

CITY COUNCIL STUDY SESSION

TO: Mayor and City Council
FROM: Mari E. Macomber, City Manager
SESSION DATE: March 18, 2013
TIME: 4:30 p.m.
PLACE: Second Floor Conference Room

AGENDA:

- **REPORT FROM DOUG BROWN – KIRKSVILLE HOUSING AUTHORITY**
- **HEALTH INSURANCE UPDATE and INSURANCE REFORM**
- **STORM SHELTER REPORT**
- **REVIEW NEWSLETTER – March 15, 2013**
- **REVIEW COUNCIL AGENDA**

REPORT FROM DOUG BROWN – KIRKSVILLE HOUSING AUTHORITY

The City Council makes the formal board appointments to the City of Kirksville Housing Authority, aside from this action; there is little interaction past the staff level. I have asked Doug Brown, Executive Director of the Housing Authority to attend the meeting on Monday to provide a brief summary of what the Housing Authority does, along with their goals and objectives for this organization.

The last time the City met with Mr. Brown was in 2005.

Recommendation: This is an opportunity for the City Council to learn more about what the Housing Authority does and determine if there are areas of mutual interest that can be explored.

HEALTH INSURANCE UPDATE AND INSURANCE REFORM

Several years ago, the City began its employee wellness program. We started out slow by providing educational materials, wellness events and the annual biometric screenings. The initial screenings were conducted in an effort to show employees where they were health wise and arm them with information that they could use to decide whether changes or improvements needed to be made to improve their health. Our ultimate goal was to give employees time to implement needed changes before we began offering premium discounts to those employees who met the goals established from this annual screening.

After several years of screening, 2012 was the first year that the City offered the premium discount to employees. As a result of our wellness efforts, we have seen improvements in our overall health care costs.

Phil Drescher, our benefit consultant with Bukaty Companies will be attending the Study Session to give the Council an overall report of how we are doing.

Included with this Study Session cover report is a staff report from Pat Meredith providing more information about our wellness program.

Recommendation: No action is required of the City Council, though you may want to discuss any further ideas or changes you would like to see explored.

STORM SHELTER REPORT

Last fall the City Council discussed whether or not we had a community storm shelters and what if anything the City should do to protect the citizenry from hazardous weather conditions.

The City began changing out our outdoor warning sirens replacing one siren each year with the newest sirens being placed at PC Mills and the High School soccer field. The coverage of our warning sirens has significantly improved to protect those individuals who are outside when a hazardous weather condition hits.

Kirksville staff takes emergency management seriously and work hard to prepare for natural disasters. We have proven over and over again our abilities in responding to weather disasters including the 2009 tornado, high winds, blizzard, heavy rains and ice storms. We also received the StormReady distinction from the National Weather Service as a result of the systems we have in place to notify our citizens of impending weather.

What the Council discussed at your last meeting was whether or not the City needed storm shelters with the decision to try and identify locations that could be used around town. The Fire Chief was tasked with this assignment and will be at the Study Session to give you an update on his progress.

Fire Chief Behrens has provided additional information in a staff report included with this Study Session cover report.

Recommendation: It is recommended that the Fire Chief provide the update to the City Council and continue to work with existing building owners to identify additional potential shelter sites developing the necessary procedures that would be needed for people to use those identified spaces. The City Council again may want to discuss whether or not new construction should be required to have a safe place included in the construction to protect against a possible tornado or excessive wind storm.

NEWSLETTER REVIEW – March 15

REVIEW COUNCIL AGENDA

Attachments

Staff Report from Pat Meredith, Human Resources Director - Employee Wellness
Health Screening Summary
Metabolic Syndrome
Staff Report from Randy Behrens, Fire Chief – Storm Shelters

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Employee Wellness

STUDY SESSION MEETING DATE: March 18, 2013

CITY DEPARTMENT: Administration

PREPARED BY: Pat Meredith

The City has offered employees the opportunity to participate in an annual biometric screening designed to detect medical conditions before they become major medical problems since 2008. In 2010, a wellness committee was organized to develop some wellness activities to encourage employees to get fit. Some employees participated, however without full participation we cannot achieve the ultimate goal of lowering health care costs.

In 2012, we asked employees to take some ownership of their healthcare cost and began requiring employee to contribute 20% of the cost of the employee only premium. Employees who participated in the biometric screening in 2011 and achieved their Health Index Goal in 2012 would be eligible for a premium discount equal to 20% of the employee only premium. Federal laws allow us to provide a benefit that would encourage employees to take responsibility for their lifestyle choices.

The Interactive Health Index is a personal health report that is a HIPAA compliant measurement tool. It addresses six controllable health factors: Blood Pressure Systolic, Blood Pressure Diastolic, LDL Cholesterol, Glucose, Triglycerides, and 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 or contact Interactive Health Solutions and work with a HealthFocus Coach free of charge.

Biometric Screening participation increased to 139 employees in 2011 and remained the same in 2012 but unfortunately dropped to 118 employees in 2013.

While our overall health continues to improve in some areas the drop in participation may be an indicator that some employees are giving up. Overall results from the screening reflects the need to put our emphasis in the areas of Metabolic Syndrome (or Body Mass Index) and smokers. Although the percentage of smokers decreased in 2013 we believe that was due to non participation.

Federal Law under HIPAA allowed employers to charge high risk employees 20% more in premium cost than lower risk employees. Beginning in January 2014, HIPAA law will allow employers to increase this percentage to 30% and/or 50% for employees who smoke. It is an aggressive approach but one the City Council may want to consider after hearing a report on the results from the Health Screenings and insurance claims at the March 18th Study Session.

Attachments

- Health Screening Summary
- Metabolic Syndrome



City of Kirksville

Engagement					
Quality Survey	2009	2010	2011	2012	2013
Total number of respondents	30	27	42	99	61
Was the blood drawer courteous?	100%	100%	100%	100%	98%
Was the blood drawer professional?	100%	100%	100%	100%	98%
Was the blood drawer's appearance professional?	100%	100%	100%	100%	100%
Overall, was the program of value to you?	100%	100%	100%	93%	90%

Participation	2009	2010	2011	2012	2013
Total	86	78	154	145	124
Male	59	43	107	104	89
Female	27	33	47	41	35
Spouses	N/A	10	15	6	6

Website usage	2009	2010	2011	2012	2013
Members registered	64	61	120	128	113
Items researched per visit	3	9	10	16	14

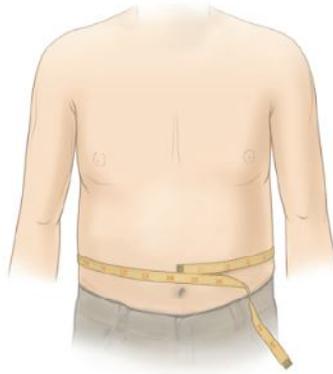
Health Awareness					
Interesting Insights	2009	2010	2011	2012	2013
Average Body Mass Index - Females	N/A	29.7	29.4	30.4	30.1
Average Body Mass Index - Males	N/A	29.3	30.6	30.1	29.9
Percentage of smokers	21%	26.3%	29.2%	17.2%	15.3%
Percentage of problem drinkers	2.3%	6.6%	9.1%	2.1%	0.8%
Percentage of members referred to a physician	66.3%	63.2%	70.8%	58.6%	56.5%
Members at risk for a heart attack over next 10 years	N/A	N/A	N/A	40	28
Newly discovered conditions	24	38	53	51	31
Very serious conditions	2	10	15	15	8
Metabolic Syndrome	37.2%	32%	38%	35%	30%

IHI Trends					
IHI Trends	2009	2010	2011	2012	2013
IHI Risk Stratification					
High Risk	41%	21%	25%	17%	11%
Moderate Risk	29%	33%	27%	20%	22%
Low Risk	30%	46%	49%	63%	67%
Average IHI Score	19	11	10	5	1
IHI Improvements					
Blood Pressure	N/A	6 (67%)	4 (100%)	1 (50%)	21 (100%)
LDL Cholesterol	N/A	3 (60%)	3 (75%)	25 (76%)	11 (55%)
Glucose	N/A	7 (78%)	8 (73%)	25 (66%)	17 (59%)
Triglycerides	N/A	8 (100%)	4 (57%)	22 (61%)	20 (71%)
Smoking	N/A	2 (17%)	4 (21%)	18 (47%)	1 (7%)

Additional Facts	
Per the CDC and Prevention, a Body Mass Index (BMI) of 25 - 29.9 is considered overweight and a BMI of 30 and above is considered obese. Higher BMI not only increases the risks of fatty liver disease, diabetes and heart disease, but it also could potentially increase workers compensation claims (overweight individuals tend to have more back/knee issues).	
Diabetics cost 2-3 times as healthy plan members and if left unmanaged, diabetes can significantly impact productivity and quality.	
As a nation 20% of us do not fill the first prescriptions and 40% of us do not refill prescriptions.	
As per the AHA and CDC, 20% of working adults in the US smoke, costing organizations \$3,800 more per person per year in direct and indirect costs.	

NOTE: Percentages represent the total identified as a percentage out of the Total Participation

Metabolic Syndrome



Metabolic syndrome is a group of health problems that make it more likely you will have a heart attack or stroke or develop diabetes.

If you have metabolic syndrome, you have at least three of the following:

- You have too much fat around your waist.
- You have borderline or high blood pressure.
- You have borderline or high blood sugar.
- You have high triglycerides, a type of fat in your blood.
- You have low "good" HDL cholesterol.

What causes it?

A combination of your family history (your genes) and an unhealthy lifestyle can cause metabolic syndrome.

Eating too much, gaining weight, and not exercising are the main causes, especially if you tend to gain weight around your waist.

What are the symptoms?

Metabolic syndrome will not make you feel sick. But if you get diabetes or have a heart attack or stroke, you will have symptoms from those problems.

What increases your risk?

You are more likely to have metabolic syndrome if:

- You are older. As you age, your chances rise.
- You are overweight or obese, especially if you carry a lot of weight around your waist and upper body.
- Your family members have or had type 2 diabetes and are or were overweight.
- You have other conditions. For instance, metabolic syndrome is more likely if you have high blood pressure or other problems.
- You are black or Hispanic.

How is it diagnosed?

Your doctor will check your blood pressure, measure your waist, and do fasting blood tests.

If you have metabolic syndrome, your results may include:

Measurement	Result
Waist size	Men: Greater than 40 inches Women: Greater than 35 inches
Triglycerides	150 or higher
HDL cholesterol	Men: Less than 40 Women: Less than 50
Blood pressure	130/85 or higher
Fasting blood sugar	100 or higher

How is it treated?

Get more exercise

Being more active is one of the best ways to treat metabolic syndrome. Being active helps for many reasons:

- It can help you lose weight.
- It lowers blood pressure, triglycerides, and blood sugar.
- It raises HDL, the "good" cholesterol.

Aim for at least 2½ hours of moderate exercise a week. One way to do this is to briskly walk 30 minutes a day, at least 5 days a week. It's fine

to be active in blocks of 10 minutes or more throughout your day and week.

Moderate exercise is safe for most people, but it's always a good idea to talk to your doctor before starting an exercise program.

Change how you eat

Your doctor may tell you to eat less salt and try the DASH diet to lower your blood pressure. The DASH diet is low in fat but rich in low-fat dairy foods, fruits, and vegetables.

To get started:

- Choose low-fat or nonfat cheese, yogurt, and cottage cheese.
- Drink skim (nonfat) or 1% milk.
- Eat lots of fruits and vegetables.
- Eat more whole grains like brown rice and whole wheat bread.
- Choose lean meats, chicken without skin, or fish.
- Eat beans, lentils, and nuts.
- Limit sodium (salt) to less than 2,300 milligrams (mg)—less than 1 teaspoon—a day.

Take medicines if needed

Lifestyle changes, such as exercise, losing weight, and eating healthier, are usually tried first for metabolic syndrome. Your doctor may prescribe medicines for your cholesterol, blood sugar, or blood pressure, if needed.



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KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Storm Shelters

STUDY SESSION MEETING DATE: March 18, 2013

CITY DEPARTMENT: Fire Department

PREPARED BY: Randy Behrens

There is no City owned storm shelters in Kirksville, so emergency management was tasked to look into this situation. When looking into storm shelters there are a lot of companies that build storm shelters. The storm shelters vary in size from individual home shelters to City owned shelters. Some of the City owned shelters are placed in parks, because they own the property.

When researching the cost of shelters it varied from \$50.00 to \$150.00 a square foot to build them. They have to be handicapped accessible and have water and emergency power. Because they are in a park someone has to be able to make sure that they are unlocked when they need to be used. A storm shelter that is opened all the time would be hard to maintain from vandals. One 1000 square foot storm shelter that could hold 130 people would cost at least \$150,000. This one storm shelter might be opened 6-12 times in a year.

Emergency management suggests that we need to educate the public in preparing for severe weather. The following are things they can do to protect themselves, family before severe weather happens. Build an Emergency Supply Kit; have a family Emergency Plan, which should include a shelter to ride out the storm.

You should know where to shelter this could include (basement, interior room/hall, bathroom or a closet) bathroom and closets need to be interior rooms. This could also include checking with your neighbors or other family members that could accommodate you and your families.

The City of Kirksville and Northeast Regional Hospital have identified one location in Kirksville that could be a storm shelter. The storm shelter is going to be located in the basement of the hospital which is opened 24/7. Seeking out storm shelters are usually short term events an example is the storm is predicted to hit Kirksville at 10:00 am and be out of the area by 11:00 am. Don't wait until 10:00 am to seek shelter know how long it takes you to go to your predetermined shelter, and be there before the storm hits. Emergency Management cautions citizen's that if the outdoor sirens are sounding it is too late to drive to a shelter. Where you need to shelter begins with your own emergency plan. Your own emergency plans need to include what you need to do to protect yourself and your family. This could include always checking weather out a few days in advance. There are multiple ways to keep yourself informed (television, radio's, newspapers, internet, weather radios). When you hear that severe weather is

approaching review your plan so that you will know where you can take shelter to ride out the storm.

The best time to seek shelter is to be aware of approaching storms and what the National Weather Service is predicting, watches or warnings. When you hear of a watch you should be thinking of what you and your families need to be doing to prepare for the storm and where you will go to shelter. During a warning you need to act on your plan and immediately seek shelter. That is why your plan is so important; you need to have already decided where you will seek shelter.

Tornadoes can occur with little or no warning. Your plan should include sheltering in place which means to take shelter where you are, remaining inside your home, workplace or a nearby building. But often during tornadoes, windstorms, floods and some chemical emergencies it is safer to stay where you are. During severe weather, adequate shelter can save your life. Follow these steps when severe weather is approaching. Move inside; go to your predetermined shelter location. Crouch under a heavy piece of furniture; cover yourself up with blankets, pillows to protect yourself. Turn on a radio or television in order to hear information of what is happening. Stay inside during severe weather.

Mobile homes are especially susceptible to high winds from severe thunderstorms and tornadoes. You will likely not be safe in a mobile home, whether you're in a hallway, a closet or a bathroom. Mobile homes cannot stand up to even a weak tornado, and you should make plans BEFORE the storm arrives to get to a safe shelter. Due to the potentially short amount of time between a warning and the arrival of a tornado, people should consider executing their safety plans when a tornado watch is issued do not wait for the tornado warning!

Taking cover under sturdy furniture, in a bathtub or closet or under a mattress will be meaningless in a mobile home if the home itself is destroyed, blown over, or rolled over by tornado or severe thunderstorm winds. Get out of mobile homes and find a more substantial shelter as quickly as possible.

Again, you need to have access to a shelter that is available at any time of the day or night such as Northeast Regional Hospital. If you live in a mobile home or a house with no basement you need to have your shelter locations known before hand and have a backup plan also. This could include Northeast Regional Hospital basement, your friend's basement, and or a family member's basement.

The most important thing is to know what to do when severe weather is approaching and put your plan in place whether you are at home or at work.