

City of Hays  
City Commission  
Work Session Notes

Thursday, November 3, 2016 – 6:30 p.m.

Present: Shaun Musil, Henry Schwaller IV, Lance Jones, Eber Phelps, Todd Powell, Toby Dougherty, and Kim Rupp

Absent: James Meier

**October 20, 2016 Work Session Notes**

There were no corrections or additions to the minutes of the work session held on October 20, 2016; the minutes stand approved as presented.

**City of Hays Employee Health Insurance for 2017**

Erin Giebler, Director of Human Resources, reviewed the history of health insurance for the City of Hays. In 2010, the City Commission set a \$9,500 average per employee cap on health insurance. Since then, the Wage and Benefit Committee has been tasked with finding the best insurance within the provided budget.

City staff, with the help of Julie Yarmer from Freedom Claims Management, requested bids for employee health insurance for fiscal year 2017. After 26 plan designs were reviewed, City staff, with the approval of the Wage and Benefit Committee, recommended providing employees with a triple option plan through Blue Cross Blue Shield. The High Deductible Health Plan (HDHP) option would have a no-cost option for employee only coverage. The other two plans would be considered a traditional plan, with first dollar benefits. The employee premiums are considerably higher on the traditional plans. The premiums paid for by employees would keep this recommendation within the budget cap set by the City Commission.

City staff also recommends using \$150,000 out of the Employee Benefit Levy's Contingency fund to provide up to \$925 in employer match for employees' Health Savings Accounts (HSA).

At the November 10, 2016 Commission meeting, Commissioners will be asked to authorize the City Manager to sign an agreement with Blue Cross Blue Shield to provide employees with a triple option health insurance plan with the City paying up to \$1,719,500 and authorize \$150,000 to fund employees' Health Savings Accounts, both out of the Employee Benefit Levy Fund.

### **Fort Hays Municipal Golf Course Pro-shop Manager Contract**

Jeff Boyle, Director of Parks, reported that the current contract with Rich Guffey for management of the Fort Hays Municipal Golf Course (FHMGC) Pro-Shop ends December 31, 2016. City staff sent out Requests for Qualifications and received two resumes. The only qualifying resume for the position is from Rich Guffey who has performed these duties at the FHMGC for 16 years. Mr. Guffey is requesting an annual payment increase from \$21,000 to \$24,000 and has agreed to a one-year contract for the 2017 calendar year.

At the November 10, 2016 Commission meeting, Commissioners will be asked for approval to proceed with a one year contract for the 2017 calendar year with Rich Guffey to manage the Fort Hays Municipal Golf Course Pro-Shop for a contractual amount of \$24,000 which will be paid from the Contractual Services line item in the 2017 Golf Course General Fund Budget.

### **Other Items for Discussion**

Per Commissioner Schwaller's request, City Manager Toby Dougherty provided clarification to the Commission on the Transportation Development District (TDD). Mr. Dougherty reviewed the existing economic development incentives in the area near Home Depot, Hampton Inn, and I-HOP. He explained that there are two funding mechanisms that created the infrastructure in that area, a TDD and a Tax Increment Finance District (TIF). He stated when the TIF bonds are paid off the TIF will end, but there is a provision for a Phase II in the

TDD. The TDD bonds are set up for 20 years and if the debt service is satisfied before the 20 year period, the Commission could choose to proceed with the Phase II projects. The TDD bonds are projected to pay off in 2020, but the TDD sales tax could be in effect until 2025. The Commission will have to decide before the bonds are paid off in full if they want to continue the TDD to put in additional infrastructure in that district.

Commissioner Schwaller reminded everyone to vote in the general election on Tuesday November 8<sup>th</sup> or by advance voting at the Ellis County Administrative Office, at 718 Main Street.

### **Executive Session**

Henry Schwaller IV moved, Lance Jones seconded, that the Governing Body recess to executive session at 6:56 p.m. for a period not to exceed 15 minutes, to discuss matters pertaining to possible property acquisition. The executive session included the City Commission, City Manager and the City Attorney. K.S.A. 75-4319 authorizes the use of executive session to discuss the topics stated in the motion.

Vote: Ayes: Shaun Musil  
Henry Schwaller IV  
Lance Jones  
Eber Phelps

No action was taken during the executive session.

The work session was adjourned at 7:11 p.m.

Submitted by: \_\_\_\_\_

Brenda Kitchen – City Clerk