

**BOARD OF SUPERVISORS
NAVAJO COUNTY, ARIZONA**

December 23, 2003

Supervisors' Chambers, Holbrook, Arizona - Time: 10:15 a.m.

PRESENT: Pete Shumway, Chairman; J.R. DeSpain, Vice-Chairman; Percy Deal, Member; Jesse Thompson, Member; Jerry Brownlow, Member; Mel Bowers, Jr., County Attorney; Jimmy Jayne, County Manager; and Kathy Hieb, Deputy Clerk of the Board. (Mr. Deal present by conference call; Mr. Thompson appeared by conference call at 11:00 a.m.)

Mr. DeSpain led the Pledge of Allegiance and offered the Invocation.

BOARD OF SUPERVISORS: Pete Shumway, Chairman: 1) Executive Session: Pursuant to ARS §38-431.03 (A)(1) for Personnel Matters Re: Possible selection of applicant to fill Finance Director position (continued from 12/16/03): Mr. DeSpain made a motion to enter into Executive Session; motion seconded by Mr. Brownlow; vote unanimously carried. Present in the session were: Chairman Shumway; Vice-Chairman DeSpain; Mr. Brownlow; Mr. Deal (by conference call) and Mr. Thompson (Appeared by conference call at 11:00 a.m.) **Mr. Shumway made a motion** to return to Regular Session; motion seconded by Mr. DeSpain; vote unanimously carried. (Mr. Deal and Mr. Thompson left the meeting at this time due to other commitments)

2) Memorandum of Understanding (MOU) with Arizona Game and Fish Department, USDA Animal and Plant Health Inspection Service/Wildlife Services, White Mountain Apache Tribe, Arizona Counties of Graham, Greenlee, New Mexico Counties of Catron and Sierra and the New Mexico Department of Agriculture to establish a framework for adaptively managing the Mexican Wolf reintroduction project to contribute toward recovery: Mr. DeSpain explained that this MOU will allow for each participant on the committee to be "at the table" and vote on the issues involved. **Mr. DeSpain made a motion** to approve the MOU with Arizona Game and Fish Department and others as presented; motion seconded by Mr. Brownlow; vote unanimously carried. (Mr. Deal and Mr. Thompson absent for the vote)

3) Possible changes in Navajo County Health Insurance Contract with Mountain States: Mr. Jayne explained that the employee's health insurance deductible will increase to \$250 as of January 1, 2004. In order to try and mitigate this increase for the employees, a proposal has been presented to move in a \$25 co-payment for office visits, lab and x-ray services, and non-surgical tests. Karen Bray gave an example of how this will be a cost savings for the employee: Under the current plan, an employee incurs an office visit-\$100. The deductible not having yet been met, the plan would pay nothing, and the employee pays \$100, leaving another \$150 to still pay on his deductible. Under the new proposal, the employee pays \$25, and the plan pays \$75. The \$250 deductible would apply only to in/out patient hospital services, or any surgical procedure. Under the proposed plan, an employee would have to visit his doctor 10 times during the plan year to equal the current deductible. It should be noted that if an employee has seen the doctor 10 or more times during the year, and then needs a surgical procedure, he would still need to meet the \$250 deductible. The co-pays for office visits do not go toward the deductible. It should also be noted that the co-pay applies only to participating providers with BCBS. If the employee chooses to go out of network, the services would still be subject to deductible and coinsurance.

Ms. Bray explained that to move to a \$25 co-payment, effective 1-1-04 thru 6-30-04, the projected costs would be as follows: projected claims costs (per employee)-\$5091; cost to add the \$25 co-pay (for 6

months)- \$38.19 per employee; new projected costs-\$5129.19 per employee/per year. The total additional cost to the plan would be \$23,792.37. This cost increase will be covered by the cost savings from the 43 employees who have opted out of the insurance plan this year. Manny Hernandez, Chairman of the Personnel Commission, and member Dan Hinz, advised that Board that the commission voted unanimously to support this proposal as it will benefit the employee. Mr. Jayne added that health care is one of the biggest issues for the employees and this is an option that will provide a better benefit for them. **Mr. DeSpain made a motion** to approve the plan design change to include a \$25 co-pay for services other than in/out patient hospital or any surgical procedure, as presented; motion seconded by Mr. Brownlow; vote unanimously carried.

(The meeting was recessed at 11:55 a.m., and reconvened at 3:20 p.m. All were present except for Mr. Thompson and Mr. Deal. Deputy County Attorney Lance Payette was present in place of Mr. Bowers.)

Mr. Jayne advised that he had spoken to William Menlove regarding the Finance Director position. An offer of employment was made to him, with a salary of 86% of grade. Mr. Menlove indicated he has a strong desire to move to Navajo County, and will call tomorrow before 11:00 a.m. with his answer.

There being no further business to come before the Board of Supervisors, the meeting was adjourned until Monday, January 5, 2004, upon a **motion made by Mr. DeSpain**; motion seconded by Mr. Brownlow; vote unanimously carried. The meeting adjourned at 3:30 p.m.

APPROVED:

J. R. DeSpain, Chairman

DATE:

ATTEST:

Judy Jones, Clerk of the Board