

Ralston City Council Special Meeting
Wednesday, July 25, 2018

The Ralston City Council met in special session on Wednesday, July 25, 2018 at 5:30 PM at Ralston City Hall. The Pledge of Allegiance was recited. Roll was called with the following present: Council President Krause and Council members Konwinski, Fidelity, Alberhasky, Sanchez, and Preis. Mayor Groesser was absent. The agenda was available at City Hall for public inspection and posted prior to the meeting. The legal notice for the meeting was published in the Omaha Daily Record.

Council member Konwinski gave the invocation. Council President Krause welcomed the press and guests. Krause said the meeting is subject to the Nebraska Open Meetings Act and a copy of the Act is posted at the rear of the Council Chambers.

Krause said the purpose of this meeting is to consider the insurance renewals. Over the last week, he has gathered input from department heads and last Friday Mayor Groesser, Krause, Forrest and Bohling discussed the input. There was an employee meeting this past Monday evening and more input was received. Although no one is real excited about what needs to be done, everyone agreed that something had to be done. The consensus at the employee meeting for the medical insurance was for the Blue Cross/Blue Shield Option 5.

Konwinski moved and Sanchez seconded to approve the Life and Accidental Death Dismemberment renewal with OneAmerica for a 3 year period, annual premium of \$5,278.20. Krause indicated this provides a \$50,000 coverage with a lower premium than from Kansas City Life. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Fidelity, Alberhasky, Krause, Sanchez, and Preis. Nay: None. Absent: None. Motion carried.

Konwinski moved and Preis seconded to approve the Ralston Volunteer Fire Department Life and AD&D Renewal with Glatfelter Specialty Benefits for a 2 year period, annual premium of \$1,611.40. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Fidelity, Alberhasky, Krause, Sanchez, and Preis. Nay: None. Absent: None. Motion carried.

Konwinski moved and Alberhasky seconded to approve the Long Term Disability Renewal with OneAmerica to include the maximum benefit duration of Classes 1 and 2 SSNRA for a 3 year period, annual premium of \$6,071.42. Krause indicated this is basically the same coverage but with a different carrier and a lower premium. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Fidelity, Alberhasky, Krause, Sanchez, and Preis. Nay: None. Absent: None. Motion carried.

Konwinski moved and Alberhasky seconded to approve the Dental Coverage Renewal with Humana for a 1 year period, annual premium of \$27,301.92. Krause indicated the

renewal is the same plan as in the past. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Fideline, Alberhasky, Krause, Sanchez, and Preis. Nay: None. Absent: None. Motion carried.

Konwinski moved and Sanchez seconded to approve the Vision Coverage Renewal with Humana for a 1 year period, annual premium of \$6,866.40. Krause indicated this renewal is basically the same plan as in the past. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Fideline, Alberhasky, Krause, Sanchez, and Preis. Nay: None. Absent: None. Motion carried.

Konwinski moved and Sanchez seconded to approve the Medical Coverage Renewal with Blue Cross/Blue Shield Blue Pride, Option 5, Pre-ACA for a 1 year period, annual premium of \$844,572.96. Krause indicated this premium is a substantial increase from the previous premium, about \$50,000 over what was paid last year. This option keeps the employer/employee contributions at 90/10.

Konwinski said this was discussed a number of times at the employee meeting and most of the employees agreed that this is the best option. Bohling commented on the prescription coverage and the deductible changes from \$500 to \$1,000 for single coverage and from \$1,000 to \$2,000 for family coverage. The out of pocket maximum stayed the same. Fideline wants to ensure everyone is being treated as fairly as possible.

Leonardo commented that Krause gave departments a chance to talk to their employees and the general consensus was that if the City couldn't stay with the current option, option 4 or 5 would be acceptable. Leonardo said the bigger issue is the next agenda item.

Freshman commented that the Public Works employees felt option 3 was the ideal option but option 5 was the next best option.

Bohling said with the option 3 renewal, there is a premium increase of \$115,880. With the option 5 renewal, the premium increase is \$50,551. He said the premium increases are estimated increases because the City has rates based on age. The older an employee gets, the higher their premiums.

Krause called for the vote. On roll call vote, the following votes were recorded on the electronic voting board. Aye: Konwinski, Alberhasky, Krause, Sanchez, and Preis. Nay: Fideline. Absent: None. Motion carried.

Konwinski moved and Sanchez seconded to approve an 80% employer contribution and a 20% employee contribution for employee medical coverage. Sanchez inquired if the City is able to quantify what the change in contribution would save the City and Bohling said 10 to 20 percent. Out of the \$50,000 increase, a little over \$40,000 would be absorbed by the employees. The cost ranges because the older employees have higher premiums than the younger employees.

After some discussion, Krause called for the vote. He reminded council members that a yes vote was for changing the contribution to 80/20 and a no vote was for the contribution to remain at 90/10. On roll call vote, the following votes were recorded on the electronic voting board. Aye: None. Nay: Konwinski, Fidelity, Alberhasky, Sanchez, and Preis. Abstaining: Krause. Absent: None. Motion carried.

Russell will contact the insurance agent with the information from this meeting. There is an employee meeting tentatively scheduled for August 7th and further information will be provided to departments next week.

There being no further business to come before the Council, the meeting was adjourned at 5:49 PM.

Next regular meeting Tuesday, August 7, 2018 at 5:30 PM.

Rosemarie D. Russell
City Clerk

Gerald J. Krause
Council President