

MAYER CITY COUNCIL WORK SESSION MINUTES – OCTOBER 8, 2018

Call Work Session to order at 7:48 p.m. by Mayor Dodge.

PRESENT: Mayor Dodge, Council Members Boder, Butterfield, and McNeilly

ABSENT: Council Member Stieve-McPadden

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

1. **Discussion on Employee Benefits:** City Administrator McCallum presented additional benefits information for Council review. Four different health benefits plans were discussed along with short and long term disability insurance. Council asked Staff to share their opinions. Staff unanimously prefers to move toward an HSA Plan since the current health benefits plan penalizes employees with families. After much discussion, the Council leaned toward an HSA 100% employee coverage, 80% family coverage and City contributing \$750 to employee HSA account for individual and \$1500 to HSA account for family. Mayor Dodge voiced his concerns with the 37.82% increase to the benefits budget. Council member Butterfield stated she did her own research and the national average for Salaries and Benefits for cities is 18% of their budgets. The City of Mayer Salaries and Benefits budget is at 10% for 2018 and offering the employees this HSA Plan will increase the Salaries and Benefits budget for 2019 to 11%. Other Council Members were not as concerned with the line item budget increase and stated that it would only impact the overall budget by 1%.

MEETING ADJOURNED

There being no further business, the work session was adjourned at 8:37 p.m.

Attest:

Janell Gildemeister, Deputy City Clerk

Mike Dodge, Mayor