

"Improving the quality of life for Aurora"

AURORA CITY COUNCIL WORK SESSION MINUTES

City Council Chambers

Tuesday, August 11, 2015 at 6:00 p.m.

I. **CALL TO ORDER:** Mayor Marks called the meeting to order at 6:00 p.m.

II. **ROLL CALL:**

Mayor David L. Marks
Chairman Pro Tem Rick Boyer
Councilman Steve Ramirez
Councilwoman Linda Barton
Councilwoman Rosemary Henderson

All council members were noted present except Councilman Ramirez.

III. **Discussion on Insurance Benefit Renewals** (to be voted on during regular session)

Heather De Hart of Nixon and Lindstrom presented information to the city council on renewal information, after information from the market place was received, from the prospective companies that bid the lines of coverage. Humana, Etna, Anthem, United Health Care and Signa submitted bids. Anthem and United Health Care bids were from the Cox Network. Humana, Aetna and Signa were from the Mercy Network which is the preferred network of choice.

Heather explained that it was vital that the city should keep its grandfathered status. If the city remained with Humana it would be guaranteed it would be able to keep the same plan coverage through 2017. It is chose to move the line of coverage to any other provider it would be subjected to Transitional Relief which means the city would probably receive a 30 to 40% increase in rates. Each employee would be rated according to their zip code, tobacco status and age.

In reference to the Affordable Care Act taxes and fees cost the company the complete cost of the increase to the city so there is no possible way the city could have received a rate hold. The city historically has had a great working relationship with Humana and has only received single digit increases that have been able to be negotiated over the years.

Through Humana's bid they offered the city an additional two percent discount if the city agreed to require its employees to participate in a health risk assessment. Humana would pay the complete cost of the health fair. Employees would be scheduled to meet with a nurse after they came into work fasting. The nurse would prick their finger and draw blood which would check cholesterol and triglyceride limits and for diabetes. Their height and weight would be taken. They would sit down with a representative from Humana and set up a user name and password online and do their health risk assessment. That would be the end of their obligation unless they chose to participate in the Vitality program. If the employee chose to participate in the Vitality program then

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their covered dependents through the plan would be required to do the same blood work and online assessment. Humana will require 75% participation in this process.

Once this is completed then a report will be sent to the city stating how many employees have high blood pressure, high triglycerides, or diabetes. They would not be identified by name due to HIPPA portability only statistical data.

Dental insurance received a small increase. Other companies were compared however it was felt that by keeping its bundle of coverages with Humana it would give the city more leverage at renewal time next year.

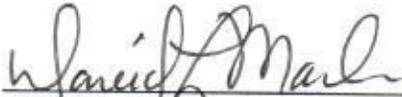
Life insurance rates will remain the same with no change to the plan. Vision was not working as well as employees would like so a change back to Vision Care Direct will be implemented. Even though it will be a little more than the old plan it now covers UV coating and antiglare coatings on all lenses which has been paid for separately on their old coverage. It will be a greater benefit to all participating employees.

The consensus of council was to go ahead and take advantage of the 2% discount from Humana. This will be a discount of at least \$2,000 per month. The official vote to renew will be taken during the regular session.

IV. ADJOURNMENT

Councilwoman Henderson moved to adjourn the meeting at 6:30 p.m. Mayor Marks seconded the motion. All council members voted aye.

APPROVED:



David L. Marks, Mayor

ATTEST:



Kathie Needham, City Clerk, MMC/MPCC