



## MINUTES OF THE MISSION SPECIAL CITY COUNCIL MEETING

November 3, 2021

The Mission City Council met for a Special City Council meeting on Wednesday, November 3, 2021 at 6:00 p.m. The meeting was called to order by Mayor Appletoft. The following councilmembers were in attendance: Ken Davis, Sollie Flora, Debbie Kring, Arcie Rothrock, Kristin Inman and Trent Boultinghouse. Councilmembers Schlossmacher and Thomas were absent.

Mayor Appletoft explained that in consideration of on-going COVID-19 health concerns, the meeting was also offered virtually through Zoom if preferred. The public was invited to participate in the meeting by using the instructions included in the City Calendar item listed on the front page of the website. For those participating virtually, they had the option of utilizing the "chat" feature to voice their comments which would be read aloud. The members of the public in-person, were encouraged to raise their hand and stay at their seats to be called on. The Mayor requested that anyone commenting to state their name and city of residence as well as to be conscientious of others talking and to speak clearly and slowly.

Mayor Appletoft added that since this was a special meeting, the Council would only consider the one item presented under the Agenda, which was the Employee Benefit Renewals for 2022.

### **Employee Benefit Renewals for 2022**

Ms. Randel, Assistant City Administrator, presented on the Employee Benefit Renewals for 2022. After consultations with Lockton Benefit Company, staff recommended approval of medical insurance from Blue Cross Blue Shields of Kansas City (BCBSKC), maintaining the existing three plans, with revisions to deductibles and out of pocket maximums.

The other significant items and recommendations for 2022 include:

- Medical benefits will have a 16% increase from current premiums which follows no increases from the 2020 and 2021 renewals
- The Standard has increased Group Term Life/AD&D benefit by 9%



## MINUTES OF THE MISSION SPECIAL CITY COUNCIL MEETING

November 3, 2021

- Employee assistance program services will be facilitated through LifeWorks
- An employee wellness program offered with an enhanced benefit from \$300 to \$400
- Renew the dental insurance benefit plan with Delta Dental of Kansas with no increase in premium rates and expanded coverage / enhanced benefits
- Maintain the vision insurance benefit plan with EyeMed from 2021 with 100% of the premium paid by the City
- Maintain access to voluntary life insurance benefits through The Standard with all premiums paid 100% by participating employees
- Maintain access to voluntary supplemental insurance benefits through AFLAC with all premiums paid 100% by participating employees
- Fund the KPERS and KP&F retirement plans in accordance with state mandated rates
- Continue to provide a Section 125 Flexible Spending Account through BASIC

Councilmember Davis asked about the employee wellness program and if there would be other options for the 'donate blood' category for those employees that cannot donate blood. Ms. Randel explained that there is a menu of other options, that employees can choose from, in order to best fit their needs.

Councilmember Boultinghouse asked to revisit the pros and cons of HSAs when this is discussed for the next renewal cycle. Ms. Randel explained that the plan is to re-engage with employees and understand their opinions not only through a survey but also focus groups. Ms. Smith added that what also needs to be assessed is the City's ability to meaningfully contribute to the HSA accounts from a cost perspective and that would continue to be evaluated.

Ms. Smith commented that the employee wellness program has had low participation and the City will continue to work to find ways to incentivize employees to assess the importance of their overall health.



## MINUTES OF THE MISSION SPECIAL CITY COUNCIL MEETING

November 3, 2021

Councilmember Kring thanked Ms. Randel for all her comprehensive and hard-work on the renewals.

**Moved by Davis, Seconded by Kring** to authorize the Mayor, or his designee, to execute any and all documents necessary to approve contracts for the City of Mission's 2022 employee health/welfare benefits program. Voting AYE: Boultinghouse, Davis, Flora, Inman, Kring and Rothrock. **Motion carried.**

### **ADJOURNMENT**

Mayor Appletoft announced that the public video from tonight's meeting will be available through a link on the City's website - missionks.org.

**Moved by Kring, seconded by Davis** to adjourn the meeting at 6:17p.m. All present voted AYE. **Motion carried.**

Respectfully submitted by Audrey McClanahan, City Clerk.

---

Ronald E. Appletoft, Mayor

---

Audrey M. McClanahan, City Clerk