CITY COUNCIL STUDY SESSION

TO: Mayor and City Council

FROM: Mari E. Macomber, City Manager

SESSION DATE: November 4, 2013

TIME: 4:30 pm

PLACE: Second Floor Conference Room

AGENDA:

- **INTRODUCTION OF ASSISTANT CITY MANAGER ANGIE WHISNANT**
- **MUNICIPAL COURT REPORT BY JUDGE PHOEBE POWELL-SUTTON**
- **HEALTH INSURANCE REPORT**
- **REVIEW CITY COUNCIL NEWSLETTER – November 1, 2013**
- **REVIEW CITY COUNCIL AGENDA**

INTRODUCTION OF ASSISTANT CITY MANAGER ANGIE WHISNANT

Angie Whisnant will begin her duties as Assistant City Manager on Monday. This will be the first opportunity for each of you, except Councilmember Edge who participated in the interview process to meet her. As of Friday, she was moved in and ready to start work on Monday.

MUNICIPAL COURT REPORT BY JUDGE PHOEBE POWELL-SUTTON

Phoebe Powell-Sutton, recently married thus the reason for the name change, has served as the City's Municipal Court Judge since 1995. Prior to Judge Powell-Sutton, the City was served by Associate Judge Joyce Otten. Due to demands on the Associate Circuit Court Judge, the City began to solicit for a possible Municipal Court Judge. After completing the process, the City selected Judge Powell-Sutton to serve. At the time of her appointment, Judge Powell-Sutton had served as the Municipal Court Judge for the City of Macon. She had previously served as the City Attorney for the City of Macon and has provided legal services to the cities of Bevier, Callao and Atlanta.

The agreement between the City and Judge Powell-Sutton is for a three-year period. It was last renewed in March 2012.

The Judge is interested in meeting with the Council at least once annually to talk about the Court system, insure that there is understanding between the separation of powers and the authority that Judge Powell-Sutton has as the Municipal Court Judge. It will be an opportunity for the Council to ask any questions that you might have regarding the municipal court operation.

HEALTH INSURANCE REPORT

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 needed to be made in their current lifestyle in an effort 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 for the most part improvements in our overall health care costs. What we are currently seeing are a few chronic health conditions comprising about one-third the total claims experience. We want to discuss this with the Council on Monday and an idea that was presented to us by Phil Drescher, our benefit consultant from Bukaty Companies. It is an opportunity to explore with the new health care exchange.

We also want to discuss whether or not we administer the test for nicotine use. We have discussed this previously with Council but to date have not moved forward with the test.

Included with this Study Session cover report is a staff report from Pat Meredith providing more information about our health insurance renewal, our wellness program and the cotinine test to test for nicotine use.

REVIEW COUNCIL NEWSLETTER – November 1, 2013

REVIEW COUNCIL AGENDA

Attachments

Municipal Court Staff Report
Health Insurance Staff Report

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Municipal Court

STUDY SESSION MEETING DATE: November 4, 2013

CITY DEPARTMENT: Human Resources

PREPARED BY: Pat Meredith, Human Resource Director

Judge Phoebe Powell Sutton will review court activities with the City Council and will be available to answer questions. Pat Meredith has been reassigned supervision of court staff. Pat will be researching a number of possible ordinance changes and new ordinances including: Parking Violation changes, Municipal Court Search Warrants for Code Enforcement issues (e.g., potable water, housing code violations, and health and safety violations), Public Drunkenness or Personal Protections fines, and Community Service guidelines, pros and cons of the use of collection agencies.

In addition, we are working on a plan to implement a process that would allow Linda Sandstrom, Municipal Court Clerk to offer community service to individuals on behalf of the city. We will be creating file folder on the shared computer drive titled "Community Service" and put a file out there for department heads/supervisors to add to when they had work that needed to be done. Linda would then review this file each week and determine if someone in court would be ok with doing the work for the city.

KIRKSVILLE CITY COUNCIL STUDY SESSION ATTACHMENT

SUBJECT: Health/Wellness Program

STUDY SESSION MEETING DATE: November 4, 2013

CITY DEPARTMENT: Human Resources

PREPARED BY: Pat Meredith, Human Resource Director

Health Insurance Renewal

Medical/Dental Insurance costs will be going up **11% in 2014**. Included in the 2014 renewal is the Affordable Health Care fees - **$65** per covered person (approximately 272 covered persons under the plan). Bukaty Company is assessing our renewal to determine whether under new provisions of the Affordable Health Care law the City's plan continues to be classified as a grandfathered plan. In addition, we are looking at alternative insurance options that may allow us to reduce our self-insurance claims liability by purchasing a separate medical plan under the Exchange.

Wellness

In **2014**, the employee discount for employees who meet their Interactive Health Solutions wellness goal will be **30%.** The City Council made the decision a few months ago to include the **A1c** test as part of our biometric screening. It is called a **"Smart Test,"** and would be a one-time test at the time of the evaluation. The cost is **$25** per individual that receives the test. Interactive Health Solutions would only test those individuals that meet one of the following three criteria:

1. Fasting Blood Glucose greater than or equal to 100
2. If the member has Metabolic Syndrome
3. If the member self-reports that they are diabetic

Staff talked to the City Council about a test for Nicotine that can be done to detect someone who uses tobacco products at the time of the evaluation rather than relying on self-reporting. The cost would be **$35** per test. If the participant admits to smoking on their medical history form, they would not be tested because they would already be getting the 40 points added to their IHI score.

Some employers including the State of Missouri not only requires their employees to take the cotinine test but also require their employees to sign an attestation agreement that says they do not smoke and if they begin smoking they will self report.

Some changes in Affordable Health Care regulations may require us to delay offering the employee discount to employees who do not meet their biometric screening goal for three months to give employees time to participate in an employer sponsor class on whatever their medical circumstance may be.