



NOTICE OF PUBLIC MEETING

Monday, May 20, 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:

- Calendars, Announcements and Reports (10)
- Acceptance and/or Receipt of Minutes
Action Desired: To receive recommendations from the Planning and Zoning Commission
- Mary Lund Library Board Reappointment
Action Desired: To approve the reappointment

Council:

- Liaison Reports and Council Concerns (10)

Community Development Services:

- Community Development Block Grant (CDBG): Grant Funding Allocation Discussion (30)

Municipal Services:

- Idaho Falls Civic Center for the Performing Arts Presentation and Update (30)

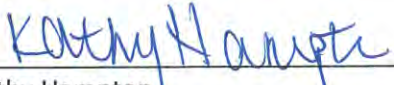
Economic Development:

- Community Partnership Grant Briefing (10)
- Semi-annual Report (20)

Human Resources:

- City Employee Wages and Benefits Discussion, Part 3 (75)

DATED this 17th day of May, 2019



Kathy Hampton
City Clerk



MEMORANDUM

TO: Honorable Mayor and Council

FROM: Brad Cramer, Director

DATE: May 9, 2019

RE: May 7, 2019, Planning Commission Action

Planning Commission took the following action during the May 7, 2019 meeting.

1. **RZON19-005 REZONE. East Idaho Credit Union Rezone from R3A to LC.** Generally south and east of Fremont Ave., west of Elmore Ave., & north of Science Center Dr. On 5/7/2019 the Planning and Zoning Commission recommended approval to the Mayor and City Council as presented.
2. **ANNX19-005 ANNEXATION AND INITIAL ZONING. Annexation of Sunnyside Gardens and Initial zoning of LC.** On May 7, 2019, the Planning and Zoning Commission recommended to the City Council approval of the annexation and initial zoning as presented.
3. **ANNX19-004 ANNEXATION AND INITIAL ZONING. Annexation of Manchester Estates and Initial Zoning of RP.** On May 7, 2019, the Planning and Zoning Commission recommended to the Mayor and City Council approval of the annexation and initial zoning as presented.
4. **ANNX19-003 ANNEXATION AND INITIAL ZONING. Fairway Estates 23 Annexation and Initial Zoning of R1, R2, and R1, including Airport Overlay Zones.** Generally south of 65th N, west of N 5th E, north of 49th N and east of N 5th W. On May 7, 2019, the Planning and Zoning Commission recommended to the Mayor and City Council approval of the annexation and initial zoning as presented.

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

PC Action 5/7/2019

Idaho Falls Downtown Development Corp. board meeting was held April 2, 2019 in the Syringa Networks Board Room (460 Park Ave) at 8:30am

Attendance: Jill Hansen, Kevin Cutler, Tasha Taylor, Antonio Meza, Kevin Josephson, Lisa Farris, Cindy Napier, Derek Christiansen, Brandi Newton, Jake Durtschi, Chip Schawrze, Shanon Taylor, Mark Munoz - Staff: Catherine Smith, Mala Lyon & Ed O'Rayeh

Minutes for March 5, 2019 were reviewed – Cindy motioned they be approved; Kevin C. seconded, and board approved

Shanon – financial report: Half way thru our fiscal year; received reimbursement of \$34,000 from city; Those funds will be used for the corner projects along with a \$100,000 line of credit at the Bank of Idaho that is now in place; Still working on moving the investment fund from US Bank to Bank of Idaho; deposited about \$14,000 from St Paddy's Day – net will be about \$6,000 – had some extra costs with lights for the stage; parking income is up. Shanon motioned they be approved; Jill seconded, and board approved

Directors Report: Catherine – Parking committee met last week, and we have launched the Downtown Park IF Facebook page to use as a tool for communication and education. Positive response – the few negative posts had received responses from people other than us asking if they are not willing to walk a couple of blocks? We will be discussing on-street parking on this page; we have permission from the city. Jake – we had some push back from one business owner as we began enforcing the after 6:00pm ticketing of vehicles in the lots. Ed – talking to people in the lots and explaining how it works and they can get validation so it's free to park. Jake – we will be installing 2 Luke meters in the A Lot and in the B lot; 2 carts with license plate readers that will also have small water tanks so we can supplement watering the flower baskets; 2 bikes, security cameras and signage. We are dividing parking into 3 zones – on-street pay to park will be zone 1 and is the most valuable, zone 2 is the parking lots off-street parking and zone 3 if the free all-day parking. We have created an insert about parking for the downtown brochure. There are a couple of other city owned lots that we might manage. Brandi asked if the cost of marketing and install was included? Yes, the budget shows the cost of the very high-end Luke meters, but we won't get that as we don't want to use one that has cash in it. Credit or debit only. We have had a lot of news coverage with the newspaper and TV news. Brandi said it is important that we show the RDA that we are putting in our money too. Budget of \$104,000 - motion was made to approve this budget by Brandi; Tasha seconded and board approved.

Bid for the Broadway landscape project went out and 4 came in. Bid has been awarded to JM Concrete. Kent Frugal has full confidence in this company. Much of the work will be done at night to avoid disrupting the traffic. Idaho Falls Power is going to replace out the cobra lights at the same time and install the decorative lamps. Parks & Rec wanted auto watering systems for the flower baskets and pots. This will go to the City Council April 11th for the final vote. Project is scheduled to be finished by July 1st. The trees have all been ordered. Parks and Rec will oversee planting the pots on Broadway. Lyon Johnson has agreed to cut the trees down at night and use LED signs to keep people informed. Brandi requested a detailed schedule as they have 8,000 kids come into the ARTitorium in May on school field trips.

The IFRA has about 1 million dollars left, and we investigated upgrading Constitution, but there is not enough time to have it completed by Sept. 1st. Two other projects have been proposed – facelift for S Yellowstone and blasting of lava rock at Taylors Crossing.

Corner projects – waiting on the asphalt plants to open. Reinhart will be the contractor and price has stayed the same. We will use the city curb and gutter funding. Dave Lawrence is our landscape contractor. Parks and Rec hoped to add auto watering to the project, but this is not within their budget. Conduit will be installed for Parks and Rec to come back and easily install auto water as they have the funds. Kevin C. – it will be a 12-week project, so the timing must be all in place for demo, concrete, pavers and trees and planting flowers in the pots.

Public Art – call to artists has gone out for the 3 murals – May 1st is the deadline. Artists will be paid \$2,500 and \$500 for supplies. They will be placed on SnakeBite, Villa Coffeehouse and the back of Willowtree Gallery. Next year we plan to do 2 very large murals on the back of the ARTitorium and the back of the Colonial Theater.

Thursday, April 4th is the State of Downtown annual public meeting at 6:00pm.

A ‘dashboard’ has been created with Brad Cramer that shows maps, graphs and data specific to the downtown. This will be very helpful for those looking to put a business downtown.

IFDDC #Downtownner jacket order will be sent in Friday for anyone that is interested.

Lisa – city façade grant money - \$3,000 from 2017 – MCS Advertising has requested funds; \$55,000 for 2018 are available – we just need projects; starting the process for the 2019 funds

Meeting was adjourned at 9:11am. Our next board meeting will be held May 2, 2019

Respectfully submitted by Kevin Josephson, IFDDC secretary and Mala Lyon

Approved

**Idaho Falls Sister City Youth Meeting-Minutes
April 15, 2019**

Attendees:

Jo Gallegos	Laura Combs	Melinda Cebull
Heather Medema	Lori Ann Kidwell	Katherine Eaton
David Eaton	Jorge Padron	Charlotte Combs
Charlie Medema	Izabel Kelley	Charlotte Sun
Anna St. Michel	Kendra Peck	Sam Hawker
Nathan Peck	Nicholas Cebull	Gabe Padron
Whitney St. Michel	Abby Gallegos	Aiden Gallegos
Kylie Eaton		

Approval of minutes:

Melinda Cebull motioned to approve April 3, 2019 meeting minutes and seconded by Lori Kidwell.

Reminder:

Idaho Falls Sister City Youth will meet May 1 and May 13, 2019 at 7:00 in the library.

Request for City Funds:

City funds will be requested by David Eaton. David will talk to Judy from the Sister City Adult group prior to requesting funds from the city.

Transportation during Student Exchange:

The Youth group will have access to an INL bus for use during the student exchange in July. The bus will be used to take the students on a day trip in Idaho (maybe Craters of the Moon). This information will be given to the Student Exchange Planners.

Friendship Garden Clean up

The Friendship Garden Clean up is scheduled for May 4, at 3:00 pm weather permitting.

Bylaws:

The Bylaws were passed by the group. The Bylaws will be sent to the city.

Other Important Information:

David was approached by Eileen Perkins an Idaho State University professor who asked if someone would do a presentation to her class on September 17, 2019 from 9:00 am to 1:00 pm on the history of Idaho Falls Sister City groups both adult and youth.

David suggested talking to the adult group and asking Nancy if she would be one of the speakers. Everyone agreed with his suggestion.

Fundraisers:

Garage Sale is scheduled for May 18, 2019. Kendra volunteered to have her garage be used for storage of items for garage sale as well as for the garage sale. More information will be given about the garage sale at the next meeting.

The **Cherry Blossom Festival** is schedule at the Snow Eagle April 25. All plans are being discussed and finalized.

Janet Youngblood's Tokoi Drumming students agreed to perform at the Snow Eagle at 5:30 PM.

The signup sheet was passed around for adults and students to help with ticket sales upstairs at Snow Eagle.

Jorge Padron has the information he needs to the website.

Lori Kidwell sent a sign up sheet around to ask for volunteers to sit at the ticket table during the Cherry Blossom Festival at Snow Eagle. Lori also asked if students would send her pictures of Cherry Blossoms.

Remind your peers and coworkers to eat at Snow Eagle on April 25, 2019.

All baskets are made.

Flyers are printed so each person can take a few. Please hang them up in areas where the public can see.

David will help Heather bring the baskets to Snow Eagle on the 25th.

Lori will get the decorations from Kendra.

If students need more tickets please call Rebecca.

Koi Pond:

Heather stated that Town and Country will give a landscape design. More information will be given at the next meeting.

Language Classes:

This will be discussed at the next meeting.

Storage Needs:

David will ask the city if there is a place where we can store all the Sister City stuff. He will report at the next meeting.

Hosting:

Questions about hosting were asked and answered.

It was suggested that hosting students be placed on the next meetings agenda. People interested in hosting can download the hosting preference form and begin to fill it out for the next meeting.

Banner:

A picture was selected and voted on. Jorge will send the picture to the graphic designer.

Student Activities

Student Exchange:

Ideas for activities and games during the time the Japanese students are here were discussed.

Logo:

T-shirt Design:

Game:

Jorge Padron motioned to that the meeting be adjourned and seconded by Heather Medema.



MEMORANDUM

TO: City Council

FROM: Rebecca Casper

DATE: May 09, 2019

RE: Appointments/Reappointments to City Boards, Commissions and Committees

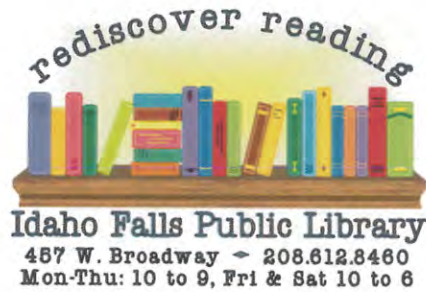
Attached please find communication from Library Director, Robert Wright for Mary Lund, a citizen volunteer I am reappointing to serve on the City of Idaho Falls Library Board.

Name	Commission (City code citation)	Sponsoring Department	Term Expires	Status
Mary Lund	Idaho Falls Public Library Board of Trustees	Library	4/30/2024	Reappointment


Ms. Lund has a desire to continue service at the Library and comes recommended by Director Wright. She has served our community and the Library well over the past several years. She will continue to make a positive contribution to the good work to the city.

I request your vote to ratify this reappointment at the regular Council Work Session on Monday, May 20th, 2019.

If you have any questions or comments, please feel free to contact me.



To; Mayor Rebecca Casper

From: Robert Wright 

Date: 9 May 2018

RE: Reappointment of Mary Lund as a Library Trustee

Mayor Casper:

It is respectfully requested that Mary Lund be reappointed to the Idaho Falls Public Library Board of Trustees for the term of May 1, 2019 through April 30, 2024.

As a trustee that works as a business manager at a private school, her insight and life experience has been very useful to the Library Board in making policy and budget decisions for the Library. Mary Lund has institutional and business knowledge that will be useful in voting on a new contract with the Bonneville County Library District this month.

I am requesting that she be reappointed for another term at the May 20, 2018 City Council work session so that she may be a voting member when the Library Board considers the latest version of the Bonneville County Library District contract on May 24, 2019.

Please let me know if you have further concerns or questions concerning this reappointment.



MEMORANDUM

TO: Honorable Mayor and City Council

FROM: Brad Cramer, Community Development Services Director

DATE: Friday, May 17, 2019

RE: CDBG Program Year Annual Action Plan Allocation Discussion

Attached for discussion at the May 20, 2019, work session is a table outlining requests for CDBG funding and three staff recommended options for allocation. Each project must fit within a specific category and each category has a different funding limitation. Staff will review the funding regulations at the meeting.

In addition to the current funding requests, staff would also like to briefly discuss how to address unspent \$35,000 from last year's grant allocated to TRPTA. Because the amount of the funds is less than 10% of the total allocation (\$391,880), a substantial amendment is not triggered and the funds may be redirected to address another need identified in the 2016-2010 CDBG Five Year Consolidated Plan.

Based on community needs and the intended use of CDBG/HUD funding, Lisa Farris is recommending the funds be redirected to support infrastructure projects where affordable housing projects are being carried out by Habitat for Humanity Idaho Falls (H4HIF). The project scope would support installation of curb, gutter, road sections, and sidewalk adjacent to a new home H4HIF is building. H4HIF's project site is located in a LMI neighborhood near Science Center Drive and Elmore Avenue. Redirected funds would support H4HIF's efforts in providing single unit homeownership opportunities for low income families. It should be noted that a Public Service Activity is not being recommended in order to avoid exceeding the 15% cap established by HUD.

FY2019 CDBG Activities and projects Recommended for Funding

Program Year (PY) 2019 CDBG Applicants	Amount Requested/Activity/Project Description	Option A	Option B	Option C
Public Service (\$48,000)	15% Max of total allocation (\$47,973)	\$33,000	\$33,000	\$33,000
\$10,000 Idaho Legal Aid Idaho Falls	Legal Aid, victims of domestic violence.	\$10,000	\$10,000	\$10,000
\$5000 CLUB, Inc. Crisis Intervention	Supportive Case Mgt. for homeless (scattered site locations).	\$5,000	\$5,000	\$5,000
\$20,000 Behavioral Health Crisis Center of E Idaho	Supportive Case Mgt. due to drug/alcohol addiction or mental health episode.	\$18,000	\$18,000	\$18,000
\$7000 Eastern Idaho Community Action Partners (EICAP)	Idaho Youth Challenge Academy/Youth Program Court ordered attendance Pierce, ID. Lodging/transportation/supplies ~ \$700/each.	-----	-----	-----
\$6000 EICAP	Legal aid - Grandparents Raising Grandchildren.	-----	-----	-----
Slum/Blight by Area (\$60,000)	30% Max of total allocation (\$95,946)	\$40,000	\$50,000	\$50,000
\$60,000 ID Falls Downtown Dev. Corp.	(IFDDC) Façade Improvement Program.	\$40,000	\$50,000	\$50,000
Low/Mod Income Projects (\$301,420)	70% Min required (\$223,874) to benefit low mod income	\$246,820	\$236,820	\$236,820
\$125,000 Public Works Curb/Gutter/Sidewalk	Properties in LMI neighborhoods-Highland Park Sub div.	\$125,000	\$120,000	\$125,000
\$38,400 Idaho Falls Sr. Citizen Community Center	Roof replacement project.	-----	-----	-----
\$13,350 EICAP	Single unit housing rehab for LMI neighborhood. Includes removal of internal/external ADA barriers.	\$9000	\$9,020	\$9,820
\$94,670 Idaho Falls YMCA - Chair lift Accessible Vestibule Entry	ADA rehab for vestibule and chairlift to access gym and lower level.	\$82,820	\$77,800	\$72,000
\$30,000 Habitat 4 Humanity Idaho Falls Location - Elmore St	Construction of (1) new home for LMI family. (CT 9712)	\$30,000	\$30,000	\$30,000
\$79,954 Administration	20% Max allowed (\$79,954)	\$79,954	\$79,954	\$79,954
	Total for each option	\$399,774	\$397,774	\$399,774

FY2019 CDBG Activities and projects Recommended for Funding

2019 CDBG Plan Year (PY) runs April 1, 2019 to March 31, 2020

2019 CDBG allocation is \$399,774

Formula to reach min/max allowable percentage of allocation

\$399,774 - \$79,954 (Administration) = \$319,820

\$319,820 (70% Minimum to benefit LMI directly) = \$223,874 (must meet)

\$399,774

-\$79,954

-\$223,874

\$95,946 left for PS and S/B

PS max is \$47,973 and S/B max is \$95,946

Lisa Farris

From: Lisa Farris
Sent: Friday, May 10, 2019 8:36 AM
To: 'Yejekwe, Chigozi'
Subject: RE: Community Block Development Grant

Mr. Yejekwe,
Thank you for your letter of support regarding the YMCA project.
Lisa Farris, Grant Administrator 208-612-8323

From: Yejekwe, Chigozi <Jack.Yejekwe@brookfieldpropertiesretail.com>
Sent: Thursday, May 9, 2019 11:29 PM
To: Lisa Farris <LFarris@idahofallsidaho.gov>
Subject: Community Block Development Grant

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Hello Miss Farris,

I am writing this email to you in support of the YMCA for the Community Block Development Grant. Year after year, the Idaho Falls YMCA helps numerous children partake in activities that they often don't have the opportunity to participate in. For instance, in 2018, the YMCA was able to send over 300 underprivileged children to STEM camp free of charge. This year, the YMCA plans to partner with Northwest Cosmetics in order to send 600 children to camp.

In addition, the YMCA is also committed to creating a more inclusive environment for the people of Idaho Falls. Speaking with the YMCA's CEO, Monica Bitrick, I know that the Y is prepping to update their facilities in order to allow building access for people dealing with disabilities/physical disabilities. This is one of the many things that Monica has planned.

I sincerely believe that the YMCA would use the Community Block Development Grant to further serve the greater Idaho Falls community. Providing opportunities for those who otherwise lack the resources and by strengthening the community. I feel that the YMCA is most deserving of this grant. There have been many lives positively impacted because of their programs. This grant would enable them to reach so many more. The YMCA is, and always has been, dedicated to helping those in the community that do not have the same advantages as others. That level of charitable passion is paramount.

I thank you for your time and your consideration.

Best Regards,

Jack Yejekwe
General Manager | Grand Teton Mall/Plaza
Retail

2300 E. 17th St., Idaho Falls, ID 83404
T 208.932.7181 | M 312.771.6661
Jack.Yejekwe@brookfieldpropertiesretail.com

Lisa Farris

From: Lisa Farris
Sent: Monday, April 29, 2019 8:51 AM
To: 'Dennis Newby'
Subject: RE: Support for YMCA CDBG Funding Request

Dear Mr. Newby,

I value all public comments and support shared on behalf of all our applicants.

I look forward to sharing your expressed support with the Mayor and Council after we complete our public comment period.

Thank you for taking the time to express your support.

Lisa Farris, Grant Administrator 208-612-6323

From: Dennis Newby <drnewby@hotmail.com>
Sent: Monday, April 29, 2019 6:11 AM
To: Lisa Farris <LFarris@idahofallsidaho.gov>
Subject: Support for YMCA CDBG Funding Request

This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Dear Ms. Farris,

This e-mail is to express my personal support for the Idaho Falls YMCA funding request for the Community Development Block Grant (CDBG). The request includes building a heated vestibule access point for the YMCA gymnasium and lower level of the facility.

The YMCA serves many low-to-middle income families, as well as those with diverse abilities. The YMCA focuses on youth development, healthy living, and social responsibility. The Idaho Falls YMCA Early Learning Program and After School Program turn no one away based on inability to pay, and served over 5,000 children in 2018. In addition, close to 40,000 people visited the fitness facilities in 2018 – many were senior citizens and individuals with diverse abilities. This grant would make a significant difference by enabling the YMCA to provide access to the gym, weight rooms, racquetball rooms, and school age/STEM areas for individuals with disabilities or physical challenges. The Y is also working to secure matching funds to help with this effort.

Thank you for consideration of this grant request.

Sincerely,

Dennis R. Newby
YMCA Board Member

Lisa Farris

From: Stephen ADAMS <StephenAdams777@hotmail.com>
Sent: Sunday, May 12, 2019 3:11 PM
To: Lisa Farris
Subject: Habitat For Humanity Letter of Recommendation for Support of Grant Letter
Attachments: HabitatforHumanity1.docx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Lisa,
Please find the attached letter of Support of Habitat For Humanity Grant Request.

Thank You for your hard work on helping obtain government funding for **worthy projects** in our Community!

Most Sincerely,
Stephen A. Adams
1380 Elmore Avenue
Idaho Falls, Idaho 83402
(208) 715-5106

Stephen Alan Adams

1380 Elmore Avenue

Idaho Falls, ID 83402-1561

(208) 715-5106

May 12, 2019

TO WHOM IT MAY CONCERN:

I live at 1380 Elmore Avenue here in Idaho Falls, Idaho in the Highland Park District. I am writing this Letter of Support on behalf of the \$30,000 Grant that Habitat for Humanity is applying for in order for their Organization to Build Homes in our Area.

In 2017, Habitat for Humanity built a nice two-story home at 1365 Elmore Avenue. They did a wonderful job in their Selection of a Qualified Recipient of this new home. Our new neighbors: the owner and her two small children, have really been wonderful additions to our Community. She has maintained her home and its yard amazingly well. All Spring and Summer she is seen planting new flowers, tending her garden, and watering and mowing her yard. With all the effort she continues make, it encourages the rest of us to keep our properties in Better Condition. She also adorns her home, every Holiday Season, with amazing decorations which Lifts the Spirit of all whom pass by.

Habitat is desiring to build three other homes, in the near future, with their next project being built on the corner of Science Center Drive and Elmwood. With this project, they are asking for a small Grant of only \$30,000 to assist in building this next home.

We, in this Neighborhood, have seen the Benefits of their Building in our Area; and Fully Support the Grant Request that Habitat is asking for, so they can Continue to Spruce Up our once neglected Neighborhood - Making All of Us Hopeful People!

Most Sincerely,

Stephen A. Adams

Lisa Farris

From: Stephen ADAMS <StephenAdams777@hotmail.com>
Sent: Monday, May 13, 2019 9:56 PM
To: Lisa Farris
Cc: Chris Fredericksen
Subject: Support Letter for the Idaho Public Works Department \$130,000 Grant Request
Attachments: PublicWorks1.docx

CAUTION: This email originated from outside of the organization. Do not click links or open attachments unless you recognize the sender and know the content is safe.

Lisa,
Please find attached a Support Letter on behalf of the Idaho Public Works Department \$130,000 Grant Request.

Thank You for all you do to Make Our Community A Better Place To Live!

Most Sincerely,

Stephen Alan Adams
1380 Elmore Avenue
Idaho Falls, ID 83402-1561
(208)715-5106

Stephen Alan Adams

1380 Elmore Avenue

Idaho Falls, ID 83402-1561

(208) 715-5106

May 13, 2019

TO WHOM IT MAY CONCERN:

I live at 1380 Elmore Avenue here in Idaho Falls, Idaho in the Highland Park District. I am writing this **Letter of Support** on behalf of the **\$130,000 Grant** that the **Idaho Falls Public Works Department** is Applying For, to be used **To Begin installing Sidewalks and Gutters North on Elmore Avenue starting at Science Center Drive in the Highland Park Area of Our Community.**

This Summer the Idaho Falls Public Works Department has committed to Improving this Area of Highland Park, by **First**: Installing new water lines; and then **Second**: Installing Pavement over Our Dirt Roads.

These Actions, including the \$130,000 Grant that they are requesting, are part of the City's New Plans to Improving our Quality of Lives; and at the same time, Improve on Property Values!

We, in this Neighborhood, Recognize the Efforts of the Idaho Falls Planning Commission; the Mayor and City Council Members; and the Idaho Falls Public Works Department, led by Director, Chris H. Fredericksen, P.E., for their Efforts to Help Improve Our Neighborhood and in doing so **We Fully Support their \$130,000 Grant Request** that they are Requesting, so they can Continue to Spruce Up our **once neglected** Neighborhood - **Making All of Us Hopeful People!**

Most Sincerely,

Stephen A. Adams



MEMORANDUM

TO: City Council
FROM: Office of the Mayor
DATE: 20 May 2019

RE: Community Partnership Grant
Economic Development Update

Council Members:

Please find attached the following for your review:

- 2019-2020 Community Partnership Grant Application
- Grant Process Overview

I will be reviewing the Community Partnership Grant application and selection process in preparation for the application opening to the public on June 1st. I will also be providing a general economic development update.

Thank you



City of Idaho Falls

Community Partnership Grant

About

The Community Partnership Grant is managed by the Idaho Falls Mayor and City Council. The City of Idaho Falls makes grants within the guidelines provided and reserves the right to change the guidelines at any time. Exceptions to these guidelines are made solely at the discretion of the Mayor and City Council.

Grant Eligibility

The City of Idaho Falls Community Partnership Grants are awarded to publicly supported and tax-exempt nonprofit organizations, institutions, and public agencies within the grant service area. The grant service area is defined as Bonneville County, with substantive benefits to City of Idaho Falls residents. The City of Idaho Falls does not make grants directly to individuals. To be eligible for support, applicants must have written confirmation from the Internal Revenue Service of tax-exempt status under Section 501(c)(3), (c)(4), (c)(6) or (c)(19). School districts are eligible if within the service area.

The grants are intended to supplement city services and/or support key community objectives relating to transportation, environment, community safety, science, education, arts and culture, and economic growth and vibrancy. The grant does not support:

- Any church, sectarian, or religious society
- Political or legislative action groups
- Projects that have already been completed
- Individual participation in trips, tours, workshops, contests, or competition
- Specialized training
- Scholarships
- Annual fund drives

Grant Submission

The City of Idaho Falls reviews and makes grant selections annually. The grant cycle coincides with the city's fiscal year which runs October 1-September 30. Grant cycles are publicly announced, and deadline dates can be obtained by contacting the City of Idaho Falls at (208) 612-8777, or by visiting the city website at www.idahofallsidaho.gov. Grant applications must meet the announced deadline to be considered.

Grant Evaluation

Grant funds are subject to availability in the City budget. City Council members will be looking for grant opportunities where funds will be used to support community priorities and further key governmental goals and functions as designated by city leaders. The Community Partnership Grant is a competitive process, and funding is not guaranteed to remain constant in future years. Applying organizations who

have received funding in the past are advised not to rely on Community Partnership Grant funds when forming annual budgets.

The City of Idaho Falls considers the following factors when reviewing grant applications:

- Economic Impact to the City of Idaho Falls
- Eligibility - 501(c)(3), (c)(4), (c)(6) or (c)(19) letter of verification
- Need addressed in proposal
- Adequacy of the total project budget and timetable to achieve desired results
- Extent and sources of other matching funds granted to applicant

Grant Report

Awarded organizations are required to complete and submit an annual grant report at the end of the fiscal grant year, to be evaluated by the City and review committee. The report includes a project timeline, budget and expenditure information, and achieved outcomes. Failure to complete the grant report will result in disqualification from future grant funding. A uniform template is provided to the awarded organizations for this report.

Annual Timeline

Application Process Publicly Announced: May

Grant Application Open: June 1-June 30

Administrative Review and Processing: July-September

Idaho Falls City Council Discussions: October

Funds Announced and Distributed: November

Contact Information

Office of the Mayor

308 Constitution way

Idaho Falls, Idaho 83402

(208) 612-8777

www.idahofallsidaho.gov

Grant Application

Thank you for your interest in the City of Idaho Falls Community Partnership Grant. To start the grant process, please complete the following application. Carefully read and follow all instructions. If additional space is needed, please write “see attached” in the space provided and attach documentation when submitting the application. Incomplete applications will not be accepted.

Organization Name	
Mailing Address	
City, State, Zip	
Contact Person	
Title	
E-mail Address	
Phone	

Cover Letter

Signed and dated cover letter with grant year, amount requested (not to exceed \$35,000), reason for request, and contact data. Please include the cover letter as an attached document when submitting the application.

Internal Revenue Service Tax Exempt Letter

The IRS tax except letter verifies that the organization is not a private foundation and is exempt from taxation under Section 501(c)(3), (c)(4), (c)(6) or (c)(19) of the Internal Revenue Service Code. Please include the letter as an attached document when submitting the application.

Organizational Information

Description of organization requesting funds including a summary of background, purpose, and organization objectives:

Past history (up to 5 years) of City of Idaho Falls grant requests in descending chronological order with amounts requested and granted:

Explanation of other funding sources (outside City of Idaho Falls grant) that have been received or attempted:

Are matching funds available if grant is awarded? If yes, at what percentage or amount of funds are matched and what organization is providing the matching funds?

Funding Description

Complete description of project, task, or goal funds are expected to be used for:

Identification of specific outcomes related to project, task, or goal:

Timeline for implementation of funds including starting date and expected completion date:

Itemized Budget

Itemized project budget showing how major expenses are estimated and how grant funds are to be spent:

Explanation of why requesting organization cannot assume the cost of the project from existing resources:

Explanation of how project will be maintained after grant funds are expended:

Economic Impact

What is the projected economic impact this project, task, or goal will have on the City of Idaho Falls or greater Idaho Falls community? Be as detailed as possible and include quantitative (\$) data:

Community Objectives

Explain how the project will supplement city services and/or support key community objectives relating to transportation, environment, community safety, science, education, arts and culture, and economic growth and vibrancy.

**E-mail completed application and attached documentation to dbriggs@idahofallsidaho.gov
E-mail subject line: Community Partnership Grant Application**



Community Partnership Grant FY2019-2020 Process

Annual Grant Timeline:

- Application Process Publicly Announced: End of May
- Grant Application Open: June 1-June 30
- Administrative Review and Processing: July
- Citizen Committee Meetings: August-September
- Committee Recommendation and City Council Discussion: October
- Funds Announced and Distributed: November

Funding Parameters (determined by City Council):

- \$130,000 total City of Idaho Falls FY18/19 budget allocated for Community Partnership Grant
- \$35,000 maximum funding possibility per applicant

Community Partnership Grant Citizen Committee:

- Purpose: detailed review and discussion of applications leading to funding recommendations made to the Idaho Falls City Council.
- 2018 Committee Members:
 - Ellie Hampton
 - Caroline (Buddy) Hall
 - Eric Liester
 - Mike Richards
 - Sunny Katseanes
 - Angie Lee

FY 2018/2019 Application Summary:

- # Applications Received: 28
- Total Amount Requested: \$472,072.13



MEMORANDUM

FROM: Ryan Tew
DATE: Friday, May 17, 2019
RE: Wages and Benefits Discussion

Item Description

Attached are materials for discussion with City Council regarding the employee insurance renewal and potential city-wide salary increases for fiscal year 2019 – 2020. 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. It comports with the Idaho Falls Human Resources mission of being the Employer of Choice in the Idaho Falls area.

Purpose

This is a financial issue with implications for the City's workforce.

Fiscal Impact / Financial Review

Potential Increase of approximately \$828,768 to Employee Benefit Insurance Plan Premiums in 2019 – 2020. An additional potential impact that would come by increasing in City employee wages for fiscal year 2019 – 2020. The Municipal Services Department has worked closely with the Human Resources Department to compile the information being presented.

Legal Review

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

Interdepartmental Review

Has been reviewed by all pertinent City Departments

Recommended Action

No official action required at this time.



☐ Economic



☒ Governance



☐ Growth



☐ Learning



☐ Livable



☐ Safety



☐ Sustainability



☐ Transportation

CITY EMPLOYEE BENEFITS & WAGES DISCUSSION

May 20, 2019

2019 - 2020 Medical/Dental/Vision Insurance Increase

City Share	\$698,345
<u>Employees Share</u>	<u>\$130,423</u>
Total:	\$828,768

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

Total City Cost Reduction with Different Scenarios

<u>Scenarios</u>	<u>City Cost</u>	<u>Reduction</u>
Current Split; Current Plan Design; No Plan Design Changes	\$698,345	
1. PPO 89/11; HSA 95/5; Increase Co-Pay	\$546,225	(\$152,090)
2. PPO 89/11; HSA 95/5; Increase Co-Pay & Out of Pocket Max	\$453,391	(\$244,954)
3. PPO 88/12; HSA 94/6; Increase Co-Pay	\$437,042	(\$261,303)

Inflation

<u>Source</u>	<u>CPI Data</u>
■ US Bureau of Labor Statistics	Actual: Mar. 2018 – Mar. 2019 (U.S): 1.9% Actual: Mar. 2018 – Mar. 2019 (West): 2.4%
■ The Livingston Survey - Federal Reserve Bank of Philadelphia (U.S.)	Projected 2019: 2.3% Projected 2020: 2.2%
■ Idaho Division of Financial Management	Projected 2019: 2.5%

2019 - 2020 Salary Increase Budget Impact

<u>Increase</u>	<u>General Fund</u>	<u>City Wide</u>
0.5%	\$126,453	\$212,896
1.0%	\$252,907	\$425,793
1.5%	\$379,359	\$638,689
2.0%	\$505,814	\$851,587
2.5%	\$632,265	\$1,064,480

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 FY18/19 Percentage Split (PPO 89.5/10.5 HSA 95/5)

Current PPO		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays Current % PPO Benefits. Employee pays Current%.		City	Employee	Total		City	Employee	Total		City Change	Employee Change
65	Employee	\$ 540.36	\$ 51.15	\$ -	\$ 591.51	\$ 577.52	\$ 68.06	\$ -	\$ 645.58	37.16	16.91
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,219.59	143.72	-	1,363.31	94.69	21.13
19	Employee +1 Child	762.10	76.00	-	838.10	817.10	96.29	-	913.39	55.00	20.29
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,178.21	138.84	-	1,317.05	79.36	27.78
210	Family	1,616.21	182.23	-	1,798.44	1,756.82	207.03	-	1,963.85	140.61	24.80
Fire Union											
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 509.16	\$ 136.42	\$ -	\$ 645.58	37.16	16.91
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,151.23	212.08	-	1,363.31	94.69	21.13
0	Employee +1 Child	693.74	144.36	-	838.10	748.74	164.65	-	913.39	55.00	20.29
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,109.85	207.20	-	1,317.05	79.36	27.78
53	Family	1,547.85	250.59	-	1,798.44	1,688.46	275.39	-	1,963.85	140.61	24.80

Current HSA		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly	
City Pays Current % HSA Benefits. Employee pays Current%.		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	\$ 511.96	\$ 15.29	\$ 1,750.00	\$ 2,277.25	\$ 6.79	\$ 15.29
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,076.43	32.15	1,750.00	2,858.58	44.08	2.86
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	727.12	21.72	1,750.00	2,498.84	18.99	11.80
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,052.31	31.43	1,750.00	2,833.74	37.32	6.74
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,554.47	46.43	1,750.00	3,350.90	73.36	(6.09)
Fire Union											
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 443.60	\$ 83.65	\$ 1,750.00	\$ 2,277.25	\$ 6.79	\$ 15.29
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	1,008.07	100.51	1,750.00	2,858.58	44.08	2.86
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	658.76	90.08	1,750.00	2,498.84	18.99	11.80
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	983.95	99.79	1,750.00	2,833.74	37.32	6.74
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,486.11	114.79	1,750.00	3,350.90	73.36	(6.09)

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,740,257.87	\$ 607,245.47
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,170,192.16	91,099.28
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,910,450.03	\$ 698,344.75
	283,500.00	283,500.00	-
Total Estimated City Cost	\$ 9,495,605.28	\$ 10,193,950.03	\$ 698,344.75
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	966,226.93	125,681.41
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	113,814.76	4,741.96
Total Estimated Employee Cost	\$ 949,618.32	\$ 1,080,041.69	\$ 130,423.37
Total Estimated City-Wide Costs	\$ 10,445,223.60	\$ 11,273,991.72	\$ 828,768.12

*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 89/11- HSA 95/5, \$40 PPO Copay)

Scenario 1 PPO		Current Plan Monthly				Proposed Plan Monthly				Difference Monthly		
City Pays 89% PPO Benefits. Employee pays 11%.		City	Employee		Total	City	Employee		Total	Monthly City Change	Monthly Employee Change	Yearly Employee Change
65	Employee	\$ 540.36	51.15	-	591.51	\$ 569.84	70.43	\$ -	640.27	29.48	19.28	231.35
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,203.16	148.71	-	1,351.87	78.26	26.12	313.39
19	Employee +1 Child	762.10	76.00	-	838.10	806.34	99.66	-	906.00	44.24	23.66	283.92
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,162.85	143.72	-	1,306.57	64.00	32.66	391.96
210	Family	1,616.21	182.23	-	1,798.44	1,733.32	214.23	-	1,947.55	117.11	32.00	384.01
Fire Union												
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 501.48	\$ 138.79	\$ -	\$ 640.27	29.48	19.28	231.35
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,134.80	217.07	-	1,351.87	78.26	26.12	313.39
0	Employee +1 Child	693.74	144.36	-	838.10	737.98	168.02	-	906.00	44.24	23.66	283.92
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,094.49	212.08	-	1,306.57	64.00	32.66	391.96
53	Family	1,547.85	250.59	-	1,798.44	1,664.96	282.59	-	1,947.55	117.11	32.00	384.01
TOTAL												

Scenario 1 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	Monthly City Change	Monthly Employee Change	Yearly Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 500.89	\$ 26.36	\$ 1,750.00	\$ 673.08	(4.28)	26.36	316.35
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,053.15	55.43	1,750.00	1,254.41	20.80	26.14	313.67
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	711.40	37.44	1,750.00	894.67	3.27	27.52	330.26
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,029.55	54.19	1,750.00	1,229.57	14.56	29.50	353.96
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,520.86	80.05	1,750.00	1,746.73	39.74	27.53	330.30
Fire Union												
14	Employee	\$ 436.81	\$ 68.36	1,750.00	\$ 2,255.17	\$ 432.53	\$ 94.72	\$ 1,750.00	\$ 673.08	(4.28)	26.36	316.35
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	984.79	123.79	1,750.00	1,254.41	20.80	26.14	313.67
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	643.04	105.80	1,750.00	894.67	3.27	27.52	330.26
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	961.19	122.55	1,750.00	1,229.57	14.56	29.50	353.96
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,452.50	148.41	1,750.00	1,746.73	39.74	27.53	330.30
TOTAL												

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,636,102.54	\$ 503,090.14
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,122,228.01	43,135.13
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,758,330.55	\$ 546,225.27
	283,500.00	283,500.00	-
Total Estimated City Cost	\$ 9,495,605.28	\$ 10,041,830.55	\$ 546,225.27
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	998,168.72	157,623.20
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	161,778.91	52,706.11
Total Estimated Employee Cost	\$ 949,618.32	\$ 1,159,947.62	\$ 210,329.30
Total Estimated City-Wide Costs	\$ 10,445,223.60	\$ 11,201,778.18	\$ 756,554.58

*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 89/11- HSA 95/5, \$40 PPO Copay, Total Out of Pocket Change to \$1,750 Ind/\$5,250 Family In-Network, \$2,250 Ind/\$6,750 Family Out-Network)

Scenario 2 PPO		Current Plan				Proposed Plan				Difference		
		Monthly				Monthly						
City Pays 89% PPO Benefits. Employee pays 11%.		City	Employee	Total		City	Employee	Total		Monthly City Change	Monthly Employee Change	Yearly Employee Change
65	Employee	\$ 540.36	51.15	-	591.51	\$ 563.00	69.58	\$ -	632.59	22.64	18.43	221.22
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,188.46	146.89	-	1,335.35	63.56	24.30	291.58
19	Employee +1 Child	762.10	76.00	-	838.10	796.84	98.49	-	895.33	34.74	22.49	269.83
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,149.38	142.06	-	1,291.44	50.53	31.00	371.98
210	Family	1,616.21	182.23	-	1,798.44	1,712.37	211.64	-	1,924.01	96.16	29.41	352.93
Fire Union												
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 494.64	\$ 137.94	\$ -	\$ 632.59	22.64	18.43	221.22
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,120.10	215.25	-	1,335.35	63.56	24.30	291.58
0	Employee +1 Child	693.74	144.36	-	838.10	728.48	166.85	-	895.33	34.74	22.49	269.83
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,081.02	210.42	-	1,291.44	50.53	31.00	371.98
53	Family	1,547.85	250.59	-	1,798.44	1,644.01	280.00	-	1,924.01	96.16	29.41	352.93
TOTAL												

Scenario 2 HSA		Current Plan				Proposed Plan				Difference		
		Monthly				Monthly						
City Pays 95% HSA Benefits. Employee pays 5%.		City	Employee	Yearly City Contribution	Total	City	Employee	Yearly City Contribution	Total	Monthly City Change	Monthly Employee Change	Yearly Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 500.89	\$ 26.36	\$ 1,750.00	\$ 673.08	(4.28)	26.36	316.35
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,053.15	55.43	1,750.00	1,254.41	20.80	26.14	313.67
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	711.40	37.44	1,750.00	894.67	3.27	27.52	330.26
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,029.55	54.19	1,750.00	1,229.57	14.56	29.50	353.96
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,520.86	80.05	1,750.00	1,746.73	39.74	27.53	330.30
Fire Union												
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 432.53	\$ 94.72	\$ 1,750.00	\$ 673.08	(4.28)	26.36	316.35
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	984.79	123.79	1,750.00	1,254.41	20.80	26.14	313.67
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	643.04	105.80	1,750.00	894.67	3.27	27.52	330.26
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	961.19	122.55	1,750.00	1,229.57	14.56	29.50	353.96
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,452.50	148.41	1,750.00	1,746.73	39.74	27.53	330.30

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,543,268.02	\$ 410,255.62
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,122,228.01	43,135.13
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,665,496.03	\$ 453,390.75
Total Estimated City Cost	\$ 9,495,605.28	\$ 9,948,996.03	\$ 453,390.75
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	986,694.79	146,149.27
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	161,778.91	52,706.11
Total Estimated Employee Cost	\$ 949,618.32	\$ 1,148,473.69	\$ 198,855.37
Total Estimated City-Wide Costs	\$ 10,445,223.60	\$ 11,097,469.73	\$ 652,246.13

*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 88/12- HSA 94/6, \$40 PPO Copay)

Scenario 3 PPO		Current Plan Monthly				Proposed Plan Monthly				Difference		
City Pays 88% PPO Benefits. Employee pays 12%.										Monthly City Change	Monthly Employee Change	Yearly Employee Change
		City	Employee		Total	City	Employee		Total			
65	Employee	\$ 540.36	51.15	-	591.51	\$ 563.43	76.83	-	640.27	23.07	25.68	308.18
86	Employee & Spouse	1,124.90	122.59	-	1,247.49	1,189.65	162.22	-	1,351.87	64.75	39.63	475.61
19	Employee +1 Child	762.10	76.00	-	838.10	797.28	108.72	-	906.00	35.18	32.72	392.64
19	Employee +2+ Children	1,098.85	111.06	-	1,209.91	1,149.78	156.79	-	1,306.57	50.93	45.73	548.74
210	Family	1,616.21	182.23	-	1,798.44	1,713.85	233.71	-	1,947.55	97.64	51.48	617.71
Fire Union												
1	Employee	\$ 472.00	\$ 119.51	\$ -	\$ 591.51	\$ 495.07	\$ 145.19	\$ -	\$ 640.27	23.07	25.68	308.18
5	Employee & Spouse	1,056.54	190.95	-	1,247.49	1,121.29	230.58	-	1,351.87	64.75	39.63	475.61
0	Employee +1 Child	693.74	144.36	-	838.10	728.92	177.08	-	906.00	35.18	32.72	392.64
0	Employee +2+ Children	1,030.49	179.42	-	1,209.91	1,081.42	225.15	-	1,306.57	50.93	45.73	548.74
53	Family	1,547.85	250.59	-	1,798.44	1,645.49	302.07	-	1,947.55	97.64	51.48	617.71
TOTAL												

Scenario 3 HSA		Current Plan Monthly				Proposed Plan Monthly				Difference		
City Pays 94% HSA Benefits. Employee pays 6%.		City	Employee	Yearly City Contribution	Total	City	Employee	Yearly City Contribution	Total	Monthly City Change	Monthly Employee Change	Yearly Employee Change
37	Employee	\$ 505.17	\$ -	\$ 1,750.00	\$ 2,255.17	\$ 495.62	\$ 31.64	\$ 1,750.00	\$ 673.08	(9.56)	31.64	379.62
8	Employee & Spouse	1,032.35	29.29	1,750.00	2,811.64	1,042.07	66.51	1,750.00	1,254.41	9.72	37.22	446.70
4	Employee +1 Child	708.13	9.92	1,750.00	2,468.05	703.91	44.93	1,750.00	894.67	(4.22)	35.01	420.12
5	Employee +2+ Children	1,014.99	24.69	1,750.00	2,789.68	1,018.72	65.02	1,750.00	1,229.57	3.73	40.33	484.01
50	Family	1,481.11	52.52	1,750.00	3,283.63	1,504.85	96.05	1,750.00	1,746.73	23.74	43.53	522.41
Fire Union												
14	Employee	\$ 436.81	\$ 68.36	\$ 1,750.00	\$ 2,255.17	\$ 427.26	\$ 100.00	\$ 1,750.00	\$ 673.08	(9.56)	31.64	379.62
6	Employee & Spouse	963.99	97.65	1,750.00	2,811.64	973.71	134.87	1,750.00	1,254.41	9.72	37.22	446.70
1	Employee +1 Child	639.77	78.28	1,750.00	2,468.05	635.55	113.29	1,750.00	894.67	(4.22)	35.01	420.12
1	Employee +2+ Children	946.63	93.05	1,750.00	2,789.68	950.36	133.38	1,750.00	1,229.57	3.73	40.33	484.01
36	Family	1,412.75	120.88	1,750.00	3,283.63	1,436.49	164.41	1,750.00	1,746.73	23.74	43.53	522.41
TOTAL												

	Current	Proposed	Difference
City Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	\$ 7,133,012.40	\$ 7,549,759.83	\$ 416,747.43
City Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	2,079,092.88	2,099,387.94	20,295.06
City Contribution for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	\$ 9,212,105.28	\$ 9,649,147.77	\$ 437,042.49
	283,500.00	283,500.00	-
Total Estimated City Cost	\$ 9,495,605.28	\$ 9,932,647.77	\$ 437,042.49
Employee Cost for PPO per Year (399 Regular Employees & 59 Fire Union Employees)	840,545.52	1,084,511.43	243,965.91
Employee Cost for HSA per Year (104 Regular Employees & 58 Fire Union Employees)	109,072.80	184,618.98	75,546.18
Total Estimated Employee Cost	\$ 949,618.32	\$ 1,269,130.41	\$ 319,512.09
Total Estimated City-Wide Costs	\$ 10,445,223.60	\$ 11,201,778.18	\$ 756,554.58

*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.

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
<u>Office Visit Copay Change</u>	
1.Change to \$30 PCP / \$60 Specialist	-0.5%
2.Change to \$40	-0.9%
3.Change to \$40 PCP / \$80 Specialist	-1.3%
<u>Deductible (total out-of-pocket increases correspondingly)</u>	
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%
<u>Medical Total Out-of-Pocket</u>	
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	
<u>Prescription Drug</u>	
<u>(all plans with \$2,000 Ind / \$4,000 Family Out-of-Pocket)</u>	
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 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
89/11	\$ 64,270	\$ 7,943	\$ 114,258	\$ 14,122	\$ 92,835	\$ 11,474	\$ 178,528	\$ 22,065
88/12	\$ 63,548	\$ 8,666	\$ 112,974	\$ 15,406	\$ 91,791	\$ 12,517	\$ 176,522	\$ 24,071
Population Affected	100%		15% -17%		10% -12%		70%	

- 1 Office Visit Copay changed to \$40.00. (-0.9%) \$72,213.54 Difference.
- 2 Deductible (total medical increases correspondingly) Change to \$1,250 Ind/ \$3,750 Family. (-1.6%) \$128,379.63 Difference.
- 3 Total Out of Pocket Change to \$1,750 Ind/\$5,250 Family In-Network, \$2,250 Ind/\$6,750 Family Out-Network (-1.3%) \$104,308.45 Difference.
- 4 Prescription Drug (all plans with \$2,000/Ind/ \$4,000 Family Out-of-Pocket) Add \$250 brand Rx Deductible (-2.5%) \$200,593.18 Difference.

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

Salary Chart

Months before next step ---		(12)	(12)	(12)	(18)	(18)	(24)	(24)	(36)	(36)	(48)	
<u>Total Employees</u>	<u>Grade</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>
8	2	12.30	12.74	13.28	13.89	14.47	14.93	15.02	15.43	15.83	16.14	16.41
7	3	13.18	13.74	14.32	14.97	15.54	15.98	16.29	16.67	17.02	17.40	17.76
0	4	14.06	14.67	15.41	16.04	16.79	17.11	17.57	18.07	18.31	18.77	19.19
49	5	15.28	15.99	16.69	17.55	18.26	18.72	19.05	19.51	19.89	20.43	20.85
26	6	16.67	17.40	18.24	18.95	19.88	20.39	20.85	21.27	21.81	22.34	22.75
105	7	18.18	18.94	19.87	20.83	21.72	22.25	22.72	23.30	23.84	24.35	24.81
52	8	19.79	20.65	21.65	22.67	23.73	24.31	24.92	25.46	26.10	26.70	27.25
27	9	21.63	22.57	23.65	24.85	26.10	26.70	27.24	27.89	28.54	29.23	29.83
62	10	23.65	24.85	26.10	27.24	28.54	29.23	30.02	30.67	31.41	32.24	32.88
62	11	26.10	27.24	28.54	30.02	31.41	32.24	32.98	33.72	34.57	35.46	36.14
27	12	28.54	30.02	31.41	32.98	34.57	35.46	36.35	37.27	38.33	39.26	40.10
14	13	31.41	32.98	34.57	36.35	38.33	39.26	40.16	41.15	42.13	43.18	44.05
11	14	34.57	36.35	38.33	40.16	42.13	43.18	44.22	45.39	46.46	47.49	48.44
3	15	38.33	40.16	42.13	44.22	46.46	47.49	48.70	49.94	51.14	52.28	53.33
10	16	42.13	44.22	46.46	48.70	51.14	52.28	53.56	54.82	56.28	57.62	58.74

Employee Step 5-3				
Health Plan	PPO E/S/C			
Hourly Rate	16.69			
	Current	Scenario 1	Scenario 2	Scenario 3
Monthly Gross Amount	\$ 2,670.40	\$ 2,670.40	\$ 2,670.40	\$ 2,670.40
Health Insurance	(182.22)	(214.23)	(211.64)	(233.71)
	\$ 2,488.18	\$ 2,456.17	\$ 2,458.76	\$ 2,436.69
Additional \$ per month	\$ -	\$ 32.01	\$ 29.42	\$ 51.49
Hours worked for Insurance per Month	10.92	12.84	12.68	14.00
% of Gross going to Insurance	6.82%	8.02%	7.93%	8.75%

Employee Step 7-3				
Health Plan	PPO E/S/C			
Hourly Rate	19.87			
	Current	Scenario 1	Scenario 2	Scenario 3
Monthly Gross Amount	\$ 3,179.20	\$ 3,179.20	\$ 3,179.20	\$ 3,179.20
Health Insurance	(182.22)	(214.23)	(211.64)	(233.71)
	\$ 2,996.98	\$ 2,964.97	\$ 2,967.56	\$ 2,945.49
Additional \$ per month	\$ -	\$ 32.01	\$ 29.42	\$ 51.49
Hours worked for Insurance	9.17	10.78	10.65	11.76
% of Gross going to Insurance	5.73%	6.74%	6.66%	7.35%

Employee Step 10-3				
Health Plan	PPO E/S/C			
Hourly Rate	26.10			
	Current	Scenario 1	Scenario 2	Scenario 3
Monthly Gross Amount	\$ 4,176.00	\$ 4,176.00	\$ 4,176.00	\$ 4,176.00
Health Insurance	(182.22)	(214.23)	(211.64)	(233.71)
	\$ 3,993.78	\$ 3,961.77	\$ 3,964.36	\$ 3,942.29
Additional \$ per month	\$ -	\$ 32.01	\$ 29.42	\$ 51.49
Hours worked for Insurance	6.98	8.21	8.11	8.95
% of Gross going to Insurance	4.36%	5.13%	5.07%	5.60%

Employee Step 16-3				
Health Plan	PPO E/S/C			
Hourly Rate	46.46			
	Current	Scenario 1	Scenario 2	Scenario 3
Monthly Gross Amount	\$ 7,433.60	\$ 7,433.60	\$ 7,433.60	\$ 7,433.60
Health Insurance	(182.22)	(214.23)	(211.64)	(233.71)
	\$ 7,251.38	\$ 7,219.37	\$ 7,221.96	\$ 7,199.89
Additional \$ per month	\$ -	\$ 32.01	\$ 29.42	\$ 51.49
Hours worked for Insurance	3.92	4.61	4.56	5.03
% of Gross going to Insurance	2.45%	2.88%	2.85%	3.14%