the role the airport played with the recent Aspen diversions. Mr. Papko said that Aspen Airport didn't officially close but the airspace around the airport was on a temporary flight restriction due to firefighting operations. That TFR restriction was limiting aircraft of getting in and out of the airport. Mr. Papko said that Aspen has been a great partner and kept him and the airlines up-to-date with conference calls. Mr. Papko stated that they had 78 aircraft operations, that's an additional 39 aircraft that weren't planning on coming into Grand Junction. Mr. Papko said that they are very seasoned with diversion traffic so it had minimal impact which really speaks to the reliability of the airport.

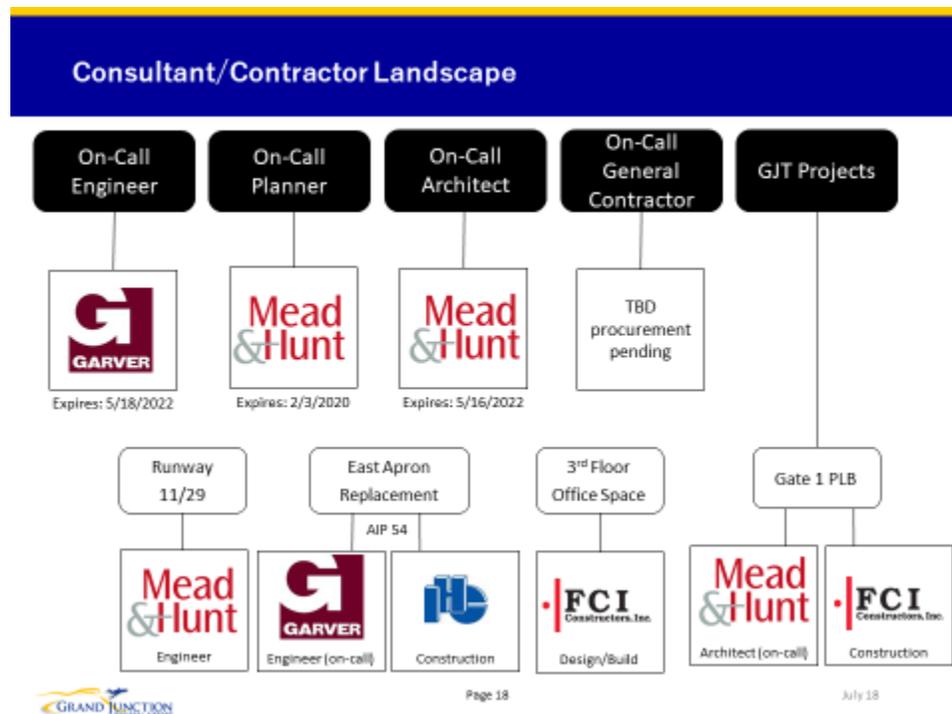
Mr. Papko briefed the board on the Airport's certification inspection. Mr. Papko said that he is happy to say that they walked away with zero discrepancies. The inspector looked through training records, contingency plans, did a thorough airfield inspection both day and night. Some recommendations came out of it but no violations were found.

Mr. Papko gave a brief update on minimum standards. Mr. Papko stated that they took a lot of feedback and comments from last week workshop, they incorporated it and gave it to AMCG. AMCG came back with what was sent to the board earlier today. Working with AMCG, staff has a redlined version that they are really happy with. Tentative timeline:

- Public Comment Open – July 20th (Open for 30days)
- Public Comment/Forum – August 8th 5pm – CMU #221
- Public Comment Close – August 17th
- Public Comment Compilation and Response – Fall 2018
- Final Board Approval – Fall 2018

D. Project report

Mr. Trinklein briefed the Board. Mr. Trinklein said that the Remote Transmitter/Receiver Grading Construction grant and the Relocate 27 ¼ road Construction grant are going to the City Council tomorrow on the consent agenda. Then on Monday the County will be the second co-sponsor to sign it. Mr. Trinklein said that there are three other grants that they are anticipating which will come before the board in August. Mr. Trinklein touched on the current consultants/contractors



Mr. Trinklein said that they did a 60% design review with the FAA and it went really well and everything is on track as scheduled.

E. Contractor report

Mr. Colin Bible from Garver gave a brief update on the Taxiway Alpha rehabilitation project. Mr. Bible stated that since the meeting they presented to the board a recommendation of award for Taxiway Alpha and that was to award the contract to United Companies and it was approved. Since then, Garver has reached out to United to discuss a schedule and they are ready to go, they are just waiting on their grant award.

Mr. Scott Carry with Mead & Hunt gave a brief update on the runway project.

FY 2017 Scope of Services Outline

→ Task 100 - Scope Development	Complete
→ Task 101 - Program Validation	Complete
→ Task 102 - Program Management	Finishing Sept 1 2018
→ Task 103 - Grant Administration	Ongoing
→ Task 104 - Land Acquisition and Coordination	Ongoing
→ Task 105 - Pre-Design Elements - Runway Relocation	Complete
→ Task 106 - Design Overall Runway Relocation 30%	Complete
→ Task 107 - Permitting and Agency Coordination	Ongoing
→ Task 108 - Remote Transmitter Receiver (RTR) Grading Package	Complete
→ Task 109 - 27 ¼ Road Relocation Design	Complete
→ Task 110 - Design Overall Runway Relocation 60%	Finish Nov 2018





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What's next?

- **Complete 60% Design – Finish Fall 2018 –**
 - *Update: Airport/FAA Coordination Meetings Complete*
 - *Next steps:*
 - Incorporate refinements from 30% Review
 - Coordinate with airlines/users on phasing and navigational aids
 - Coordinate with FAA Air Traffic to confirm assumptions

- **Construction**
 - *27 ½ Road Relocation* *Complete Winter 2018*
 - *RTR Facility Relocation* *Complete Summer 2019*

- **Begin yearly design packages**
 - *Package 1 –* *Bid Spring 2019*
 - *Package 2 –* *Bid Summer 2019*



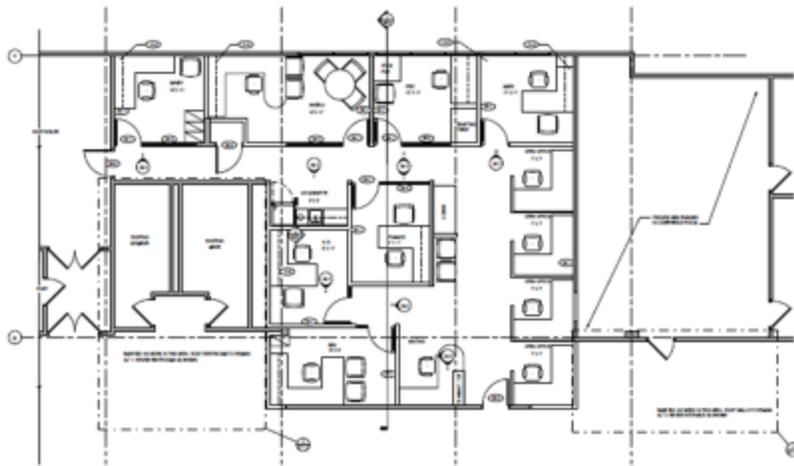
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GJT/AIRPORT RUNWAY DESIGN

Mr. Geoff Mohney from Mead & Hunt briefed the board on the terminal improvements. Mr. Mohney stated that for the terminal renovations, the generator location is under review for final adjustments. The passenger loading bridge is scheduled for onsite work possibly starting in mid to late August. The project completion is scheduled for Q1 of 2019.

Mr. Trinklein briefed the board on the third floor administration office space. Mr. Trinklein stated that they have been working with FCI, Adam Shuler, and Roy Blythe to come up with these concepts. Staff evaluated what their needs were for office space and came up this lay out with the help of Adam and Roy.

Third Floor Administration Office

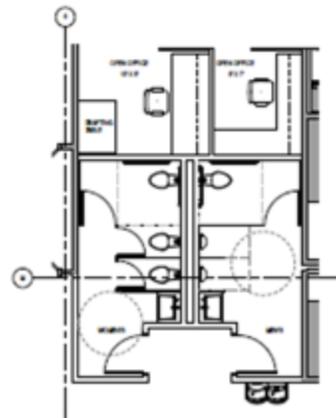
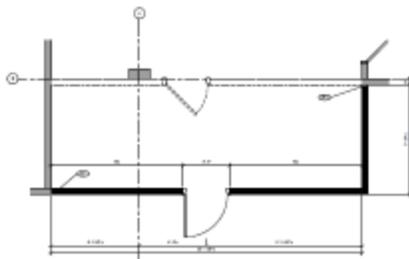


- Estimate \$275,220
- 12 week construction time



Third Floor Administration Office

- Alternative
 - Conference Room
 - \$32,131



- Alternative
 - Restrooms Room
 - \$159,501



Scheduled completion – Q4 2018

The board supported the plan presented.

VI. Consent Agenda

A. June 19, 2018 Meeting Minutes

- B. Banking Resolution
- C. Employee Handbook Update
- D. Colorado Open Records Act Policy and Procedures
- E. Executive Director outside Board membership
- F. Sky Adventures sublease renewal
- G. IT Service Contract Renewal – Sequent
- H. Passenger Loading Bridge Ball Screw Replacement
- I. Runway Rubber Removal, Airfield Painting, and Runway Friction Testing
- J. FAA Grant Offer Approval
- K. FAA Grant Application Approval
- L. Invoice Replacement Runway 12/30 Project Design – Mead & Hunt
- M. Invoice Terminal Renovation Design – Mead & Hunt
- N. Invoice Taxiway Alpha Rehabilitation Design – Garver
- O. Scope of Work Garver Taxiway A Construction Administration
- P. Scope of Work Garver East Terminal Apron Construction Administration

Commissioner Tufly moved for the board to approve the Consent Agenda as presented. Commissioner Taggart seconded. Voice Vote. All Ayes.

VII. Action Items

- A. Recommendation of Award 27 ¼ Road Relocation

Mr. Trinklein stated that both items A & B and closely related and are both being managed by Mead & Hunt. They are both runway enabling projects, they both have grant funds. Mead & Hunt provided a recommendation of award, and staff reviewed it. Oldcastle SW Group, Inc. (DBA United Companies) was determined to be the lowest responsive bidder. Therefore, staff recommends the work be awarded to Oldcastle SW Group, Inc. (DBA United Companies) for Schedule 1, in the amount of \$1,893,328.10, contingent on the availability of federal funds.

Commissioner McDaniel moved for the board to approve the contract to United Companies as recommended by staff. Commissioner Tufly seconded. Voice Vote. All Ayes.

- B. Recommendation of Award Remote Transmitter/Receiver Relocation

Mr. Trinklein briefed the board. SEMA Construction Inc. was determined to be the lowest responsive bidder. Therefore, staff recommends the work be awarded to SEMA Construction Inc. for Schedules 1, 2, and 3 in the amount of \$3,251,843.25 contingent on the availability of federal funds.

Commissioner McDaniel moved for the board to approve the contract to SEMA Construction Inc. Commissioner Velarde seconded. Voice Vote. All Ayes.

- C. Scope of Work Mead & Hunt 2019

Mr. Trinklein briefed the board. The Grand Junction Regional Airport Authority (Authority) began in 2016 a multi-year program to relocate the primary runway. Building upon the 2017 efforts, the scope intends to define the foreseeable effort over the next twelve-fourteen months similar to the 2017 scoping efforts from last summer.

This year's efforts includes construction administration services for the 27 ¼ RD construction and RTR Grading package, along with design services and project support for the next year.

It is expected that the approved scope and fee will be executed under multiple tasks orders through the year as funds become available. Proactively negotiating scope items assists the airport in being nimble and efficient.

Fiscal Impact:

Federal AIP Grant - \$2,134,188

State Match – tbd

Local Match - \$237,132.90

Total - \$2,371,320.90

Staff recommends the board approve contract pending of FAA grants.

Commissioner McDaniel moved for the board to approve the scope of services for Mead & Hunt for 2018. Commissioner Tufly seconded. Voice Vote. All Ayes.

D. Change Order East Terminal Apron

This change order provides pay items for IHC to reimburse the Sponsor for cost related to additional engineering fees related to construction suspension (time between final inspection and beginning removal and replacement of P-501) and for construction materials testing, construction administration, construction observation and project closeout services due to removal and replacement of P-501.

Staff recommends the Board approve AIP:3-08-0027-054-2016 change order #4 to Interstate Highway Construction, Inc. (IHC)

Commissioner Velarde moved for the board to approve AIP: 3-08-0027-054-2016 change order #4 to Interstate Hightower Construction Inc. Commissioner Tufly seconded. Voice Vote. All Ayes.

E. 2018/2019 Employee Health Benefits

Ms. Padalecki briefed the board on 2018/2019 employee health benefits. Ms. Padalecki said that their health care benefit year starts September 1. Ms. Padalecki said that there are changes this year that staff is recommending. Randy Rush from

HUB, the airport’s insurance broker, is present to discuss the changes. Ms. Padalecki stated that some of the objectives staff used when deciding on these changes.

- Add additional medical plan design options
- Reduce premium obligation for employees with dependent coverage
- Move closer to benchmark with western slope and small employers
- Add Section 125 Flexible Spending Account program

Ms. Padalecki stated that this is something that is very important for employees so a lot of time was spent on it especially Victoria as well as the leadership team.

Benchmarking - 2017 Employers Council Survey (formerly MSEC)					
Plan Design Benchmarking	Public Sector	1 to 49 employees	Western Slope	GJRAA Today	GJRAA Proposed
100% Employer Paid/Employee Paid Premium	15%	17%	14%	Yes	No
Average Employer/Employee Premium Split Single Employee	85%/15%	80%/20%	86%/14%	100%/0%	95%/5%
Average Employee Only Premium/Month	\$87	\$96	\$96	\$0	\$29
Average Employer/Dependent Premium Split	76%/24%	55%/45%	78%/22%	70%/30%	60%/40%
Average Employee Paid Family Share	\$383	\$562	\$349	\$935	\$672
Average HMO Plan Deductible	\$810	\$850	\$970	\$1,000	\$3,000
Average HMO Out of Pocket	\$2,890	\$3,610	\$3,310	\$6,500	\$6,000
Average HMO Co Pay	\$30	\$30	\$25	\$15	\$30
Average Health Savings Account annual contribution single	\$740	\$576	\$542	N/A	\$1,188
Average Health Savings Account annual contribution family	\$1,271	\$1,089	\$801	N/A	\$1,188
Offer FSA Plan	85%	74%	77%	No	Yes



Current vs. Proposed Plan Design

	CURRENT PLAN	NEW - UHC PPO	NEW - UHC HSA
DEDUCTIBLE			
Individual	PPO: T1: \$1,000, T2: \$2,500	EPO: \$3,000	PPO: \$3,500
Family	PPO: T1: \$2,000, T2: \$5,000 (embedded)	EPO: \$6,000 (embedded)	PPO: \$7,000 (embedded)
OUT-OF-POCKET MAX			
Individual	PPO: \$6,500 (includes ded.)	EPO: \$5,000 (includes ded.)	PPO: \$6,150 (includes ded.)
Family	PPO: \$13,000 (embedded, includes ded.)	EPO: \$11,000 (embedded, includes ded.)	PPO: \$12,300 (embedded, includes ded.)
PHYSICIAN SERVICES			
Office Visits	PPO: T1: \$15/\$50 (ded. waived), T2: \$40/\$70 (ded. waived)	EPO: \$30/\$60 (ded. waived 3 visits) then 20% after ded.	PPO: 20% after ded.
Preventive Care	PPO: 0% (ded. waived)	EPO: 0% (ded. waived)	PPO: 0% (ded. waived)
Diagnostic Lab/ X-Ray	PPO: T1: \$40/\$70 (ded. waived), T2: 40% after ded.	EPO: FreeStanding: 20% after ded., OP/Hospital: \$250 + 20% after ded.	PPO: 20% after ded.
Imaging (CT/PET scans, MRIs)	PPO: T1: 20% after ded., T2: 40% after ded.	EPO: FreeStanding: 20% after ded., OP/Hospital: \$500 + 20% after ded.	PPO: 20% after ded.
PRESCRIPTION DRUGS			
Rx	PPO: \$15/\$50/\$80/\$200/\$300 (ded. waived all tiers)	EPO: \$15/\$50/\$135/\$300 (Rx 401 Essential)	PPO: MedDed (1-4): \$15/\$45/\$90/\$250 (Rx 271 Adherence)
HOSPITAL FACILITY SERVICES			
Inpatient Hospital Services	PPO: T1: 20% after ded., T2: 40% after ded.	EPO: \$500 + 20% after ded.	PPO: 20% after ded.
Outpatient Surgery in a Hospital	PPO: T1: 20% after ded., T2: 40% after ded.	EPO: \$500 + 20% after ded.	PPO: 20% after ded.
EMERGENCY SERVICES			
Emergency Room	PPO: \$500, then 20% after Tier 1 ded.	EPO: \$500 + 20% after ded.	PPO: 20% after ded.
Urgent Care	PPO: \$50 (ded. waived)	EPO: \$30 (ded. waived)	PPO: 20% after ded.
Employee Rate Data			
	CURRENT PLAN	NEW - UHC PPO	NEW - UHC HSA
Dependent Tier	Total Rate	Total Rate	Total Rate
Employee Only	\$666.78	\$579.00	\$562.00
Employee and Spouse	\$1,303.56	\$1,159.00	\$1,180.00
Employee and Children	\$1,233.54	\$1,072.00	\$1,064.00
Family	\$1,000.32	\$1,051.00	\$1,088.00
	Employees Per Plan	Employees Per Plan	Employees Per Plan
	\$0.00	\$14.48	\$14.80
	\$233.37	\$180.48	\$192.10
	\$198.37	\$162.38	\$165.40
	\$431.74	\$330.98	\$345.00

Final rates subject to change after final enrollment and underwriting

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Dental

		Delta Dental Plus Premier		Delta Dental Plus Premier 4C	
		DPPO	9/1/2018	DPPO	9/1/2018
DEDUCTIBLE		CURRENT		NEW	
Individual	PPO: \$50			PPO: \$50	
Family	PPO: \$150			PPO: \$150	
Waived for Preventive	PPO: Yes			PPO: Yes	
DENTAL SERVICES					
Preventive Care	PPO: 100%			PPO: 100%	
Basic Services	PPO: 80%			PPO: 80%	
Major Services	PPO: 50%			PPO: 50%	
Periodontal Surgery	PPO: Major			PPO: Basic	
Endodontic Surgery	PPO: Major			PPO: Basic	
ORTHO					
Orthodontics	PPO: Not Included			PPO: Not Included	
BENEFIT MAXIMUMS					
Annual Benefit Max	PPO: \$2,000 per person per calendar year			PPO: \$2,000 per person per calendar year	
Lifetime Ortho Annual Benefit Max	PPO: Not Included			PPO: Not Included	



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Vision



Voluntary Vision

Carrier:	VSP		VSP	
Plan Name:	Plan B		Plan B	
Plan Type:	PPO		PPO	
Effective Date:	9/1/2018		9/1/2018	
VISION EXAMS	CURRENT		New	
Exam:	PPO:	Covered in full after \$10 Copay	PPO:	Covered in full after \$10 Copay
LENSES AND FRAMES				
Single Vision Lenses:	PPO:	\$25 Copay	PPO:	\$25 Copay
Bifocals:	PPO:	\$25 Copay	PPO:	\$25 Copay
Tifocals:	PPO:	\$25 Copay	PPO:	\$25 Copay
Lenticular:	PPO:	\$25 Copay	PPO:	\$25 Copay
Frames:	PPO:	\$25 copay, \$130 allowance, Brand Frames; \$150 allowance, 20% savings on the amount over allowance amount	PPO:	\$25 copay, \$130 allowance, Brand Frames; \$150 allowance, 20% savings on the amount over allowance amount
CONTACTS				
Necessary:	PPO:	\$0 Copay, paid in full	PPO:	\$0 Copay, paid in full
Elective:	PPO:	\$130 allowance plus 15% savings	PPO:	\$130 allowance plus 15% savings
BENEFIT FREQUENCY				
Examination:	PPO:	One visit/12 months	PPO:	One visit/12 months
Lenses:	PPO:	One visit/12 months	PPO:	One visit/12 months
Frames:	PPO:	One visit/24 months	PPO:	One visit/24 months



Total Cost Comparison

	EE	ES	EC	FAM	
Current EBHP Measure Health Plan					
Total Premium	\$686.75	\$1,333.56	\$1,233.54	\$1,980.32	
Monthly G,RAA Contribution	\$686.75	\$686.75	\$636.75	\$1,036.82	
Bi Weekly Employee Pays	\$0.00	\$233.37	\$190.37	\$431.74	\$254,234.62 Current Annualized Cost Medical
Direct Primary Care					
LHC Choice Direct Silver	\$ 575	\$1,159	\$1,072	\$1,059	<i>Colorado Market Increase for Small Group Health Insurance in 2018 is averaging 8.3%</i>
G,RAA Contribution	\$590.05	\$782.05	\$747.25	\$978.85	
Appleton Clinic	\$99	\$99	\$99	\$99	
Monthly Total G,RAA Contribution/Appletan	\$693.05	\$1,041.05	\$866.25	\$1,077.05	
Bi Weekly Employee Pays	\$14.48	\$188.48	\$162.38	\$236.88	\$267,682.48 Difference to current \$13,287.78
Health Savings Account					
LHC Choice Plus HSA Silver	\$592	\$1,183	\$1,094	\$1,088	
G,RAA Contribution	\$582.40	\$798.88	\$763.25	\$1,000.00	
Health Savings Account Contribution	\$99	\$99	\$99	\$99	
Monthly Total G,RAA Contribution/HSA	\$681.40	\$1,087.88	\$862.25	\$1,099.00	
Bi Weekly Employee Pays	\$14.88	\$192.18	\$165.48	\$243.88	\$272,745.68 Difference to current \$9,438.98

***Final Rates are based on final enrollment and underwriting



- \$99 per adult per month/children under 26 free
 - Lab work performed at Appleton included in cost
- Unlimited primary/urgent care office visits
- 100 generic drugs stocked in dispensary- no cost
- Hours 8:00 to 5:00 pm Monday - Friday
- After hours/weekends/doctors on call available-no cost



Ms. Padalecki stated that she was really pleased with the plans HUB recommended. They reflected the needs of the staff much better and achieved the objectives that they were going for.

Commissioner Taggart stated that he is very uncomfortable with this, and he doesn't like it at all because of the out-of-pocket to Airport employees and families is much too high. Commissioner Taggart said that he would much rather see them move to an 85/15 and 55/45, eliminate the savings account, and put their money into getting the deductible and out-of-pocket down. Commissioner Taggart commented that high out-of-pocket costs could bankrupt families.

Further discussion took place among commissioners, staff and consultant about details of the proposed plan.

Commissioner Tufly moved for the board to approve the staff recommendations for the 2018/2019 Employee Health Benefits. Commissioner McDaniel seconded. Voice Vote. Five Ayes. One Oppose, Commissioner Taggart. Commissioner Brabaek, absent.

VIII. Any other business which may come before the Board

None.

IX. Adjournment

Commissioner Taggart moved to adjourn the meeting. Commissioner Tufly seconded. Voice Vote. All Ayes.

Meeting adjourned at 8:38PM.

Tom Benton, Board Chairman

ATTEST:

Victoria Hightower, Clerk to the Board