

**CITY OF SHREWSBURY**  
**BOARD OF ALDERMEN**  
**WORK SESSION OF THE BOARD OF ALDERMEN**  
**September 20, 2016**

A Work Session of the Board of Aldermen of the City of Shrewsbury, Missouri was held at 6:00 p.m. this 20<sup>th</sup> day of September, 2016 in the Aldermanic Chambers of City Hall for the transaction of such business that may come before the Board.

Present:

Mayor ..... Felicity Buckley  
Alderman ..... Elmer Kauffmann  
Alderman ..... Mike Travaglini  
Alderwoman ..... Chris Gorman  
Alderman ..... Sam Scherer  
Alderman ..... Ed Kopff

Absent:

Alderman ..... Rick Steingrubby

Also present:

City Attorney ..... Mike Daming  
Director of Administration ..... Jonathan D. Greever  
Director of Finance ..... Danielle Oettle  
Street Superintendent ..... Tony Wagner  
Police Chief ..... Jeff Keller  
Fire Chief ..... Chris Amenn  
Parks Director ..... Chris Buck  
City Clerk ..... Mónica Llorián

**Roll Call**

Mayor Buckley opened the meeting and City Clerk Llorián commenced with the roll call. A quorum of the Board was present with Alderman Steingrubby being absent.

**Hear Citizens**

None

**Health Insurance Renewal**

Mayor Buckley opened the discussion about the health insurance renewal. She stated the City is looking at two options; Health Reimbursement Account (HRA) and a Health Saving Account (HAS). She discussed the various options of both and what the cost would be for the City.

Mike Tabash with MRCT stated that with a HRA the City would budget a certain amount and if not all is used the City would have a savings. He stated that is has been their experience that national average on reimbursements is 20% but that Shrewsbury is typically 12% -18% reimbursements.

Director Oettle stated present the Board with a budget spreadsheet of what the City has calculated in the increase of the HRA. She presented what each year increase were.

Alderman Kopff ask Director Oettle if claims drive up the cost. She answered yes.

Alderman Scherer suggested that the City continue to pay the employees insurance for all their hard work and success with Kenrick Plaza and the CBiz study.

Mayor Buckley asked Mr. Tabash to explain how a HSA work. Mr. Tabash stated that the City would contribute a certain dollar amount into the accounts for the employee to pay out medical. He stated that the employees would lose their co-pays but they can contribute to their savings account at any time. He stated that HSA is pre-taxed dollars. He added that if an employee leaves the City they can take their HSA account with them as the employee own 100% of their HSA.

Alderman Kauffmann asked statistically how much is the average medical expense per employee. Mr. Tabash stated it is around \$500-750 per person.

Alderman Kopff asked if that much was out of pocket expense. Mr. Tabash stated that is correct.

Chief Amenn asked if there is a different between the qualifying expenses in a HAS and a Flexible spending account. Mr. Tabash stated they are basically the same. Mr. Tabash explained the difference of available funds between a HSA and Flexible spending account.

Alderman Travaglini stated he would recommend continuing with the original HRA.

Director Greever asked if the money in a HSA is FDIC insured. Mr. Tabash said yes.

Mayor Buckley asked the department heads to talk with their employees on the different plan options.

Chief Keller asked if the deductible would be the same for an individual as it is for a family. Director Greever said no it would double for a family. Chief Keller stated that if an employee gets married, their fee doubles and exposes the employee.

Alderman Travaglini stated it would be a good idea to have Director Oettle and Mr. Tabash make a presentation to the employees on HAS for next year.

Chief Keller recommended a sign-up appointments for employees to speak with an insurance representative one-to-one to discuss in more depth any question they may have regarding HAS.

Mr. Tabash suggested dual option for the employees next year and suggest to present that 6-8 months before the renewal time.

Mayor Buckley recommends that the City should continue with the HRA this year and plan next year to give people the options of a dual plans.

Alderman Scherer liked the Mayor's recommendation and it would give the City time to run the numbers.

Mayor Buckley conclude the Board can make a decision on the insurance next Tuesday.

**Old & New Business**

None

**Adjournment**

Alderman Travaglini made a motion to adjourn the regular meeting. Alderman Scherer seconded the motion, and it passed unanimously.

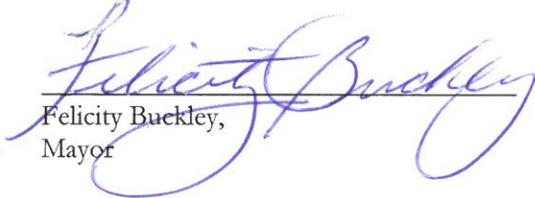
Respectfully submitted,



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Mónica Llorian,  
City Clerk

ATTEST:



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Felicity Buckley,  
Mayor

