

SPECIAL MEETING, COUNCIL CHAMBERS, WASHINGTON, KANSAS, SEPTEMBER 30, 2003

The Governing body of the City of Washington, Kansas, met in special session in the usual meeting place in said City on the thirtieth day of September, 2003, at 7 p.m. with the following members present: Council Members: Meyler Gibbs, Dawn Kramer, Jon Snapp and Kevin Williams.

ABSENT: Mayor Travis Kier and Council Member Roxanne Schottel

ALSO PRESENT WERE: Paul Monty, City Attorney; Denise Powell, City Clerk; Connie Walenta, Insurance Consultant of Insurance and Investments; Mike Manning, August Dusin Jr., Melvin Brungardt, Mary Leck, Caroline Yungeberg, Terry Morse, Greg Metz, Tim Pinnick, Colleen Hillyer, Linus Linenberger and Mike Uhlrich, all City of Washington employees.

In absence of the Mayor Travis Kier, Council President Dawn Kramer called the meeting to order at 7:10 p.m.

COUNCIL MEETING NOTES

EMPLOYEE HEALTH INSURANCE: Councilwoman Dawn Kramer stated the City was looking at options for health insurance for city employees. Kramer asked Insurance Consultant Connie Walenta what options were available. Walenta stated there are not a lot of options in Kansas. It is an individual market and that generally overall there will be a 15-25 percent increase in premiums this year.

Walenta suggested that the Council put together a bid request with the current coverage options to the different brokers and companies that sell health insurance in Kansas. Snapp stated he wants to make sure local providers can sign up with whatever company is chosen. He also stated some employees doctor in Nebraska.

Council President Dawn Kramer reminded the Council they need to consider cost. Councilman Jon Snapp suggested a cafeteria plan where the City put money into the cafeteria plan and allow the employee to choose how to spend it.

Walenta cautioned the Council about a cafeteria plan. Cafeteria plans have limited options that include childcare, medical reimbursement, employee purchased plan. Then there is the problem with employee participation. If the city pays all employee health insurance there must be 75 percent participation or the company will not accept the term of bid. Walenta stated she would also like to look at a partial self-funding program.

Council President Dawn Kramer asked what the standard was for other cities. Walenta responded they pay the employees' entire premium and most families. However, things are changing, there is no set standard anymore.

City Clerk stated that this year the city will pay \$4,000 less money than in 2002 for employee health insurance and employees are paying a higher deductible.

Council President Dawn Kramer asked how long the bid process would take. Walenta stated she would like to get the bid request out immediately and ask them to be returned no later than Nov. 1, 2003. Walenta stated the Council would need to allow six weeks to get a plan in place which means a decision would need to be made by the middle of November.

City Employee Mike Manning asked what the purpose of a network was. Walenta responded by saying networks set agreements with doctors and this keeps the cost under control.

City Employee Terry Morse stated employees received a 1.4 percent cost of living increase in July forgoing the one percent longevity to absorb the insurance increase. Councilman Meyler Gibbs stated that he made the motion and that would definitely be taken into consideration.

Council President Dawn Kramer asked if the Council would like to set another meeting to review the bids. Walenta stated she would try to have them put together for the Nov. 3 Council meeting and if that didn't work she would let them know and they could schedule another meeting.

Councilman Meyler Gibbs moved to adjourn. Seconding the motion was Councilman Jon Snapp. Motion carried, meeting adjourned.