

The special meeting of the Common Council of the City of Marshall was held September 25, 2018 in the Professional Development Room at the Marshall Middle School, 401 South Saratoga Street. The meeting was called to order at 8:02 P.M. by Mayor Robert Byrnes. In addition to Byrnes the following members were in attendance: Steven Meister, John DeCramer, David Sturrock and James Lozinski. Absent: None. Staff present included: Sharon Hanson, City Administrator; Karla Drown, Finance Director; Sheila Dubs, Human Resource Manager and Kyle Box, City Clerk.

**Review and consider 2019 health insurance renewal information.**

Human Resource Manager Sheila Dubs provided information on the Health Insurance Renewal information and introduced Bill Chukuske, the City's Health Insurance Agent, to provide additional information. The City currently offers consumer directed high deductible health (CDHP) care plans through Blue Cross and Blue Shield of Minnesota. Staff are proposing to continue with the same plan designs (CDHP's) and same carrier (BCBS of MN).

The City has received renewal rates from the Southwest West Center Service Cooperative (SWWC Coop). The health insurance premium renewal rate increase for 2019 is 15%. Manager Dubs provided additional information on insurance options for the Council to review. There was further discussion by Council and Staff.

**Review vision insurance benefit renewal.**

The City currently offers a voluntary vision insurance policy to employees through National Insurance Services. The Vision Plan is offered by Ameritas Life Insurance Corp. A high plan and low plan are offered with respective premium rates for single, single+1, and single+2 or more dependent plans. National Insurance Services is offering the same plan with no rate change for the next two years, 2019 and 2020. There is currently no cost to the City/Employer for this benefit plan; all premiums are paid for by the Employee. Staff would request direction if the Council desires to begin cost sharing with the Employee on this benefit. Staff have scheduled open enrollment meetings with employees for October 25.

Human Resource Manager Sheila Dubs provided information on the item. There was further discussion by Council and Staff.

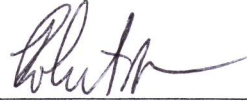
**Consider approval of Employee Assistance Program for 2019.**

Human Resource Manager Sheila Dubs provided information the City's current Employee Assistance Program (EAP) is provided through our health insurance carrier, BCBS of MN. The current premium for this benefit is \$0.93 per month for employees (and their family) covered by our health insurance plan and \$1.43 for non-covered employees (e.g., firefighters, part-time police officers). This premium is split 50/50 between the Employee and the Employer currently. The company that provides our LTD and Vision insurances is offering EAP to the City at no cost. This would be a savings to the City of \$1,125 annually. The EAP program under National Insurance Services will cover all full-time employees, firefighters, and part-time police officers. There will be no family coverage for full-time employees under this plan, only the employee will be covered. Given our EAP usage history, staff are proposing we move to this no-cost option with National Insurance Services.

Work Session – September 25, 2018

**Adjourn Meeting**

At 8:49 P.M, Member **Steven Mesiter** Moved, Member **David Sturrock** Seconded to approve the **ORIGINAL** motion 'Adjourn Meeting'. Upon a roll call vote being taken, the vote was: Aye: 7 Nay: 0. The motion **Passed. 7 - 0**



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Mayor

Attest:



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City Clerk