

CITY COUNCIL STUDY SESSION

TO: Mayor and City Council
FROM: Mari E. Macomber, City Manager ^{MEM}
SESSION DATE: November 1, 2010
TIME: 4:30 pm
PLACE: Second Floor Conference Room

We will meet in the second floor conference room of City Hall starting at 4:30 pm, followed by the City Council Meeting at 6:00 pm.

AGENDA:

- SOUTH 63 CORRIDOR UPDATE
- MFH HEALTH UPDATE
- WELLNESS COMMITTEE REPORT
- DANGEROUS ANIMAL ORDINANCE DISCUSSION
- REVIEW NEWSLETTER

SOUTH 63 CORRIDOR UPDATE

In 2007, the City was approached by the owners of the shopping center that houses JC Penney, Sears, Stage and others about the possibility of establishing a tax increment finance district. The Council had expressed concerns about the viability of the center as other businesses continued to move north and about the impact the lack of growth in this area had on the community. In July 2009, the Council approved the redevelopment area and TIF Plan designating Kirksville Mall, LLC as the developer.

The redevelopment of Baltimore from LaHarpe south of the shopping center was included in the discussions. To make sure this portion of the project was completed, it was proposed that a Community Improvement District (CID) would be formed and those funds would be used, along with some TIF funds. The CID process was completed and the first meeting of the CID was held in February. The additional one cent sales tax for those businesses within the redevelopment area went into effect on October 1.

With both the CID and TIF in place, the next step was to move forward with obtaining bonds to allow for the redevelopment to occur. As part of that process a Bond Revenue Study was obtained. The study was just completed, with the City receiving a copy of the document on October 29.

The attorneys representing the developer made contact with the City two weeks ago to discuss a proposed change in the financing plan. They had already met with MoDOT District 2 officials about the financing and discussed the possibility of obtaining a

\$300,000 loan and \$300,000 grant from MoDOT. The proposed plan of finance is somewhat complicated and is outlined as follows.

The financing would entail liquidating the maximum TIF project fund by issuing TIF and CID bonds through a private placement. This will allow the surplus revenue to be used in a sub note financing of the CID public improvements through the MoDOT revolving loan fund and match grant program.

The TIF bonds will be issued by the Kirksville IDA through a private placement as soon as possible, in an amount estimated to be \$675,000, to allow rehabilitation to begin on the center as soon as possible.

Concurrent with the issuance of the TIF bonds, the City will apply to MoDOT to secure a loan in the amount of \$300,000 from the revolving loan fund and \$300,000 from the match grant program for a total CID project fund of \$600,000. The annual surplus from both the TIF and CID bond offerings would be used to repay the revolving loan fund. Use of MoDOT funding would decrease the costs of issuance, required coverage ratio and interest rate resulting in a larger total project fund. It is anticipated that MoDOT will complete construction of the CID project in a single phase.

Once the MoDOT financing is approved, CID bonds will be issued by the Kirksville IDA through a private placement in an amount estimated to be \$410,000. The CID bonds will be used to repay additional TIF reimbursable costs. An amendment to the CID petition and finding of blight by the City will be necessary to use CID bond proceeds to pay for TIF reimbursable costs.

Once the MoDOT financing is fully repaid (estimated to take ten years) the annual surplus from both the TIF and CID bond offerings is estimated to generate an additional \$655,447 in gross revenue which would be available to fund additional CID projects.

The original bond sizing estimated a TIF project fund of app \$1,128,110 and a CID project fund of \$514,851. The revised bond sizing based on PGAV's actual receipts to date estimated a TIF project fund of \$645,000 and a CID project fund of \$390,000. The proposed plan of finance described above estimates a TIF project fund of \$1,085,000 and a CID project fund of \$600,000 with additional gross revenue to the CID of approximately \$655,447.

A representative from Spencer Fane will be in attendance at the Study Session to explain this to the City Council and discuss the timeline that they wish to pursue.

Recommended Action: It will be important to understand the proposed financing and implications on both the private and public sector projects.

MFH UPDATE

In February of this year the, the Kirksville Area Community Health Initiative (KACHI) asked the City to submit a concept paper for a Healthy and Active Communities Grant to the Missouri Health Foundation. This concept paper was well received and the City

was asked to submit a full application in April 2010, and in September we received notice that the grant was awarded.

The grant project has been titled, "Get Active Kirksville" and includes a variety of components including:

- Improve existing bike lanes;
- Add new bike lanes on Jefferson Street and Osteopathy;
- Add bike routes as identified in the Master Trail Plan
- Develop a Complete Streets Policy; and
- Provide educational programs about bicycle safety and the health benefits of bicycling.

We want to give the City Council an update on this proposed grant project. Melanie Smith, Community Services Director has prepared a staff report providing additional information on this topic, and will be in attendance Monday to talk in more detail about our proposal.

Recommended Action: Review the Staff Report and budget and discuss the project approved by Missouri Foundation for Health with staff.

WELLNESS COMMITTEE REPORT

In February, the City Council received information regarding a proposed wellness program for city workers. The driving force for this effort was to work toward reducing the cost of health insurance services paid by the City, and to encourage a healthy workforce. The City's health insurance budget for the 2010 budget year was increased by \$345,211. Health insurance expenses make up five percent (5%) of the entire City budget.

We began our program several years ago offering a few health screening opportunities through our risk management program. We expanded this last year by offering a biometrics screening for employees with about 60% participation. This screening provided a wake-up call to some individuals that they needed to reduce their cholesterol, quit smoking, lose weight. There were also a few incidents of early detection.

After evaluating proposals from several providers, the City undertook a wellness program in-house. The in-house program has consisted of physicals, a monthly newsletter with health and wellness information and tips, a biometric screening, and wellness activities, several of which the Council has participated. As a reminder, a biometric screening is a general health check that can identify any significant cardiovascular or nervous system problems. This health check provides several biometric measures including: cholesterol levels for full lipid panel and glucose; blood pressure; blood glucose levels and also includes a measurement of height, weight and body mass index (BMI). Results are typically available within a few days after the screening, and are kept confidential.

A Wellness Committee was created and consists of individuals who represent different departments and levels of the organization. The Committee has been very active and has worked hard to implement that plan that was outlined for them.

We wanted to take the opportunity on Monday to give you an update on the program, and to begin the next phase of the wellness concept, impact on costs and premiums. Participation in the wellness program is crucial to our success in keeping our health costs down. As an incentive, individuals who participate in the program will receive a discounted premium rate. The original plan was to provide the discount, so long as an individual participated in all four aspects of the wellness program. However, tracking this is not practical, and developing a system that is fail safe and does not allow for false reporting is difficult in-house. Interactive Health Solutions (IHS) is the third party administrator who conducts our Biometric Screening. They have given us an option to consider. Since they conduct the screening, the idea would be that IHS would establish a goal for each employee based upon the results of their individual screening. We are hopeful that the City Council concurs with this approach, as it would be independent, and based upon medical information which ultimately is what will drive our health plan costs one way or the other.

Recommended Action:

Pat Meredith and Cherie Bryant will be at the Study Session on Monday to provide a Wellness Report and discuss the IHS proposal. Included with this Study Session Memorandum is a staff report from Pat and Cherie providing additional information.

DANGEROUS ANIMAL ORDINANCE DISCUSSION

The City Council hosted a public meeting on Monday, October 18. There were over 50 individuals in attendance with 19 individuals sharing comments or asking questions. A majority of those who spoke were not in favor of the ordinance as it pertained to bans on pit bulls. Several noted that they owned this breed of dog and had no problem with aggressive behavior. A few individuals noted that the issue was more about the property owner, then the type of dog explaining the importance of socialization and interaction with the animal. A local dog groomer, and a local veterinarian stated they have been scratched and bitten but not by this breed of dog. One gentleman raised a concern regarding his specific dog, and even though it is not a pit bull, he is asked repeatedly if it is and expressed concern over the time and effort that is going to be spent by the City and others to follow up on complaints that allege ownership of a pit bull when his dog has papers authenticating its breed. Several citizens asked the Council to consider focusing on dangerous dogs and removing those, but not implementing a breed ban. One citizen noted that breed bans do not prevent dog bites. Another citizen expressed concern for the Animal Control Officer and his safety when dealing with animals, requesting that the City make sure he is properly equipped.

Questions that were raised at the public meeting and in follow up emails

Expertise of the City to determine the breed of dog

Pups should be allowed longer than 10 weeks

Who determines if a dog is dangerous
How do the dogs get to exercise if on a leash or in a pen at all times
City should implement actions within the water ordinance
Consider encouraging spaying/neutering-perhaps attempting to fund a low income clinic and/or program at local offices,
Consider making/enforcing stronger leash laws
Consider strengthening animal abuse laws

One interesting note: I had the Police Department check dog licenses of the individuals who spoke who noted that they had dogs, 8 of them did not have a license.

There was some question concerning whether or not insurance companies would provide insurance. The following is a summary of the information that was obtained from local insurance providers. To insure accuracy, the language below was checked and approved by the various carriers.

Insurance 1

This company will not write a homeowner's insurance policy if someone owns a Pit Bull, Chow, Rottweiler, Akita or any dog that has Wolf hybrid. These breeds are listed on the policy application. If it comes to the company's attention that someone covered by this company's insurance owns one of the listed breeds, then the homeowner is notified to place the dog somewhere else or lose their homeowners' insurance.

Insurance 2

The company will not write a policy if the dog has previously bitten. In Missouri they do not refuse insurance based on the breed of dog.

Insurance 3

They have several carriers. There is a question on the policy application that asks - What breed of dog do you own? If a Pit Bull is listed, then the underwriter will ask how the dog was raised, and have they experienced any vicious tendencies? They could send an inspector to the home to see the dog. A carrier will provide homeowners insurance, but at a potentially higher premium.

Insurance 4

They have several carriers. There is a question on the policy application that asks if the applicant has a pet. If it is a dog, the next question asks that the applicant state the breed. If the breed is a Pit Bull or Rottweiler, no policy will be written by any of the companies.

Recommended Action:

The City Council can take this opportunity to discuss the citizen comments and determine what course/direction should be taken for this ordinance.

NEWSLETTER

Along with items in the Newsletter, the Council will begin to provide committee, commission and board updates to other members of the Council.

Attachments

Staff Report MFH, Melanie Smith

MFH Budget

Staff Report on Wellness, Pat Meredith and Cherie Bryant

Enclosure

Bond Financing Report

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Missouri Foundation for Health Grant Update

STUDY SESSION MEETING DATE: November 1, 2010

CITY DEPARTMENT: Community Services

PREPARED BY: Melanie Smith, Community Services Director

In February 2010 the City was asked to submit a concept paper for a Healthy and Active Communities Grant to the Missouri Health Foundation. This concept paper was well received and the City was asked to submit a full application in April 2010. We received notice on September 28 that our grant application has been awarded in the amount of \$295,727. The foundation received 74 concept papers for this grant cycle and requested 24 full applications. We are one of 11 projects that received funding for 2010.

The grant project has been titled, "Get Active Kirksville" and includes a variety of components including:

- Improve existing bike lanes;
- Add new bike lanes on Jefferson Street and Osteopathy;
- Add bike routes as identified in the Master Trail Plan
- Develop a Complete Streets Policy; and
- Provide educational programs about bicycle safety and the health benefits of bicycling.

The total project cost is \$495,670 with the Missouri Foundation for Health providing a total of \$295,727 and the remaining amount of \$199,943 will be the City's match over the next three (3) years. These matching funds will primarily through in-kind labor (\$154,195) for program design and implementation. A project budget and detail has been included with this Study Session Report.

Project Description

The *Get Active Kirksville* project will address the lack of bicycle and pedestrian infrastructure in Kirksville by adding bike lanes, bike routes and walking trails. The project would provide for several additional miles of dedicated bike lanes to be added along Jefferson Street and Osteopathy Street. Both streets will be re-stripped to include bike lanes. This will more than double the existing dedicated bike lanes by adding approximately 3.84 miles of bike lane to our existing street inventory.

The proposed project will also add three additional bike routes that would serve as avenues for bicycle and pedestrian traffic. Each of these bike routes will be approximately one mile in length and will feature signage that encourages motorists, bicyclists and pedestrians to share the roadway. These two infrastructure changes will be the first steps to move Kirksville closer to a complete streets program where streets

are designed and constructed with all user groups receiving equal consideration instead of the traditional motorized vehicle focus.

These infrastructure improvements will be paired with a community educational campaign that features information about how to easily and safely share the road, why non-motorized transportation is important and the health benefits that can be realized through bicycling and walking. This campaign will be done in collaboration with the Truman State University Department of Health and Exercise Science, and will be implemented at all public schools, daycares and to incoming students at Truman State University and A.T. Still University. The campaign will include brochures about safe bicycling and community maps that will be given to all incoming students at both Truman State University and A.T. Still University during new student orientation. The campaign will also include regularly scheduled bicycle safety workshops geared toward a variety of age groups, including school age children, families and college students. These workshops will be a partnership between the Kirksville Police Department and the Kirksville Bike Co-op, a Truman State University supported project that ensures bicycles are accessible to community members and students.

The *Get Active Kirksville* project will also include a programming component that will help encourage citizens to utilize the newly developed bike lanes and routes as a means to get out and be active by either walking or bicycling. The *Get Active Kirksville* project will feature a passport program with monthly challenges. Completed challenges will earn a stamp for their passport and a chance to win prizes. Progress for all participants will be tracked on www.kirksvillecity.com. Participants that complete all challenges will receive a t-shirt and certificate of completion. Challenges will include walking the trails at Thousand Hills State Park, riding the trail at the Kirksville R-III School or participating in an organized bike ride.

Missouri Foundation for Health Background:

The Missouri Foundation for Health is an independent nonprofit foundation created in 2000 to receive the Blue Cross Blue Shield of Missouri nonprofit assets when Blue Cross Blue Shield converted to a for-profit called RightChoice. Their mission is to empower the people of the communities they serve to achieve equal access to quality health services that promote prevention and encourage healthy behaviors. The organizations overall vision is to improve the health of the people they service through grants, health policy development and capacity building

Project Plan

Applicant Name and Project Name: City of Kirksville, Get Active Kirksville

Goal: Promote healthy and active lifestyles and to measurably reduce obesity rates

Objective 1a: By 2013, increase the number of miles of bicycle lanes and routes by 100%.

Objective 1b: By 2013, increase use of bicycles lanes and routes by 10% each year.

Strategy	Activities/Tactics	Product (Output)	Measurement(s)	Method(s)	Responsibility	Timeline
A3: Support infrastructure improvements, such as sidewalks and bike paths.	1. Re-stripe existing roads with bike lanes, where possible	- feet of dedicated bike lanes - Locations of bike lanes	Community use of bike lanes	Observation of bike lane use at scheduled times through the year	John Buckwalter	April 2010
B4: Campaigns promoting education and awareness of community-selected strategy(ies).	1. Create community maps of bike routes and bike lanes.	- Number of maps produced - Number of maps displayed	- Number of maps distributed Community use of bike lanes and routes - Rate of route use	- Observation of bike lane use at scheduled times through the year tied to map distribution	Cherie Bryant	Quarterly or Monthly

Objective 2: By 2013, increase support from residents and community collaborations for Complete Streets policy by 10%.

Strategy	Activities/Tactics	Product (Output)	Measurement(s)	Method(s)	Responsibility	Timeline
C11: Implement complete streets that are designed and operated to enable the safe and convenient travel of all roadway users.	2. Advocate with residents and City Council for Complete Streets policy	- Number of residents vocally supporting policy - Number of collaborations that offer support	- Number of comments supporting policy, public communications - Description and number of collaborations supporting policy	- Review of media coverage of topic - Review of city council and other regional meeting minutes -Presentations to City Council and Adair County Commission (minimum of 2 per year) -Public informational meetings (minimum of 2 per year) - Public presentations to service and community organizations (minimum of 5 per year)	John Buckwalter/ Melanie Smith	On-going

Objective 3: By 2013, increase awareness of the benefits of biking and walking for health and fitness and transportation by 35%.

Strategy	Activities/Tactics	Product (Output)	Measurement(s)	Method(s)	Responsibility	Timeline
B5: Offer quality programming to encourage and support physical activity in the built	1. Bike safety and riding skills training events	-Dates of trainings and attendance	-Change in safety knowledge and skill	- Attendance sheets - Pre-test/post-test	Melanie Smith	Quarterly

environment.				survey of knowledge		
	2. Get Active Kirksville Passport Program	-Number of challenges -Participants Enrolled	-Increase in participation over course of program	- Attendance sheets - Pre-test/post-test survey of knowledge	Robin Harden/ Heather Darrah	Monthly

Glossary:

Goal: What is the desired result of the program in general terms? Goals may or may not be measurable.

Objective: Time-specific, measurable statement describing the results to be achieved and the manner in which they will be achieved.

Activity/Tactics: Actual events or actions that take place as part of the program.

Product (Output): Direct product or output of program activities; immediate measure of what the program did.

Measurement(s): Specific observable measures of a program activity.

Method(s): Tools used to monitor activities and products to determine if objectives were achieved.

Responsibility: Individual(s) responsible for the stated activities and measurements.

Timeline: When is the activity taking place and what is its duration

PROJECT TITLE: Get Active Kirksville

	TOTAL PROJECT BUDGET				FUNDING REQUESTED FROM FOUNDATION			
	Year 1	Year 2	Year 3	Total	Year 1	Year 2	Year 3	Total
Net Revenue								
Enter Type of Revenue	0	0	0	0	0	0	0	0
Total Net Revenue	0	0	0	0	0	0	0	0
Expense								
Salary	45,134	46,035	46,964	138,133	0	0	0	0
Benefits & Payroll Taxes	5,197	5,353	5,513	16,063	0	0	0	0
Total Compensation	50,331	51,388	52,477	154,196	0	0	0	0
Conferences	900	700	900	2,500	0	0	0	0
Equipment, Major	87,934	38,860	199,805	326,599	79,940	29,238	186,550	295,727
Equipment, Minor	0	0	0	0	0	0	0	0
Printing	2,875	2,875	2,875	8,625	0	0	0	0
Supplies	100	100	100	300	0	0	0	0
Travel	1,300	850	1,300	3,450	0	0	0	0
Other Direct Expense	0	0	0	0	0	0	0	0
Sub-total	143,439	94,773	257,457	495,670	79,940	29,238	186,550	295,727
Indirect Expense	0	0	0	0	0	0	0	0
Total Expense	143,439	94,773	257,457	495,670	79,940	29,238	186,550	295,727
Net Project Cost	<u>-143,439</u>	<u>-94,773</u>	<u>-257,457</u>	<u>-495,670</u>	<u>-79,940</u>	<u>-29,238</u>	<u>-186,550</u>	<u>-295,727</u>

Budget Assumptions/Justification <i>Get Active Kirksville Project</i>

Salary							
Position	Title	Annual Salary	FTE	Year 1	Year 2	Year 3	
Melanie Smith	Community Services Dir.	\$49,971	0.1	\$4,997	\$5,147	\$5,301	
Robin Harden	Recreation Specialist II	\$32,822	0.2	\$6,564	\$6,761	\$6,964	
John Buckwalter	City Engineer	\$74,593	0.1	\$7,459	\$7,683	\$7,914	
Kirk Ranson	Engineering Tech II	\$32,822	0.1	\$3,282	\$3,381	\$3,482	
Larry Olson	Traffic Technican	\$30,675	0.1	\$3,068	\$3,160	\$3,254	
Cherie Bryant	Asst. to City Manager	\$46,833	0.1	\$4,683	\$4,824	\$4,969	
Interns							
2 people x 7.25/hr x 1040 hrs ea.		\$15,080		\$15,080	\$15,080	\$15,080	
Total Staff Salary:				\$45,134	\$46,035	\$46,964	

Benefits & Payroll Taxes							
Position	Title	Annual Salary	FTE	Year 1	Year 2	Year 3	
Melanie Smith	Community Services Dir.	\$49,971.00	0.1	\$4,997	\$5,147	\$5,301	
Robin Harden	Recreation Specialist II	\$32,822.00	0.2	\$6,564	\$6,761	\$6,964	
Kirk Ranson	Engineering Tech II	\$32,822	0.1	\$3,282	\$3,381	\$3,482	
Larry Olsen	Traffic Technican	\$30,675.00	0.1	\$3,068	\$3,160	\$3,254	
Cherie Bryant	Asst. to City Manager	\$46,833.00	0.1	\$4,683	\$4,824	\$4,969	
Total Staff Salary:				\$22,595	\$23,272	\$23,971	
Total Compensation	23%			\$5,197	\$5,353	\$5,513	

John Buckwalter	City Engineer	\$74,593.00	0.1	\$7,459	\$7,683	\$7,914	
Total Compensation	15%			\$1,118.90	\$1,152.46	\$1,187.04	

Conferences						
MPRA Conference	2 staff x 350			\$700	\$700	\$700
Missouri Trail Summit	(held every other year)			\$200	\$0	\$200
Total Conferences				\$900	\$700	\$900

Equipment, Major	(Also see Engineer's Est.)			
Bike Lanes				
Lane Marking	Year 1 - Franklin	\$4,375.80	\$4,467.60	
Signage for bike lanes	Year 2 - Jefferson	\$3,960.00	\$6,270.00	
Pavement Repair		\$71,604.00	\$18,500.00	
Total:		\$79,939.80	\$29,237.60	
In-Kind Expenses				
enr., Design & Construction Management	(included in Staff Expense Above)	\$9,592.78	\$5,248.51	
contingency		\$7,993.98	\$4,373.76	
Total:		\$17,586.76	\$9,622.27	
Total for project:		\$87,933.78	\$38,859.87	
Bike Routes				
Lane Marking			\$3,850.00	
Signage for bike routes			\$29,700.00	
Pavement Repair			\$99,000.00	
Modify Traffic Signals			\$54,000.00	
Total:			\$186,550.00	
enr., Design & Construction Management	(included in Staff Expense Above)		\$15,906.00	
contingency			\$13,255.00	
Total:			\$29,161.00	
Total for project:			\$199,805.00	
Equipment, Minor				
Printing				
Brochures 5,000 per year at 20¢	5000 x .2	\$1,000.00	\$1,000.00	\$1,000.00
Passport Brochures - 2,500	2,500 x .75	\$1,875.00	\$1,875.00	\$1,875.00
Total:		\$2,875.00	\$2,875.00	\$2,875.00

Supplies

Misc. Supplies for Passport Program			\$100.00	\$100.00	\$100.00
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Travel

Mileage to MPRA	50¢/mile	500 miles rd/trip	\$250.00	\$250.00	\$250.00
milage to Trail Summit			\$250.00		\$250.00
Hotel for MPRA	4 nights @ \$100/night		\$400.00	\$400.00	\$400.00
Trail Summit	2 nights @ \$100/night		\$200.00		\$200.00
Meals for MPRA	\$20 x 4 days x 2		\$160.00	\$160.00	\$160.00
Meals for trails summit	\$20 x 2 days x 1		\$40.00	\$40.00	\$40.00

Total Travel:			\$1,300.00	\$850.00	\$1,300.00
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Other Direct Expense

Sub-total

Indirect Expense

CITY OF KIRKSVILLE
 Construction Cost Estimate
 MFH Healthy and Active Communities Grant Program

Bike Lanes Project	From	To	Length	Lane-miles	Signs Req'd	Marking/Striping	Signage	Pvt Repair	Total	Remarks
Franklin	Shepherd	Patterson	7560	2.86	24	\$4,375.80	\$3,960.00	\$71,604.00	\$79,939.80	
									\$9,592.78	Engr, Design and Constr. 12%
									\$7,993.98	Contingency (10%)
									\$97,526.56	
Jefferson	Cottage Grove	Baltimore	1280	0.48	12	\$734.40	\$1,980.00	\$2,000.00	\$4,714.40	
Jefferson	Baltimore	High	2500	1.89	16	\$2,891.70	\$2,640.00	\$16,000.00	\$21,531.70	
Jefferson	High	First	1450	0.55	10	\$841.50	\$1,650.00	\$500.00	\$2,991.50	
									\$2,500.00	Remove markings
									\$12,000.00	Modify Traffic Signals @\$6000
									\$5,248.51	Engr, Design and Constr. 12%
									\$4,373.76	Contingency (10%)
									\$53,359.87	

Bike Routes Project	From	To	Length	Lane-miles	Signs Req'd	Marking/Striping	Signage	Pvt Repair	Total	Remarks
Osteopathy	LaHarpe	Northtown Rd	12688	4.81	48	\$1,000.00	\$7,920.00	\$18,000.00	\$26,920.00	
Halliburton	Franklin	Jefferson	6975	2.64	24	\$500.00	\$3,960.00	\$6,000.00	\$10,460.00	
LaHarpe	Jamison	Osteopathy	9700	3.67	36	\$750.00	\$5,940.00	\$36,000.00	\$42,690.00	
Patterson	Cottage Grove	First	5240	1.98	20	\$500.00	\$3,300.00	\$12,000.00	\$15,800.00	
Normal	Cottage Grove	Osteopathy	6595	2.5	24	\$500.00	\$3,960.00	\$18,000.00	\$22,460.00	
Northtown Road	Somerset	Potter	7680	2.91	28	\$600.00	\$4,620.00	\$9,000.00	\$14,220.00	
									\$54,000.00	Modify signals@\$6000
									\$15,906.00	Engr Design and Constr 12%
									\$13,255.00	Contingency 10%
									\$215,711.00	

Prepared By: John R. Buckwalter, PE
 City Engineer/Public Works Director

19-Apr-10

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Employee Wellness

STUDY SESSION MEETING DATE: November 1, 2010

CITY DEPARTMENT: Administration

PREPARED BY: Pat Meredith and Cherie Bryant

The wellness committee has been working on the wellness program for 2011. With so much riding on participation (premium costs) and how to monitor employee participation the committee has been struggling to come up with a HIPAA compliant way to measure participation.

Interactive Health Solutions is the third party administrator who conducts our Biometric Screening. Cherie and I talked to Pat Lorigas, Interactive Health Solutions (IHS) about what other employers are doing that is working? Mr. Lorigas said that employers they work with use the Interactive Health Index provided to employees who participate in the Biometric Screening.

IHS currently performs a state of the art blood screening that includes, cardiovascular disease risks (high cholesterol; high blood pressure), diabetes, liver and kidney disease, anemia, blood, bone, and muscle disease (including certain types of cancer) screening. Employees are asked to complete a Health Risk Assessment along with the Biometric Screening.

Employees have access to test results within 48 hours, including virtual medical record, annual trend analysis, and results can be electronically forwarded to the employee's personal physician. The website contains a medical library on symptoms, diseases, treatments, and online health consultations.

Employees participating in the Biometric Screening receive an Interactive Health Index. This is a personal health report that is a HIPAA compliant measurement tool. It addresses six controllable health factors:

1. Blood Pressure Systolic,
2. Blood Pressure Diastolic,
3. LDL Cholesterol,
4. Glucose,
5. Triglycerides, and
6. Tobacco Use.

Employees receive a score and a goal they must reach before the next screening in order to be eligible for the premium discount. It is up to the employee to discuss with their personal physician how they can achieve their goal.

Example:

Health Index	Goal for Next Year
-20 – 0	Stay at -20 to 0
1 to 25	Move to Zero or less
26+	Improve by 60%

Some employees may not be able to reach their goal due to a medical condition. IHS administers a reasonable alternative health standard. Based on information provided by the employee's physician and goals may be altered by IHS.

A Personal Health Report is mailed to the employee's address explaining their results and what they mean. Health-related emails targeted to their specific condition(s), age and gender are sent periodically.

Health Coaching Programs – Including weight loss, smoke free for life, better nutrition, and personalized fitness, achieving balance, diabetes prevention, managing cholesterol levels, and managing and preventing high blood pressure are provided online and telephonic.

The City receives an aggregate report that helps the wellness committee design activities based on the more critical needs of our employees. The wellness committee would provide encouragement, fun activities, information and resources to employees.

Currently, the City pays 100% of the employee's medical and dental premiums and 50% of the dependent premium. This represents approximately 80% of the total premiums for medical and dental insurance (\$949,862 for 2010). Employees have been told that beginning in January 2012 they will be required to pay 20% of the employee's premium (approximately \$75 per month). This is a significant departure from our employee benefit program. However, employees who meet their wellness goals will be eligible for a premium discount in 2012 equal to this additional premium cost.

Human Resources would receive (in January 2012) a list of employees who achieved their goals and are eligible for the premium discount.

This program is HIPAA compliant and less evasive than a City employee trying to track 143 employee's physicals, blood work, and level of activity/inactivity to assess the employee's eligibility for a premium discount.

New employees would be required to pay 20% of the employee premium until they participated in their first Biometric Screening.

Wellness Committee Input

If City Council approves the recommended IHS wellness model, the Wellness Committee would be responsible for providing opportunities for employees to help lower their Health Index Score. All activities would be voluntary and would be similar to what has been provided in Year 2010 (i.e. Poker Walk, Biggest Loser, and Walk to Branson & Back). The use of incentives is recommended in order to continue momentum; however, prizes would be significantly less in cost than in Year 2010.

The Fall Wellness Program Survey was sent to employees on September 27th. Ten questions were asked to determine interest in a variety of options for the 2011 Wellness Program. One question, in particular, that received great interest was #4, which asked the following:

Would you join a local gym or fitness center if a discounted price could be negotiated? Seventy-nine percent responded 'Yes'.

In response to that finding, Pat Meredith and I contacted the two fitness centers most requested, "Anytime Fitness" and "24 Hour Fitness". After talking with both companies, we recommend "Anytime Fitness" due to their history of working with other employer wellness programs and overall product and service.

The Wellness Committee would like to offer employees the opportunity to use a local fitness center in order to help lower their IHS Health Index Score. We understand the membership could cause a financial strain for many employees; therefore, we are hoping the city could offset the price by offering a subsidy to help pay for the membership. The membership could easily be deducted from the employees' paycheck each month. "Anytime Fitness" also provides a discount if a certain number of employees sign up. For example, if 50 employees sign up, instead of a \$39.00 per month membership, it would be \$29.00. If the city provided a \$10.00 subsidy, the employee would only have to pay \$19.00 per month. Of course, the discount depends on the number of employees who sign up and we do not know exact numbers at this time.

If an employee is already a member of the YMCA or other facility, the city could offer a subsidy if the facility also offers a discount.