

**SPECIAL MEETING MINUTES
SPOT**



**SELKIRK PEND OREILLE TRANSIT
October 28, 2022**

NANCY LEWIS CALLED THE MEETING TO ORDER AT 1:10 P.M.

PRESENT: Colleen Culwell, Clif Warren, Donna Griffin, Gary Kunzeman, Nancy Lewis, Ron Smith, Shannon Pittman,
Absent: Wally Cossairt, Zale Palmer

Public Comment Period: No public present.

ACTION & DISCUSSION ITEMS:

- A. Approve a staff insurance package, and adopt the Joint Powers Agreement and Participation Agreement, and Authorize Chairman Lewis to sign both agreements.** Discussed quotes received from iiiA, Regence, and Blue Cross (the last two assuming employees acquire on their own through the Marketplace). Discussed various details with each policy and whether it can cover only administrative workers. Board was able to confirm that all proposed policies require covering all full-time employees as defined by SPOT. Donna Griffin reported that the iiiA policy is more flexible than the others and have better coverage. SPOT Board to look into changing their definition of a full-time employee to be 40 hours per week. Then make all other employees part-time with those working 30 hours or more per week eligible for paid time off benefits. Recommended to discuss such changes with attorney Snedden before proceeding. Discussion held whether employees will share in costs of their coverage. Compared to cost share policies of other members in SPOT's JPA.

Motion that, if approved by attorney, to move forward with changing full-time designation to 40 hours per week and offer vacation/PTO to any employee working at least an average of 30 hours per week per quarter. Clif Warren/ Ron Smith. Approved.

Motion that, if SPOT can change the full-time designation to 40 hours per week (pending attorney approval), that we authorize signature of all agreements required to proceed with iiiA's policy option 80-B. Clif Warren/ Nancy Lewis. Approved.

Motion that, if SPOT signs up for iiiA's Policy 80-B, SPOT will pay the premiums for employee only coverage. Employees will be allowed to add additional coverage at their own cost. Clif Warren/ Ron Smith. Approved.

COMMENTS FROM THE CHAIR AND BOARD MEMBERS: None

Meeting adjourned 2:14 p.m.