



## NOTICE OF PUBLIC MEETING

Monday, May 6, 2019  
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)**

*Times listed in parentheses are only estimates.*

#### Call to Order and Roll Call

#### Mayor:

- Acceptance and/or Receipt of Minutes
- Calendars, Announcements and Reports (10)

#### Council:

- Liaison Reports and Council Concerns (10)

#### Public Works:

- US 20/I-15 Project Update with Idaho Transportation Department (ITD) (30)

#### Community Development Services:

- Moratorium Discussion and Update (30)

#### Human Resources:

- City Employee Wages and Benefits Discussion, Part 2 (90)

#### Council:

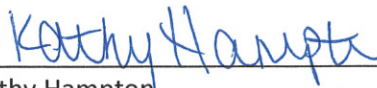
- Discussion and Consideration of Local Match for Public Transit (15)  
*Action Desired:* To approve/deny Local Match for Public Transit

#### Executive Session:

(The Executive Session will be held immediately following the conclusion of the agenda items listed above)

- The Executive Session is being called pursuant to the provisions of Idaho Code Section 74-206(f) To communicate with legal counsel for the public agency to discuss the legal ramifications of and legal options for pending litigation, or controversies not yet being litigated, but imminently likely to be litigated.

DATED this 3<sup>rd</sup> day of May, 2019

  
Kathy Hampton  
City Clerk



## MEMORANDUM

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**TO:** City Council

**FROM:** Rebecca Casper

**DATE:** May 6, 2019

**RE:** Recent Proclamations

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Attached please find copies of official Proclamations prepared and released by the Mayor's Office for April and May 2019.

- Earth Day (April 27)
- Worker's Memorial Day (April 28)
- Letter Carriers' Nationwide "Stamp Out Hunger" Food Drive Day (May 11)
- Red Poppy Days (May 20-27)



# PROCLAMATION

- WHEREAS,** eastern Idahoans are fortunate to live in an area that is blessed with awe-inspiring beauty and natural wonders; and
- WHEREAS,** surrounded by the unique treasure of the Snake River Plain, the majestic Tetons and the spectacular Yellowstone Plateau, Eastern Idaho provides a dynamic blend of outdoor beauty and recreational opportunity; and
- WHEREAS,** the South Fork and the Henry's Fork of the Snake River, Yellowstone and Grand Teton National parks and Craters of the Moon are known the world over, conjuring up majestic images of rugged mountains, spectacular forests, lakes, wetlands and more – all of which deserve our vigilant protection; and
- WHEREAS,** eastern Idahoans are joining others throughout our country and the world to observe this day by participating in events and activities that promote respect for and protection of our planet; and
- WHEREAS,** federal, state and local governments, non-profit organizations, businesses and concerned citizens everywhere are adopting policies and practices to improve our environment – not only on Earth Day, but every day; and
- WHEREAS,** Earth Day provides an opportunity to more fully appreciate our natural heritage, increase our ecological awareness and preserve our environment.

**THEREFORE, I, REBECCA CASPER, MAYOR** of the City of Idaho Falls, do hereby proclaim April 27<sup>th</sup>, 2019 as the day residents of the City of Idaho Falls shall enthusiastically celebrate

## EARTH DAY

and invite all citizens to visit the booths and displays, ask questions, learn about our environment and consider the role they may play in preserving the natural beauty of our city and the surrounding region.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Idaho Falls to be affixed on this 27<sup>th</sup> day of April, Two Thousand and Nineteen.

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Rebecca L. Noah Casper, Mayor  
City of Idaho Falls



# PROCLAMATION

**WHEREAS,** every year tens of thousands of American workers are killed by workplace injuries and occupational disease; and

**WHEREAS,** tens of thousands more are permanently disabled; and

**WHEREAS,** renewing our efforts to seek stronger health and safety protections, better standards and enforcement, and fair and just compensation helps to prevent such tragedies; and

**WHEREAS,** improving safety and health in every American work place is the responsibility of concerned Americans; and

**WHEREAS,** April 28th is a day set aside to remember victims of workplace injuries and disease.

**THEREFORE, I, REBECCA CASPER, MAYOR** of the City of Idaho Falls, do hereby proclaim April 27<sup>th</sup> as

## WORKER'S MEMORIAL DAY

in recognition of workers killed, injured and disabled on the job and encourage everyone to consider thoughtfully the role each of us can play in promoting safer working environments even as we remember and celebrate the precious lives that have been lost including

**TROY D. HIGGINS**

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Idaho Falls to be affixed on this 27<sup>th</sup> day of April, Two Thousand and Nineteen.

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Rebecca L. Noah Casper, Mayor  
City of Idaho Falls



# PROCLAMATION

- WHEREAS,** the need to serve the less fortunate – including America’s children, elderly, and working poor will ever be with us; and
- WHEREAS,** hunger is a very real problem for many individuals and families; and
- WHEREAS,** all across the country local food banks that feed the hungry run frighteningly low on critical supplies just before the summer months, which, ironically, is a time when many people look to food banks for assistance as school breakfast and lunch programs become less available to children; and
- WHEREAS,** every year on the second Saturday in May, Letter Carriers across the country work together to help alleviate hunger throughout the country by carrying out the nation’s largest one-day food drive, distributing the donations to local food banks; and
- WHEREAS,** this food drive has been fighting food insecurity in our community for 26 years; and
- WHEREAS,** all of the food collected in our community stays in our community; and
- WHEREAS,** we commend our local letter carriers, represented by the NALC Branch 1364, Idaho Falls, Idaho, for their diligence and commitment to serving the Idaho Falls public to the best of their ability on this day and every day.

**NOW, THEREFORE, I, REBECCA L. NOAH CASPER, MAYOR** of the City of Idaho Falls, do hereby proclaim May 11, 2019 as,

## LETTER CARRIERS’ NATIONWIDE “STAMP OUT HUNGER” FOOD DRIVE DAY

in the City of Idaho Falls, and urge all citizens of the community to participate in this worthwhile endeavor to help those in need by leaving nonperishable food items out near their mailboxes on Saturday May 11<sup>th</sup>, 2019

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Idaho Falls to be affixed on this 6<sup>th</sup> day of May, Two Thousand and nineteen.

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Rebecca L. Noah Casper, Mayor  
City of Idaho Falls



# PROCLAMATION

**WHEREAS,** America is a land of freedom, preserved and protected willingly and voluntarily by citizen soldiers; and

**WHEREAS,** millions who have stepped forward to answer the call to arms have died on the field of battle; and

**WHEREAS,** from time to time, a nation at peace must be reminded of the price of war and the debt owed to those who have given their lives; and

**WHEREAS,** the American Legion Auxiliary has pledged to remind Americans annually of this debt through the distribution of the memorial flower; and

**WHEREAS,** the red poppy is recognized the world over as a symbol of peace and sleep as it beautifully represents the sacrifice of all lives in all wars.

**THEREFORE, I, REBECCA CASPER, MAYOR** of the City of Idaho Falls, do hereby proclaim May 20-27 as

## RED POPPY DAYS

in Idaho Falls and request that all Idaho Falls citizens pay tribute to those who have made the ultimate sacrifice in the name of freedom by wearing the Red Memorial Poppy on this day.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the City of Idaho Falls to be affixed on this 13<sup>th</sup> day of May, Two Thousand and Nineteen.

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Rebecca L. Noah Casper, Mayor  
City of Idaho Falls

**PARKS & RECREATION  
SHADE TREE COMMITTEE MINUTES  
Tuesday January 29, 2019  
Activity Center  
12:00 Noon**

**ATTENDEES:**

Gerry Bates, Aaron McCracken, Delbert Lloyd, Matt Hill, Ronnie Campbell, Rich Potter, Lee Washburn, Jim Freeman, Earl Benton, Carolyn Benton and Terrie Safford

**APPROVAL OF MINUTES**

November 27, 2018 minutes approved- Matt Hill, second Gerry Bates

**PUBLIC COMMENTS**

Earl and Carolyn Benton Just moved here and wanted to attend the meeting

**STREET TREES ON LINDSAY CONFERENCE CALL**

We spoke with Mr. Rice via conference call during the meeting concerning the trees blocking his sign Mr. Rice is willing to remove and replace the trees but would like to see if the city is willing to help with the cost of the removal and replanting of those trees. Shade tree committee put a subcommittee together to put a plan and goals together for Mayor and City council by our February meeting so we can get it on the agenda for city council.

**EDUCATE THE MAYOR AND CITY COUNCIL**

Jim will talk with Mayor and find out what she wants from Shade Tree so we can show them why Shade Tree is important to our community.

**VISIONARY PLAN FOR 2019 BUDGET**

Ronnie needs numbers to take to council.

**GOALS FOR MAYOR**

Jim will talk to Mayor

**CITY TREE DISCUSSION**

Silva cells for watering our trees, will discuss more next meeting

**CALL FOR AGENDA ITEMS**

How can we build a budget for Shade Tree  
Plan for trees at Fairbridge Motel

*Recorded by  
Terrie Safford*

**PARKS & RECREATION  
SHADE TREE COMMITTEE MINUTES  
Tuesday February 26 , 2019  
Activity Center  
12:00 Noon**

**ATTENDEES:**

Delbert Lloyd, Matt Hill, Ronnie Campbell, Lee Washburn, PJ Holm, Brian Stevens, Kim Johnson and Terrie Safford

**APPROVAL OF MINUTES**

No Quorum

**PUBLIC COMMENTS**

We had some visitors from Idaho Falls High School

**STREET TREES ON LINDSAY CONFERENCE CALL**

Matt, Lee And Kim are still making a plan for Fairbridge Motel to present to Mayor and Council

**EDUCATE THE MAYOR AND CITY COUNCIL**

Jim will talk with Mayor and find out what she wants from Shade Tree so we can show them why Shade Tree is important to our community.

**PLAN FOR 2019 BUDGET**

Delbert suggest we contact other cities to see how they work their budget and get training for Committee Members. PJ suggest we bring training to us or try to meet with other communities. Lee and Brian suggest we talk to Gerry Bates on this matter. Kim suggest we educate public by having a town hall meeting to listen to the community.

**GOALS FOR MAYOR**

Jim was not present to give us any info he got from Mayor.

**DOWNTOWN PROJECT**

We will be removing and replacing all the trees and structural soil will be added Delbert will start on Memorial and work their way to Yellowstone and new self-watering flower pots will be added. We will be taking out 64 trees and putting in more than 64 new trees.

**CALL FOR AGENDA ITEMS**

How can we build a budget for Shade Tree  
Plan for trees at Fairbridge Motel  
Goals for Mayor

*Recorded by  
Terrie Safford*



**PARKS & RECREATION  
SHADE TREE COMMITTEE MINUTES  
Tuesday March 26, 2019  
Activity Center  
12:00 Noon**

**ATTENDEES:**

Matt Hill, Ronnie Campbell, Lee Washburn, PJ Holm, Jim Freeman, Kami Morrison, Gerry Bates, Randy Westergard and Terrie Safford

**APPROVAL OF MINUTES**

Matt Hill and Randy Westergard second

**PUBLIC COMMENTS**

The tree letters and brochures we sent out, people are thinking they are in violation already so we have gotten many calls.

**STREET TREES ON LINDSAY ( FAIRBRIDGE HOTEL)**

Lee has a plan for the trees and is still working on a plan, he is worried if we dig out the old trees we may run into power. Gerry brought a tree appraisal so we could see what the cost of the trees are and what it will cost to replace them. Kami's wonders if we (the City) could pay half and the business can pay half of the expense. Jim said it would be nice to have the same size trees as the rest of Lindsey Blv. Matt said maybe make this an Arbor Day project.

**HOW TO BUILD A BUDGET FOR SHADE TREE COMMITTEE**

Gerry suggests we do a training/ conference for South East Idaho with a charge of some sort, he said he could possibly do the training.

**GOALS FOR MAYOR**

Kami and Jim are going to talk with Mayor about goals.

**CALL FOR AGENDA ITEMS**

Arbor Day Schedule. Maybe do a scout project.

When do we want to do a training conference? City of IF will sponsor it and include lunch.

Ordinance for Shade Tree

*Recorded by  
Terrie Safford*



# MEMORANDUM

**FROM:** Ryan Tew  
**DATE:** Thursday, May 2, 2019  
**RE:** Wages and Benefits Discussion

## Item Description

Attached are materials for discussion with City Council regarding the medical, dental, and vision insurance renewal for fiscal year 2019 – 2020.

## Purpose

Inform Council of upcoming increase to City benefit plan costs and discuss options on how to proceed. This discussion pertains to the PBB category of good governance and the desired result of attracting, developing, rewarding, and retaining a high quality, engaged, and productive workforce.

## Fiscal Impact / Financial Review

Increase of approximately \$923,165 to Employee Benefit Insurance Plan Premiums in 2019 – 2020. The City share and employee share of the increase will be determined by City Council.

## Legal Review

Has been reviewed and approved by City Attorney's Office.

## Interdepartmental Review

Has been reviewed by Mayor's Office, Municipal Services and Human Resources Departments

## Recommended Action

No action at this time.



☐ Economic



☒ Governance



☐ Growth



☐ Learning



☐ Livable



☐ Safety



☐ Sustainability



☐ Transportation

# CITY EMPLOYEE BENEFITS DISCUSSION

May 6, 2019

## 2019 - 2020 Medical/Dental/Vision Insurance Increase

City Share	\$784,295
<u>Employees Share</u>	<u>\$138,870</u>
<b>Total:</b>	<b>\$923,165</b>

*Note: This City/Employee ratio assumes current premium structure and plan design.*

## 2019 - 2020 Medical/Dental/Vision Insurance Increase

- Causes of the large increase
  - *Loss Ratio was running 85% on the plan at the time of renewal*
    - The PPO Plan was running 100% loss ratio
  - *These rates do not include the 15% administration fee that Blue Cross is allowed to take based on PPACA*

## Potential Methods for Shifting Costs

- Change Employer/Employee Premium Splits
  - Affects all covered employees*
- Change PPO Plan Design
  - Affects PPO plan users only*
- Combination

## Premium Increase with Different Split Scenarios

<u>PPO</u>	<u>HSA</u>	<u>City</u>	+	<u>Employee</u>	=	<u>Total Increase</u>
Current Split		\$784,295		\$138,870		\$923,165
1. 90/10	97/3	\$829,576		\$93,589		\$923,165
2. 88/12	96/4	\$630,915		\$292,250		\$923,165
3. 85/15	95/5	\$344,443		\$578,722		\$923,165

## Potential PPO Plan Design Changes

1. Increase Office Visit Co-Pay (0.9% reduction in total PPO cost)
2. Increase Deductible (1.6% reduction)
3. Increase Medical Out-of-Pocket Maximum (1.3% reduction)
4. Add Brand Rx Deductible (2.5% reduction)

## Example #1: Changes to Premium Split and Plan Design

*PPO Split - 88/12; Co-Pay \$40; Deductible \$1,250/\$3,750*

City Share of Total PPO Premium Increase	\$546,032
0.9% Reduction In City Cost of PPO	(\$64,132)
<u>1.6% Reduction In City Cost of PPO</u>	<u>(\$114,012)</u>
Revised City Share of Total PPO Premium Increase	\$367,888

## Example #2: Changes to Premium Split and Plan Design

*PPO Split: 88/12; Out of Pocket Maximum \$1,750/\$5,250; \$2,250/\$6,750*

City Share of Total PPO Premium Increase	\$546,032
<u>1.3% Reduction In City Cost of PPO</u>	<u>(\$92,635)</u>
Revised City Share of Total PPO Premium Increase	\$453,397

## Mandatory Case Management

- Would assign a nurse and/or a health coach to any employee, spouse, or dependent that is a high risk or not controlling a health condition
- Best option to help curve long term cost
- Make part of wellness
  - *Require all employees that qualify to participate*

*\*Pocatello is making this effective this year. The state has been doing it for years.*

## Categories Included in City Salary Increase Calculation

Base	\$41,117,353
Longevity	\$732,699
Step Increase	\$316,064
<u>Additional Pay</u>	<u>\$413,270</u>
Total	\$42,579,386

**Current (PPO 89.5/10.5 HSA 95/5)**

Current PPO		Current Plan				Proposed Plan				Difference	
		Monthly				Monthly				Monthly	
City Pays Current % PPO Benefits.		City Employee Total				City Employee Total				City Change Employee Change	
Employee pays Current%.		City	Employee		Total	City	Employee		Total		
65	Employee	\$ 540.36	\$ 51.15	\$ -	\$ 591.51	\$ 582.44	\$ 68.64	\$ -	\$ 651.08	42.08	17.49
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,230.16	144.96	-	1,375.12	105.26	22.37
19	Employee +1 Child	762.10	76.00	-	838.10	823.96	97.10	-	921.06	61.86	21.10
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,187.98	139.99	-	1,327.97	89.13	28.93
210	Family	1,616.21	182.23	-	1,798.44	1,771.91	208.80	-	1,980.71	155.70	26.57
<b>Fire Union</b>											
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 514.08	\$ 137.00	\$ -	\$ 651.08	42.08	17.49
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,161.80	213.32	-	1,375.12	105.26	22.37
0	Employee +1 Child	693.74	144.36	-	838.10	755.60	165.46	-	921.06	61.86	21.10
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,119.62	208.35	-	1,327.97	89.13	28.93
53	Family	1,547.85	250.59	-	1,798.44	1,703.55	277.16	-	1,980.71	155.70	26.57

Current HSA		Current Plan				Proposed Plan				Difference	
		Monthly				Monthly				Monthly	
City Pays Current % HSA Benefits.		Yearly City				Yearly City				City Change Employee Change	
Employee pays Current%.		City	Employee	Contribution	Total	City	Employee	Contribution	Total		
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 516.34	\$ 15.42	\$ 1,750.00	\$ 2,281.76	\$ 11.17	\$ 15.42
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,085.84	32.43	1,750.00	2,868.27	53.49	3.14
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	733.25	21.90	1,750.00	2,505.15	25.12	11.98
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,061.02	31.69	1,750.00	2,842.71	46.03	7.00
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,567.91	46.83	1,750.00	3,364.74	86.80	(5.69)
<b>Fire Union</b>											
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 447.98	\$ 83.78	\$ 1,750.00	\$ 2,281.76	\$ 11.17	\$ 15.42
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	1,017.48	100.79	1,750.00	2,868.27	53.49	3.14
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	664.89	90.26	1,750.00	2,505.15	25.12	11.98
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	992.66	100.05	1,750.00	2,842.71	46.03	7.00
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,499.55	115.19	1,750.00	3,364.74	86.80	(5.69)

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,807,084.15	\$ 674,071.75
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,189,316.35	110,223.47
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,996,400.51	\$ 784,295.23
	283,500.00	283,500.00	-
<b>Total Estimated City Cost</b>	\$ 9,495,605.28	\$ 10,279,900.51	\$ 784,295.23
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	974,101.85	133,556.33
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	114,385.93	5,313.13
<b>Total Estimated Employee Cost</b>	\$ 949,618.32	\$ 1,088,487.77	\$ 138,869.45
<b>Total Estimated City-Wide Costs</b>	\$ 10,445,223.60	\$ 11,368,388.28	\$ 923,164.68

\*Formulas, calculations, and totals are presented to show an estimated scenario if the health benefits allocations change. These are not intended to be recommendations or proposals and do not affect collective bargaining.



**Scenario 1 (PPO 90/10 HSA 97/3)**

Scenario 1 PPO		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 90% PPO Benefits. Employee pays 10%.		City	Employee	Total		City	Employee	Total		City Change	Employee Change
65	Employee	\$ 540.36	\$ 51.15	\$ -	\$ 591.51	\$ 585.97	\$ 65.11	\$ -	\$ 651.08	45.61	13.96
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,237.61	137.51	-	1,375.12	112.71	14.92
19	Employee +1 Child	762.10	76.00	-	838.10	828.95	92.11	-	921.06	66.85	16.11
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,195.17	132.80	-	1,327.97	96.32	21.74
210	Family	1,616.21	182.23	-	1,798.44	1,782.64	198.07	-	1,980.71	166.43	15.84
<b>Fire Union</b>											
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 517.61	\$ 133.47	\$ -	\$ 651.08	45.61	13.96
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,169.25	205.87	-	1,375.12	112.71	14.92
0	Employee +1 Child	693.74	144.36	-	838.10	760.59	160.47	-	921.06	66.85	16.11
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,126.81	201.16	-	1,327.97	96.32	21.74
53	Family	1,547.85	250.59	-	1,798.44	1,714.28	266.43	-	1,980.71	166.43	15.84
<b>TOTAL</b>											

Scenario 1 HSA		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 97% HSA Benefits. Employee pays 3%.		City	Employee	Yearly City Contribution	Total	City	Employee	Yearly City Contribution	Total	City Change	Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 515.81	\$ 15.95	\$ 1,750.00	\$ 677.59	\$ 10.64	\$ 15.95
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,084.72	33.55	1,750.00	1,264.10	52.37	4.26
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	732.50	22.65	1,750.00	900.98	24.37	12.73
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,059.93	32.78	1,750.00	1,238.54	44.94	8.09
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,566.30	48.44	1,750.00	1,760.57	85.19	(4.08)
<b>Fire Union</b>											
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 447.45	\$ 84.31	\$ 1,750.00	\$ 677.59	\$ 10.64	\$ 15.95
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	1,016.36	101.91	1,750.00	1,264.10	52.37	4.26
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	664.14	91.01	1,750.00	900.98	24.37	12.73
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	991.57	101.14	1,750.00	1,238.54	44.94	8.09
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,497.94	116.80	1,750.00	1,760.57	85.19	(4.08)
<b>TOTAL</b>											

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,854,668.52	\$ 721,656.12
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,187,012.65	107,919.77
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 10,041,681.17	\$ 829,575.89
<b>Total Estimated City Cost</b>	283,500.00	283,500.00	-
	\$ 9,495,605.28	\$ 10,325,181.17	\$ 829,575.89
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	926,517.48	85,971.96
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	116,689.63	7,616.83
<b>Total Estimated Employee Cost</b>	\$ 949,618.32	\$ 1,043,207.11	\$ 93,588.79
<b>Total Estimated City-Wide Costs</b>	\$ 10,445,223.60	\$ 11,368,388.28	\$ 923,164.68

\*Formulas, calculations, and totals are presented to show an estimated scenario if the health benefits allocations change. These are not intended to be recommendations or proposals and do not affect collective bargaining.

**Scenario 2 (PPO 88/12 HSA 96/4)**

Scenario 2 PPO		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 88% PPO Benefits. Employee pays 12%.		City	Employee	Total		City	Employee	Total		City Change	Employee Change
65	Employee	\$ 540.36	\$ 51.15	\$ -	\$ 591.51	\$ 572.95	\$ 78.13	\$ -	\$ 651.08	32.59	26.98
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,210.11	165.01	-	1,375.12	85.21	42.42
19	Employee +1 Child	762.10	76.00	-	838.10	810.53	110.53	-	921.06	48.43	34.53
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,168.61	159.36	-	1,327.97	69.76	48.30
210	Family	1,616.21	182.23	-	1,798.44	1,743.02	237.69	-	1,980.71	126.81	55.46
<b>Fire Union</b>											
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 504.59	\$ 146.49	\$ -	\$ 651.08	32.59	26.98
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,141.75	233.37	-	1,375.12	85.21	42.42
0	Employee +1 Child	693.74	144.36	-	838.10	742.17	178.89	-	921.06	48.43	34.53
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,100.25	227.72	-	1,327.97	69.76	48.30
53	Family	1,547.85	250.59	-	1,798.44	1,674.66	306.05	-	1,980.71	126.81	55.46

Scenario 2 HSA		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 96% HSA Benefits. Employee pays 4%.		City	Employee	Yearly City Contribution	Total	City	Employee	Yearly City Contribution	Total	City Change	Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 510.49	\$ 21.27	\$ 1,750.00	\$ 677.59	\$ 5.32	\$ 21.27
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,073.54	44.73	1,750.00	1,264.10	41.19	15.44
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	724.94	30.21	1,750.00	900.98	16.81	20.29
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,049.00	43.71	1,750.00	1,238.54	34.01	19.02
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,550.15	64.59	1,750.00	1,760.57	69.04	12.07
<b>Fire Union</b>											
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 442.13	\$ 89.63	\$ 1,750.00	\$ 677.59	\$ 5.32	\$ 21.27
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	1,005.18	113.09	1,750.00	1,264.10	41.19	15.44
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	656.58	98.57	1,750.00	900.98	16.81	20.29
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	980.64	112.07	1,750.00	1,238.54	34.01	19.02
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,481.79	132.95	1,750.00	1,760.57	69.04	12.07

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,679,044.80	\$ 546,032.40
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,163,975.63	84,882.75
	\$ 9,212,105.28	\$ 9,843,020.43	\$ 630,915.15
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	283,500.00	283,500.00	-
<b>Total Estimated City Cost</b>	\$ 9,495,605.28	\$ 10,126,520.43	\$ 630,915.15
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	1,102,141.20	261,595.68
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	139,726.65	30,653.85
<b>Total Estimated Employee Cost</b>	\$ 949,618.32	\$ 1,241,867.85	\$ 292,249.53
<b>Total Estimated City-Wide Costs</b>	<b>\$ 10,445,223.60</b>	<b>\$ 11,368,388.28</b>	<b>\$ 923,164.68</b>

\*Formulas, calculations, and totals are presented to show an estimated scenario if the health benefits allocations change. These are not intended to be recommendations or proposals and do not affect collective bargaining.

**Scenario 3 (PPO 85/15 HSA 95/5)**

Scenario 3 PPO		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 85% PPO Benefits. Employee pays 15%.		City	Employee	Total		City	Employee	Total		City Change	Employee Change
65	Employee	\$ 540.36	\$ 51.15	\$ -	\$ 591.51	\$ 553.42	\$ 97.66	\$ -	\$ 651.08	13.06	46.51
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,168.85	206.27	-	1,375.12	43.95	83.68
19	Employee +1 Child	762.10	76.00	-	838.10	782.90	138.16	-	921.06	20.80	62.16
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,128.77	199.20	-	1,327.97	29.92	88.14
210	Family	1,616.21	182.23	-	1,798.44	1,683.60	297.11	-	1,980.71	67.39	114.88
<b>Fire Union</b>											
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 485.06	\$ 166.02	\$ -	\$ 651.08	13.06	46.51
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,100.49	274.63	-	1,375.12	43.95	83.68
0	Employee +1 Child	693.74	144.36	-	838.10	714.54	206.52	-	921.06	20.80	62.16
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,060.41	267.56	-	1,327.97	29.92	88.14
53	Family	1,547.85	250.59	-	1,798.44	1,615.24	365.47	-	1,980.71	67.39	114.88
<b>TOTAL</b>											

Scenario 3 HSA		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays 95% HSA Benefits. Employee pays 5%.		City	Employee	Yearly City Contribution	Total	City	Employee	Yearly City Contribution	Total	City Change	Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 505.17	\$ 26.59	\$ 1,750.00	\$ 2,281.76	\$ 0.00	\$ 26.59
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,062.36	55.91	1,750.00	2,868.27	30.01	26.62
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	717.39	37.76	1,750.00	2,505.15	9.26	27.84
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,038.07	54.64	1,750.00	2,842.71	23.08	29.95
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,534.00	80.74	1,750.00	3,364.74	52.89	28.22
<b>Fire Union</b>											
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 436.81	\$ 94.95	\$ 1,750.00	\$ 2,281.76	\$ 0.00	\$ 26.59
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	994.00	124.27	1,750.00	2,868.27	30.01	26.62
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	649.03	106.12	1,750.00	2,505.15	9.26	27.84
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	969.71	123.00	1,750.00	2,842.71	23.08	29.95
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,465.64	149.10	1,750.00	3,364.74	52.89	28.22
<b>TOTAL</b>											

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,415,609.22	\$ 282,596.82
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,140,938.61	61,845.73
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,556,547.83	\$ 344,442.55
	283,500.00	283,500.00	-
<b>Total Estimated City Cost</b>	\$ 9,495,605.28	\$ 9,840,047.83	\$ 344,442.55
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	1,365,576.78	525,031.26
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	162,763.67	53,690.87
<b>Total Estimated Employee Cost</b>	\$ 949,618.32	\$ 1,528,340.45	\$ 578,722.13
<b>Total Estimated City-Wide Costs</b>	\$ 10,445,223.60	\$ 11,368,388.28	\$ 923,164.68

\*Formulas, calculations, and totals are presented to show an estimated scenario if the health benefits allocations change. These are not intended to be recommendations or proposals and do not affect collective bargaining.

## Health Insurance Premiums Matrix

PPO Plans				HSA Plans				City Wide
Scenario	City	Employee	Total	Scenario	City	Employee	Total	TOTAL
Current				Current				
Ratio	\$7,807,084	\$974,102	\$8,781,186	Ratio	\$2,472,816	\$114,386	\$2,587,202	\$ 11,368,388
90/10	7,854,669	926,517	8,781,186	97/3	2,470,512	116,690	2,587,202	11,368,388
88/12	7,679,045	1,102,141	8,781,186	96/4	2,447,475	139,727	2,587,202	11,368,388
85/15	7,415,609	1,365,577	8,781,186	95/5	2,424,439	162,763	2,587,202	11,368,388

These estimates represent the blended costs of Health, Vision, and Dental for the respective plans.

# City of Idaho Falls Cost Saving Alternatives PPO Only

Renewal Effective 10/01/2019 - 09/30/2020

2018/2019 Medical/Rx Benefits	PPO - Healthy Measures Enhanced
Product	Preferred Blue PPO
Deductible In-Network	\$1,000 Ind / \$3,000 Family
Deductible Out-of-Network	Combined In & Out Network
Medical Total Out-of-Pocket In-Network	\$1,500 Ind / \$4,500 Family
Medical Total Out-of-Pocket Out-of-Network	\$2,000 Ind / \$6,000 Family
Medical Out-of-Pocket includes	Deductible, Copay, Coinsurance
Member Coinsurance	50% In / 70% Out
Physician Copay In-Network	\$30
Specialist Copay In-Network	\$30
Prescription Drugs	\$15/\$30/\$50
Prescription Drugs Total Out-of-Pocket	\$2,000 Ind / \$4,000 Family

Benefit Change Impact to Rates	% Impact on Premium
<b><u>Office Visit Copay Change</u></b>	
1.Change to \$30 PCP / \$60 Specialist	-0.5%
2.Change to \$40	-0.9%
3.Change to \$40 PCP / \$80 Specialist	-1.3%
<b><u>Deductible (total out-of-pocket increases correspondingly)</u></b>	
4.Change to \$1,250 Ind / \$3,750 Family	-1.6%
5.Change to \$1,500 Ind / \$4,500 Family	-3.2%
6.Change to \$1,750 Ind / \$5,250 Family	-4.6%
7.Change to \$2,000 Ind / \$6,000 Family	-6.0%
<b><u>Medical Total Out-of-Pocket</u></b>	
8.Change to \$1,750 Ind / \$5,250 Family In-Network	-1.3%
Change to \$2,250 Ind / \$6,750 Family Out-Network	
9.Change to \$2,500 Ind / \$7,500 Family In-Network	-4.3%
Change to \$3,000 Ind / \$9,000 Family Out-Network	
10.Change to \$2,750 Ind / \$8,250 Family In-Network	-5.2%
Change to \$3,250 Ind / \$9,750 Family Out-Network	
11.Change to \$3,000 Ind / \$9,000 Family In-Network	-5.9%
Change to \$3,500 Ind / \$10,500 Family Out-Network	
<b><u>Prescription Drug</u></b>	
<b><u>(all plans with \$2,000 Ind / \$4,000 Family Out-of-Pocket)</u></b>	
12.Add \$250 brand Rx deductible	-2.5%
13.Add \$500 brand Rx deductible	-3.9%
14.Change copays to \$15 / \$30 / \$50 / \$100	-0.3%
15.Change copays to \$5 / \$15 / \$30 / \$50 / \$100 / \$250	-0.3%
x. Change copays to \$5 / \$15 / \$30 / \$50 / 20% / 30%	-0.5%

## PPO Plan Design Options Matrix

Scenario	Copay Increase (1)		Deductible Increase (2)		Total Out of Pocket Increase (3)		RX Deductible Increase (4)	
	City	Employee	City	Employee	City	Employee	City	Employee
Current (89.5/10.5)	\$ 65,225	\$ 7,652	\$ 115,955	\$ 13,604	\$ 94,213	\$ 11,053	\$ 181,180	\$ 21,256
Scenario 1 (90/10)	65,589	7,288	116,603	12,956	94,740	10,527	182,192	20,244
Scenario 2 (88/12)	64,132	8,745	114,012	15,547	92,635	12,632	178,144	24,292
Scenario 3 (85/15)	61,945	10,932	110,125	19,434	89,477	15,790	172,071	30,365
Population Affected	100%		15% -17%		10% -12%		70%	

### Options

- 1 Office Visit Copay changed to \$40.00. (-0.9%) \$72,877 Difference.
- 2 Deductible(total medical increases correspondingly) Change to \$1,250 Ind/ \$3,750 Family. (-1.6%) \$129,559 Difference.
- 3 Total Out of Pocket Change to \$2,500 Ind/\$7,500 Family In-Network, \$3,000 Ind/\$9,000 Family Out-Network (-1.3%) \$105,267 Difference.
- 4 Prescription Drug( all plans with \$2,000/Ind/ \$4,000 Family Out-of-Pocket) Add \$250 brand Rx Deductible (-2.5%) \$202,436 Difference.

\*All Projected savings are related to the number of employees electing various PPO plans. Any changes to the number of employees electing PPO plans would change the estimates.