

COUNCIL MINUTES
SPECIAL SESSION
NOVEMBER 15, 2023

Charles City city council met in a special session on November 15, 2023 at 6:00 p.m. in council chambers. Mayor Dean Andrews presided and the following councilmembers were present: Keith Starr, Patrick Lumley, DeLaine Freeseaman and Phoebe Pittman. Absent was Phillip Knighten. Also present were city administrator Steve Diers, engineer in training Brian Sullivan and city engineer John Fallis (via Zoom).

Motion by Freeseaman, second Pittman to approve the agenda. Ayes - 4

Discussion on changing the employee health plan. Staff has been researching going to a partial self funding plan with a higher deductible. The city would buy down the deductible to the current levels with our self funded plan. Wellmark would be our insurance provider. This option would reduce the premiums so both the city and the employee will be saving. There will be some slight changes on how some of the items get processed, such as some drugs. The employee may have to fund the total cost up front and get reimbursed. An employee meeting was held November 13 to explain these proposed changes. One other thing to consider is changing the cost share split from 80/20 to an 85/15 with the city paying 85% and the employee paying 15%. Going to a 90/10 split was also discussed but some hesitation was had on this option. Council consensus was that we want to stay competitive in our recruitment of employees and also retain the good employees we currently have. After much discussion, Councilmember Starr introduced Resolution 118 entitled, "RESOLUTION APPROVING CHANGE TO EMPLOYEE HEALTH PLAN" and moved for adoption. Second to adopt Freeseaman. Resolution duly passed on roll call vote as follows: Ayes - Starr, Lumley, Freeseaman, Pittman. Nays - none.

Motion by Starr, second Freeseaman to adjourn. Ayes - 4

Dean Andrews, Mayor

Attest:

Trudy O'Donnell, City Clerk