



NOTICE OF PUBLIC MEETING

Monday, May 8, 2017
CITY COUNCIL CHAMBERS
680 Park Avenue
Idaho Falls, ID 83402
3:00 p.m.

The public is invited to attend. This meeting may be cancelled or recessed to a later time in accordance with law. If you need communication aids or services or other physical accommodations to participate or access this meeting or program of the City of Idaho Falls, you may contact City Clerk Kathy Hampton at 612-8414 or the ADA Coordinator Lisa Farris at 612-8323 as soon as possible and they will accommodate your needs.

SPECIAL MEETING (Council Work Session)

Call to Order and Roll Call

Mayor and Council:

- Acceptance and/or Receipt of Minutes
- Calendar, Announcements and Reports (20)

Human Resources:

- Budget Workshop Part II: Employees Wages Discussion (45)
- Update on Pay for Performance
- Personnel Manual/Policy Update

Mayor's Office:

- Community Support Grants Discussion (30)

Municipal Services:

- 2018 Audit Planning Discussion (15)

Idaho Falls Power:

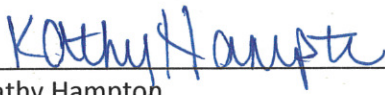
- Acceptance of International Brotherhood of Electrical Workers (IBEW) Contract (15)

EXECUTIVE SESSION

The Executive Session will be held immediately following the conclusion of the agenda items listed above. The Executive Session has been called pursuant to the provisions of:

Idaho Code Section 74-206(1)(c) To conduct deliberations concerning labor negotiations or to acquire an interest in real property which is not owned by a public agency.

DATED this 5th day of May, 2017


Kathy Hampton
City Clerk



MEMORANDUM

TO: Honorable Mayor and Council

FROM: Brad Cramer, Director

DATE: May 5, 2017

RE: May 2, 2017, Planning Commission Action

Planning Commission took the following action during the May 2, 2017 meeting.

1. **RZON17-004: REZONE. Linden Park Gardens Phase 2, R-1 to R-3A.** A portion of Lot 12, Block 13, Linden Park Division 8, 1st Amended. Located generally south of E 1st St., west of St Clair Rd., north of John Adams Pkwy., and east of Lincoln Dr. **Recommend approval as presented.**
2. **PLAT17-003: PRELIMINARY PLAT. Jackson Hole Junction Preliminary Plat.** Jackson Hole Junction Subdivision Preliminary Plat. Located generally south and west of Interstate 15, east of Pioneer Rd., and north of W Sunnyside Rd. **Approved as presented.**
3. **ANNX17-003: ANNEXATION/INITIAL ZONING. Handly Avenue Annexation and Initial Zoning of R-1.** Lots 1-5, Block 1, Lots 3-5, Block 2, Sunnyside Park Subdivision Division 1, & Sunnyside Park Subdivision Division 2 & Approximately 0.252 Acres NW1/4, NW1/4, Section 32, T 2N, R 38E generally south of E. Sunnyside Rd., west of S. 15th E., north of Castlerock Ln., and east of S. Holmes Ave. **Recommend annexation and initial zoning of R-1 as presented.**

RECOMMENDED COUNCIL ACTION: To receive recommendation(s) from the Planning and Zoning Commission pursuant to the Local Land Use Planning Act (LLUPA).

BGC/dp

cc: File

Idaho Falls Sister Cities Youth Meeting
April 5, 2017

Attendees:

Jenna Bauer	Jackie Corbridge	Elly Finnigan	Jacobi Retallic
Karen Bauer	Tate Corbridge	Ian Finnigan	Brooke Simpson
Misty Benjamin	Brennan Corbridge	Fawn Molyneux	Whitney St. Michel
Max Benjamin	Mario Estrada	Gabe Padron	Ian St. Michel
Melinda Cebull	Victoria Estrada	Kendra Peck	Anna St. Michel
Peter Cebull	Mario Estrada 2	Nathan Peck	Rebecca Smith
Nicholas Cebull	Dave Eaton	Dallin Peck	Stephanie Van Ausdeln
Rachel Cebull	Katie Eaton	Laurie Retallic	Nell Villasenor

Business Section of the Meeting

Minutes:

The minutes from the March 13th meeting were provided to the group by email. Kendra motioned to approve the minutes and Whitney seconded her motion.

Treasurer's Report:

Peter provided the treasurer's report.

Balance: \$5,250.36

Income: \$150 JACL bento box donation, \$25 membership fees

Expenditures: \$12.92 purchase checks, \$27.97 raffle supplies

Dividends: \$ 0.58

Japanese Visit: Whitney told the group the Japanese students will visit from July 27th to August 2nd. Whitney sent a sheet around for people to let her know if they are able to host students this summer. **If you were not at the meeting and want to host, please let Whitney know.**

City Funds: Dave told the group he had received an email from the city stating they plan to give us the \$3500 we requested to help with hosting students. Melinda mentioned last year we were asked to send the city an invoice as part of our funding request, and she suggested we send one for their records. **Peter will provide an invoice to Dave, and Dave will send it to the city.**

Snow Eagle Dinner/Raffle Fundraiser:

- Whitney sent around a sign-up list for people to volunteer to help with decorations and ticket sales during the fundraiser.
- Rebecca passed around raffle tickets for pre-sales.
- Whitney has received a few more donations. **She will email a list with the new donations out to the group. Mario will place pictures of the new raffle items on the website.**
- **Melinda will call Jerry at Snow Eagle to see if we can setup raffle tables and decorations a little earlier since it will be difficult to get it done by 11:30 am if we start at 11.**

Friendship Garden: **Kendra volunteered to coordinate work days at the Friendship Garden.**

Student Section of the Meeting

Mario number lesson

1-ichi
2-ni
3-san
4-shi/yon
5-go
6-roku
7-shichi/nana
8-hachi
9-kyuu/ku
10-juu

Mario wrote these numbers on the board and then he split the group into two groups. One person from each group went to the board with a marker. Mario would then say a number in Japanese, and the people with the markers would have to write the number in English. The team to do it first was the winner.

Next game was by Nicholas

This game was Jeopardy. There were five categories that had 4 different levels of questions. This was played just like any other game of jeopardy accept that there was the questions being asked not the answers being given. The five categories are phrases, Christmas, New Years, valentines/white day, other.

Motion to adjourn was made by Mario Estrada and seconded by Kendra Peck.



MEMORANDUM

TO: Rebecca Casper, Mayor

FROM: Ryan Tew, Human Resource Department Director

DATE: May 4, 2017

RE: Summary of Insurance Information

At the April 24, 2017 Council Special Meeting, A.J. Argyle and I promised the council a summary of the information that was discussed. That summary is included with this memo.

ATTACHED: Summary of health insurance information presented at the April 24, 2017 City Council Work Session

April 2017 City Council Health Insurance Presentation Notes

- The City is insured on a One Way Retention Agreement
 - This has the benefits of self-insurance without the risk.
 - PPACA taxes are the only drawback to this arrangement
- Current Premiums and Percentages are listed below.
 - Keep in mind H.S.A. premiums are not included in this calculation

2016-2017	Employee PPO	Employee HSA	Total PPO	Percentage of Total Premium	Total HSA	Percentage of Total Premium
Employee	\$51.15	\$0.00	\$558.78	90.85%	498.47	100.00%
Employee & Spouse	\$122.59	\$29.29	\$1,202.72	89.81%	1072.92	97.27%
Employee + 1 Child	\$76.00	\$9.92	\$776.99	90.22%	693.14	98.57%
Employee + 2 + Children	\$111.06	\$24.69	\$1,101.60	89.92%	982.71	97.49%
Family	\$182.23	\$52.52	\$1,713.63	89.37%	1528.68	96.56%

- City's Large Claimant Experience History
 - During the 2015 Calendar Year 2.9% of your population has incurred 58.3% of your claims
 - During the 2014 Calendar Year 2.9% of your population has incurred 52.3% of your claims
 - During the 2013 Calendar Year 3.6% of your population incurred 65% of your claims
 - During the 2012 Calendar Year 8.2% of your population incurred 62% of your claims
- Notable Changes to the Plan
 - 2007 Increased deductible from \$100 to \$250
 - 2010 moved from a \$250 deductible wraparound plan to a \$250 Basic and Major Medical deductible. This eliminated first dollar DXL, Ambulance, Outpatient services etc...
Also terminated 4th quarter carryover
 - 2013 Combined the Basic and Major Medical Deductible increasing it to \$500 overall
 - 2014 Changed Coinsurance to 50%, Increased Dr. Copay to \$30, and added ER copay of \$100.
October 2014 rolled out H.S.A.
 - 2015 Changed deductible to \$1000 and added 3 Tier drug structure. Negotiated 9.72% Increase to 4% on 8/15. Moved to Blue Cross's formulary 4/1/16.
 - Negotiated 12% Increase to 2.98%

- Why the move to the H.S.A. and the large increase in deductible
 - Met with the mayor in 2014 and determined that if we continued on the current trajectory that we were going to hit the Cadillac tax
 - Hence the reason for the HSA and the increase to the deductible and the PPO
 - Mayor wanted to take the focus off of benefits and move the focus to wages.
 - Didn't want employees seeking employment at the City of Idaho Falls strictly for benefits
 - This would lead to more sick employees and family members.
- City Contributions compared to National Trends
 - 62% of employees pay more than 0% and less than 25% of the premium for single coverage
 - 12% of employees make no contribution to their plan for single coverage
 - 45% of employees pay more than 0% and less than 25% of the premium for family coverage
 - 15% of employees pay more than 50% of the premium for family coverage
 - 3% of employees make no contribution to their plan for family coverage
 - Covered workers on average contribute 18% of the total premium for Single coverage
 - Covered workers on average contribute 30% of the total premium for Family coverage
 - The average employee contribution for single coverage is \$1,129
 - The average employee contribution for family is \$5,277
 - Currently the city charges \$0 for the H.S.A. and \$613.80 (9.15%) for the PPO annually for employee only premium.
 - The city charges \$630.24 (3.44%) annually for the H.S.A. and \$2186.76 (10.63%) for the PPO for family premium
 - The average deductible is \$1,478 for single coverage (up \$160 from last year)
 - 48% of covered workers are enrolled in PPO's (decreased 4% compared to 2015)
 - Over the last two years PPO's have decreased 10%
 - 29% of covered workers are enrolled in a HDHP like an H.S.A. (increased 5% compared to 2015)
 - Over the last two years HDHP have increased by 8%
 - 39% of plans that have more than 200 employees have a deductible of at least \$1,000
 - 45% of workers in large firms have a deductible of \$1000 or greater
 - 18% of plans have an out of pocket maximum of \$6000 or greater
 - 68% of plans have an out of pocket maximum between \$2000 and \$6000
 - 14% of plans have an out of pocket maximum of \$2000 or less.
 - The City PPO has an out of pocket maximum of \$1500 for an individual
 - The City H.S.A. has an out of pocket maximum of \$4000 for an individual
 - 56% of employers offer insurance to their employees up from 55% last year but down from 57% two years ago; and 61% three years prior
- National Trend Spouse Coverage
 - 5% of large firms say that spouses are ineligible to enroll if a spouse is offered coverage from another source
 - 12% of firms offering coverage to spouses have a higher contribution or cost sharing for spouses who are eligible for coverage from another source
 - 10% of firms offering coverage give additional compensation to employees who choose to enroll in their spouse's plan

- H.S.A. National Trends
 - 7% of covered workers in an H.S.A. have a contribution equal to the single deductible
 - 28% of covered workers in an H.S.A. have a contribution that would reduce their deductible to less than \$1,000
 - The City's contribution lowers the individual deductible to less than \$1,000 not including the premium savings
- Rx National Trends
 - 81% of plans had a three tier or more drug formulary in 2015
 - Average Cost
 - Tier 1 \$11
 - Tier 2 \$31
 - Tier 3 \$54
 - Tier 4 \$93
 - City's Rx is
 - Tier 1 \$10
 - Tier 2 \$30
 - Tier 3 \$50
- Wellness Trends
 - 83% of employers that offer benefits offer at least one wellness program (weight loss program, gym membership discount or onsite facilities, biometric screening, smoking cessation, personal health coaching, flu shots, EAP etc...)
 - 59% of plans with over 200 employees offer a health risk assessment
 - 54% of plans provide financial incentive for doing so
 - 53% of large firms offer the opportunity to complete biometric screening
 - 14% offer a reward or penalty for completing the biometric screening
 - 16% of large firms report collecting health information from employees through wearable devices such as Fitbit or Apple Watch
 - 42% that offer a health and wellness program offer employees financial incentive including one or a combination of:
 - 34% lower premiums or cost sharing
 - 76% cash contributions to H.S.A. or merchandise
 - 14% some other type of incentive
 - 26% have a maximum financial incentive of \$150 or less
 - 35% have a maximum financial incentive of \$150 to \$500
 - 23% have a maximum financial incentive of \$500 to \$1,000
 - 9% have a maximum financial incentive of \$1,000 to \$2,000
 - 7% have a maximum financial incentive greater than \$2000
 - The City has a \$1,000 incentive on both the PPO and H.S.A.

V. DEFINITION AND TERMS:

- A. The terms and provisions used in this Policy shall have the meanings ascribed below, unless the context expressly indicates otherwise. All references to the masculine shall be deemed to include the feminine and all references to the singular form shall be deemed to include the plural.
- B. Terms used within this Policy shall have the meanings ascribed below:
1. “Casual Employee” means any regular employee who is assigned to work nineteen and a half (19.5) or less hours per work week. A casual employee has an unlimited length of service given they remain under the nineteen and a half (19.5) hours per work week, but is not eligible for benefits (see Table 1).
 2. “Child” means a natural born child, a legally-adopted child or a child for whom an employee or his or her spouse has been appointed as guardian by a decree issued by a Court of Competent Jurisdiction.
 32. “City” means the City of Idaho Falls.”
 43. “Continuous Tour of Duty” means a period of any consecutive 12 months during which a full or part-time employee is assigned to work a basic work week without interruption except for any kind of leave or excused absence authorized under this Policy.
 54. “Employee” means a person who is employed by the City for compensation, but excluding elective officers, volunteers and independent contractors.
 65. “Full-Time Employee” means a regular employee who is assigned to work thirty-five (35) to forty (40) hours or more during a work week and is eligible for full benefits, as defined in Section X hereof. For purposes of the Affordable Care Act of 2010 and group health plan coverage only, an employee (regular or temporary) will be considered a “full time employee” for certain application months as determined pursuant to the City’s Full-time Employees Tracking and Application Policy.
 76. “Immediate Family” means:
 - a. A spouse of an employee.
 - b. A father or mother of the employee or a father or mother of the employee’s spouse; this includes the step-parent of an employee or spouse of an employee, provided that the step-parent has raised the employee or spouse of the employee to adulthood.
 - c. A sister or brother of the employee or a sister or brother of the employee’s spouse.

- d. A child of an employee or a child of an employee's spouse.
- e. A grandparent or grandchild of an employee or a grandparent or grandchild of an employee's spouse.
- f. A son-in-law or daughter-in-law of an employee.

This definition shall not be applicable with respect to the provisions herein regarding Family Medical Leave benefit.

87. "Part-Time Employee" means a regular employee who is assigned to work less than thirty five (35) between twenty (20) and thirty four (34) hours per work week. "Part Time 20" employees work between twenty (20) and twenty-nine (29) hours per work week and will have the option to participate in health insurance benefits at a pro-rated rate (see Table 1). "Part Time 30" employees work between thirty (30) and thirty-four (34) hours per work week and have the option to participate in health insurance benefits at a pro-rated rate (see Table 1). Employees who actually work thirty five (35) hours or more during any work week shall not be deemed to be a full-time employee, unless a change in his or her status is approved by written personnel action.

98. "Regular Employee" means any full or part-time employee who is assigned to work a continuous and indefinite tour of duty.

109. "Retirement" means a termination of employment while eligible to receive retirement benefits under the Idaho Public Employees Retirement System.

11. "Seasonal Employee" means any employee assigned a limited position that is weather-related (as defined by PERSI) with a firm start and end date. Seasonal employees work no longer than eight (8) months (see Table 1). Employee must be terminated before the end of the eight (8) months of service, but can be rehired after a break of thirty-one (31) days.

~~10. "Temporary Employee" means any employee assigned a limited or non-continuous tour of duty.~~

124. "Stepchild" means a child of the spouse of an employee, but who is not the natural-born or adopted child of such employee.

13. "Temporary Employee" means any employee assigned a limited position that is not weather-related with a firm start and end date. Temporary employees work no longer than five (5) months (see Table 1). Employee must be terminated before the end of the five (5) months of service, but can be rehired after a break of thirty-one (31) days.

Table 1. Employment Type Definitions.

<u>Status Name</u>	<u>Hours/Week</u>	<u>Benefits</u>	<u>PERSI Implications</u>	<u>Notes</u>
<u>Regular Full Time</u>	<u>35-40</u>	<u>Full Benefits</u>	<u>Full Participation</u>	<u>No limitations</u>
<u>Regular Part Time:</u> <ul style="list-style-type: none"> • <u>Part Time 20</u> • <u>Part Time 30</u> 	<u>20-29</u> <u>30-34</u>	<u>Pro-rated Benefits</u> <u>Pro-rated Benefits</u>	<u>Full Participation</u> <u>Full Participation</u>	<u>Employee pays 50% of benefits cost</u> <u>Employee pays 25% of benefits cost</u>
<u>Casual</u>	<u>19.5 or Less</u>	<u>No Benefits</u>	<u>No Participation</u>	<u>Unlimited length of service</u>
<u>Seasonal</u> <u>(weather-related)</u>	<u>Up to 40</u>	<u>No Benefits</u>	<u>No Participation*</u>	<u>Up to 8 months max if weather-related</u> <u>Must have firm start and end date</u> <u>Prior to the end of 8 month max, terminate</u> <u>After a 31-day break in service, can rehire</u>
<u>Temporary</u> <u>(NOT weather-related)</u>	<u>Up to 40</u>	<u>No Benefits</u>	<u>No Participation*</u>	<u>Up to 5 months max if NOT weather related</u> <u>Must have firm start and end date</u> <u>Prior to the end of 5 month max, terminate</u> <u>After a 31-day break in service, can rehire</u>

*Employee becomes PERSI eligible only if employee works beyond the parameters listed in the table. See PERSI policy for full details or consult with the Human Resources Department.