

MAYER CITY COUNCIL WORK SESSION MINUTES – SEPTEMBER 24, 2018

Call Work Session to order at 7:32 p.m. by Mayor Dodge.

PRESENT: Mayor Dodge, Council Members Boder, Butterfield, and Stieve-McPadden

ABSENT: Council Member McNeilly

STAFF: City Administrator McCallum, Public Works Kuntz, and Deputy Clerk Gildemeister

ALSO PRESENT: Allen Roth, Ivan Raconteur, Don Wachholz, Jason Hilgers, Mike Wegner

Continued Discussion on Employee Benefits: City Administrator McCallum reviewed a history of the composition of the City and stressed how City staff has changed significantly over the past 5 years. Public Works Department until 2017 was one full time employee. The Administration Department until 2016 was made up of one full time employee (City Administrator) and one part time employee (City Clerk) with one employee only taking single coverage and the other elected not to take coverage. The City currently has four full time employees; two Public Works employees and two Administrative employees. Administrator McCallum addressed the significant growth Mayer is undergoing resulting in the need for additional employees. Not only has the number of employees changed, but the age and makeup of the employees has as well. Compared to the previous group of employees, the current group dynamic covers a more diverse spectrum. She stated that employees want to utilize the City's benefits, but are not able due to its affordability and significant out of pocket costs for family coverage.

A representative from A.T. Group, Allen Roth, spoke to the Council and provided details on the current benefit plan and the HSA Plan he recommended. The City's current plan is a 75/25 plan with an individual out of pocket deductible of \$2500, and \$50 co-pay. He stated this plan will no longer be offered after this year and will be replaced by a 60/40 plan, individual deductible of \$2500, and \$50 co-pay. Council asked why more plan options were not provided and Mr. Roth stated that due to the size of the group (Under 50 Employees), there are very limited options.

Mayor Dodge reaffirmed that the Personnel Committee recommended the HSA 100% Plan and is committed to working toward better benefits for the employees, however, has reservations due to the significant percentage increase to the employee benefits budget.

City Administrator McCallum proposed changing the health/dental formula to an HSA 100% plan with the addition of Long-Term and Short-Term Disability benefits.

Council agreed that they would like to move toward an HSA Plan and asked City Administrator to provide them with a history of benefit costs over the past 10 years and copies of the plan options with the chart showing insurance premium rates by age.

Council Member Stieve-McPadden asked Staff to provide salary and benefits pie charts.

MEETING ADJOURNED

There being no further business, the work session was adjourned at 8:25 p.m.

Mike Dodge, Mayor

Attest: _____
Janell Gildemeister, Deputy City Clerk