

City of Hays
City Commission
Work Session Notes

Thursday, October 20, 2022 – 6:30 p.m.

Present: Mason Ruder, Michael Berges, Sandy Jacobs, Reese Barrick, Toby Dougherty, Kim Rupp, and Don F. Hoffman

Absent: Shaun Musil

September 15, 2022 Work Session Notes

There were no corrections or additions to the minutes of the work session held on September 15, 2022; the minutes stand approved as presented.

Fort Hays State University (FHSU) Update

Dr. Tisa Mason, Fort Hays State University President, thanked the Commission for their continued partnership and for supporting FHSU students through the scholarship program.

Dr. Mason stated that FHSU received a \$500,000 annual appropriation from the State Legislature to start the Cybersecurity Institute and Technology Incubator (CITI).

Melissa Hunsicker-Walburn, Associate Professor, Informatics Department Chair, stated CITI is a tech center with dual objectives of:

1. Leveraging student and faculty expertise to improve the cybersecurity posture for small and medium-sized businesses through student micro internships, capstone projects, and faculty consulting.
2. Tech and/or cybersecurity venture creation through an in-residence business incubator.

She added that the average ransomware attack for a small business costs upwards of \$100,000. She noted that 60% of small businesses wouldn't survive an attack and they feel it is very important to commit resources and investment to

improve their security posture, so those businesses remain alive and thriving in our economy.

She stated that the goal of the business incubator is to increase the successful development of emerging businesses in sectors that are supported by a region's unique area of opportunity. Ideally, businesses that graduate from an incubator move out into the community and contribute to the overall vitality, diversity, and growth of the area economy.

Commissioner Jacobs stated that she is excited for this program and appreciates how they are integrating students into our community.

Dr. Mason updated the Commission on other University programs and activities. She also reviewed the results of the 2021 FHSU Student Work Survey.

2023 Health Insurance for City of Hays Employees

Erin Giebler, Director of Human Resources, stated that in 2017, the City switched to Blue Cross Blue Shield of Kansas (BCBSKS) and offered a triple option plan. The plan options were: High Deductible Health Plan (HDHP), Premium Plan, and Base Plan. Over the last six years, the City has made minor changes to the plans designs and employee premiums in order to keep costs within budget. On average, about 59% of those enrolled in the City's Health Insurance elected the HDHP, 17% elected the Premium Plan, and 24% elected the Base Plan.

Ms. Giebler stated that the City of Hays received Blue Cross Blue Shield of Kansas' renewal rates for 2023. The renewal came in with a 2.3% decrease. This is a great renewal, especially when you factor in the market and inflation. The only way this is possible is because of our employees making smart medical decisions including using generic prescriptions, using the doctor's office instead of ER when possible, and asking questions about the needs of additional tests or treatments. Staff recommends approving the 2023 health insurance renewal contract with Blue Cross Blue Shield, which includes the continuation of the 2022 plan designs with no change to employee premium costs. Due to the City's low utilization and decrease in premiums, City Staff also recommends providing up to

\$2,500 in employer match for employees' health savings accounts (HSA) as an incentive for more employees to switch to the high deductible plan. Both the health insurance and health savings account recommendations are within the budgeted amount for 2023.

At the October 27, 2022 Commission meeting, Commissioners will be asked to authorize the City Manager to sign an agreement with Blue Cross Blue Shield of Kansas to provide employees with a triple-option health insurance plan and authorization to provide up to \$2,500 in employer match for employees' health savings accounts, not to exceed \$2,057,000, to be funded out of the Employee Benefit Levy Fund.

Results of 2022 Pavement Condition Assessment

Jesse Rohr, Director of Public Works, presented the findings of a Pavement Condition Assessment that was completed this year by MDS Technologies, Inc. The Pavement Condition Assessment provides City staff data and information on the condition of all City streets and is used to track progress as well as help allocate future street maintenance and reconstruction dollars in the most efficient manner. Overall, the City's pavements have an average Pavement Condition Index (PCI) score of 75.4 out of 100 in 2022. MDS Technologies, Inc. performed the assessment in 2016 as well and the overall rating in 2016 was 73 which shows that the condition of the City's road network has improved.

2023 Street Maintenance Program

Jesse Rohr, Director of Public Works, stated each year staff evaluates the condition of City streets and develops a maintenance program that is brought forward for Commission consideration. Staff utilizes traffic counts, the latest pavement condition assessment, past maintenance treatments, public input, and available budget in developing the program.

Mr. Rohr reviewed the street maintenance performed in 2022 and presented a plan for street maintenance in 2023.

2023 Street Maintenance Program

• Asphalt Seal Coat	\$700,000
• Polypatch	\$50,000
• Asphalt Rejuvenator (Reclamite)	\$60,000
• Curb and Brick Repair	\$50,000
• Concrete Alley Reconstruction	\$90,000
• Concrete Streets Major Rehab	\$686,000
• Main Street Bridge	\$300,000
• Traffic Signal Upgrades	\$240,000
• Pavement Markings	\$2,800
• Sidewalk	\$22,000
• In-housework (crack seal & pavement repairs)	<u>\$40,000</u>
Total	\$2,240,800

Historically, street maintenance has been financed through the Special Highway Fund, which receives revenue from the State, mainly from fuel tax reimbursements, Connecting Link Maintenance funds, and Federal Exchange Program funds. In addition, \$200,000 is being transferred into Special Highway from the General Fund. In 2023 \$1,536,888 is budgeted for the Street Maintenance Program.

Available Funds in 2023

Special Highway

• State Gas Tax Refund (KDOT)	\$576,750
• Connecting Link Maintenance (KDOT)	\$74,500
• Transfer from General Fund	\$200,000
• Federal Aid (Exchange Program)	\$270,000
• Cash Carryover	\$465,638
• Contingency (keep for unforeseen expenses)	<u>\$(50,000)</u>
Total Available	\$1,536,888

Staff will bid the various projects and recommend award of base bid and alternate projects as the \$1.5 million budget allows. Bids will be brought back to the City Commission for final approval in February/March of 2023.

Mayor Ruder thanked staff for the thorough report and added that he is glad staff is tackling these problems before they become major issues.

Other Items for Discussion

Commissioner Barrick stated that he attended a groundbreaking ceremony for the Grow Hays Microfactory Project at 9th and Commerce Parkway and he believes this will have a very positive impact on the City of Hays.

Mayor Ruder stated the Hays Convention and Visitor Bureau celebrated their 40-year anniversary with a ribbon cutting. They had a great turnout for the event and shared memories of Hays' history.

Mayor Ruder also complimented City staff on how well they work together and get things done.

The work session was adjourned at 7:33 p.m.

Submitted by: _____

Brenda Kitchen – City Clerk