

**Insurance Committee Meeting Minutes**  
**Thursday August 25, 2016**  
**5:30 PM - 6:05 PM**

Present: Larry Brooks, Melissa Brooks, Robert Reisner, Rosetta M. York, Mark Bolander & Steve Rubsam.

- Melissa explained the city's health insurance reserve fund is low due to usage and health care and prescription costs. The reserve fund balance is \$177,538.89. Ideally the balance should be at least \$225,000 per Jason Boothe with Snedeker Insurance.
- Committee discussed health care dependent rates and establishing a rate for city employees to maintain a sufficient reserve fund. Melissa prepared charts of the cost for possible 2%, 3% or 5% increases.
- Melissa noted employee union contract language does not allow for a rate to be established for city employees unless the financial obligations for the city are impaired and only after discussion between the Union and the City. The committee agreed a financial obligation is not being met.
- Committee noted employee health care rates have not changed for 3 years. Raising rates will allow the city to maintain an insurance "grandfather clause," whereas the city benefits by being able to add coverage as needed.
- Committee recommended raising rates 5% for employees and the city contributing 5% to increase the reserve fund.

Meeting adjourned 6:05 PM

Steve Rubsam  
Insurance Committee Chairman