

COMMITTEE ON INSURANCE/AUDIT AND CLAIMS
TUESDAY, OCTOBER 27, 2020
5:00 p.m.

COMMITTEE MEMBERS PRESENT: Ceri Otero, David Armstrong and Craig Diggs. Seth Thompson was absent.

OTHER COUNCIL MEMBERS: Mayor Dan Rife and Council Member Juan Topete.

OTHERS PRESENT: City Administrator Tom Short, City Clerk Traci Cox, Police Chief Greg Dagnan, Fire Chief Roger Williams, Parks and Recreation Director Mark Peterson, Public Works Director Zeb Carney and Abi Almandinger.

Chair Ceri Otero called the meeting to order at 5:00 P.M.

OLD BUSINESS:

Approval of minutes from previous meeting: On a motion by Mr. Diggs, the minutes of the September 22, 2020 meeting were approved 3-0.

Review and approval of the Claims Report: The Committee discussed items regarding the Claims Report. Mr. Armstrong moved to approve the claims. Motion carried 3-0.

NEW BUSINESS:

1. **Consider and Discuss Employee Health Insurance Renewals.** Ms. Cox presented renewal rates for employee health insurance. Current coverage is through Anthem BCBS and premiums would increase by 1.33% over last year. The pharmacy coverage would change from a National Formulary to an Essential Formulary. Mr. Armstrong moved to forward to council the continuation of employee health insurance through Anthem with a 1.33% increase in premium. Motion carried 3-0.
2. **Consider and Discuss Recommendations from Salary Study Committee.** Mr. Short reviewed recommendations from the Salary Study Committee. Creation of the HR Generalist/Payroll Clerk position was discussed. A job description for the position will be brought back to the next meeting.

Committee Member Seth Thompson arrived at the meeting.

It was recommended by the Salary Study Committee that dependent health insurance contributions be changed from 75% of total premium to 50% of the dependent premium deducted by the employee share paid by the City. Mr. Armstrong moved to defer changing dependent contributions to a later date. Motion carried 4-0.

The possibility of a "Spousal Premium" to be charged to plan members who have a spouse on the City's plan that also has health insurance available from their employer, to encourage members with these coverages to use their employer's plan was discussed. The Committee requested additional information on this premium.

The possibility of changing to a High Deductible Health Plan was reviewed but no decision to switch was made at this time.

The City's Wellness Program was mentioned in the McGrath Compensation and Benefit Study. The Wellness Committee continues to evolve wellness initiatives.

Time off benefits were reviewed and the Salary Study Committee has suggested further research into the possibility of changing to a Paid-Time-Off program. After discussion, it was determined to continue with current time off plan design but change to allow earlier accrual.

It was recommended by the Salary Study Committee that from this point forward, applicable time-off benefit calculations for payouts will no longer be made on an accrual basis but on the amount of actual hours shown on the books at the time of ending employment with the City. Mr. Diggs moved to no longer pay accruals, only what has been earned. Motion carried 4-0.

3. Consider and Discuss Contract with Mercy Health for employee Covid-19 testing.

Mercy is currently charging \$200 for employee testing. This contract will reduce the fees to \$100. Mr. Diggs moved to accept the contract and forward to council. Motion carried 4-0

4. Staff Reports: Ms. Cox discussed problems encountered with the Nicotine Cessation Program. Mr. Diggs moved to discontinue the Ozark Center program and switch to the online program offered by TriHealth. Motion carried 4-0.

5. Member Reports: None.

ADJOURNMENT: Mr. Diggs made a motion to adjourn at 6:29 PM. Motion carried 4-0.

Traci Cox