

**TOWN OF ASTATULA
MAYOR AND TOWN
COUNCIL MINUTES**



**SPECIAL SESSION
TUESDAY JUNE 21, 2022
TOWN HALL**

Having been duly advertised as required by law, Mayor Mack called the Special Session meeting to order at 6.37pm. He led the Pledge of Allegiance and had a moment of silence.

Members Present:

Mitchell Mack, Mayor
Gayle Sikkema
Orita Issartel
Zane Teeters

Absent:

Stephen Cross, Vice-Mayor

Staff Present:

Graham Wells, Town Clerk
Wally Hoagland, Police Chief

Roll Call was performed, and it was determined that a quorum was present.

CITIZENS QUESTIONS AND COMMENT

There was no citizens questions or comments.

AGENDA REVIEW

There were no changes to the agenda.

NEW BUSINESS

REVIEW AND APPROVAL OF THE INCREASE IN HEALTH INSURANCE COSTS AND PROPOSAL TO ADD A THIRD PLAN TO THE GROUP AND DISCUSSION AND APPROVAL OF A NEW POLICY FOR THE ENTITLEMENT OF HEALTH INSURANCE BENEFITS.

The Mayor went over the agenda item, the report provided to council from the HR attorney and the Chiefs proposal to add an additional plan. Councilman Teeter asked why Blue Cross Plan 14052 was described as the base plan in the report. The Clerk responded that it was the plan the majority of the employees were on and that all the other options were based on that plan. He added that even though the report had his name on it, it was written by the HR attorney at Gray Robinson. He had just added the plan numbers.

The Clerk explained the confusion over the cost of plan 14471 which included the spouse for Graham Wells and the children for Erick Capraun. Councilwoman Sikkema asked if the cost difference of the premiums for 14052 which had only the employee and the premium for plan 14471 which included family members would be paid out of pocket. The Clerk confirmed that they would.

The Mayor said that first the council had to ratify the actions taken previously, and define the benefits going forward and whether the town could afford it. He added that he has had extensive conversations with the HR attorney and Kim Greene from Brown & Brown, the agent for Florida Blue. The attorney had stated that it was not necessary to have a policy and that council could just say that it would offer health insurance coverage and that this is the plan offered as it had in the past.

When the second plan was added in 2018 it became unclear as to what the benefit was that the town was offering. The Mayor said that he liked some of the provisions in the recommended policy to have a workshop in May each year to decide what was going to be offered for the coming year.

Chief Hoagland wanted to move forward to make plan 14002 the base plan which was his proposal that was tabled from the last meeting. He added that as his officers were in a high risk category, the insurance provided should reflect that risk. He said that his officers were unanimously in favor of plan 14002.

When asked by Councilwoman Sikkema, the Clerk stated that to move all employees to plan 14002 from plan 14052 would be an additional \$4,995 on top of the \$7,000 increase in the renewal premium for plan 14052. If only the police department employees went on to the plan and other employee's stayed on plan 14052, the reduction would be around \$1,100.

The Mayor stated that whatever they did going forward in terms of the plan coverage and monetary benefit, whether family members would be allowed on the policy and at what rate, should be clearly defined and put into the policy. He said that an argument could be made for each option that could be proposed.

Councilman Teeters suggested that an average be taken of all the individual premiums (\$900) and that is the benefit given to each employee. Councilwoman Sikkema disagreed as this penalized people for being older. The Mayor wanted to provide a benefit which did not discriminate on age particularly in the hiring process, so that the potential employee would get the same benefit irrespective of their age. He added that this is what we are doing now and didn't want to shift from that. Everyone should be offered the same benefit.

Two options were discussed, one to increase the coverage to plan 14002 and the town fund the increase or the employee has the option to trade up to the better plan and pay the additional premium out-of-pocket. The Chief stated that the council had just approved to give the garbage company \$8,000 when they asked for it and the additional cost for health insurance was only \$5,000 if all the employees were to go onto the same plan. His question is which is more important.

If council desires to only give the better plan to the police officers as Councilman Teeters was proposing, then the increase would be less than \$4,000. The Clerk advised however that all the conversations with the attorney and the rep from Florida Blue had said that within a group plan, all participants must be treated the same unless there is a specific policy in place. At this moment there is no policy in place.

With this Councilman Teeters was okay with giving the increase to everyone. This would be funded to the end of the fiscal year from the additional amount in the budget for July to September, plus the savings on Ofc. McDonald who left at the end of May and replaced by Ofc. Tisdell who is on a sixty-day wait period for health insurance.

The Mayor asked Councilman Teeters to outline his plan. He proposed putting the police officers on the new plan 14002, with Wells and Capraun staying on their existing plan 14471, but with the financial benefit of plan 14002. The town would pay the additional \$5,000 per year premium for this year. In future years, the plans would be reviewed in May, ahead of the July renewal. The Clerk said that this could be achieved by amending the three motions recommended by the attorney to replace plan 14052 with 14002.

At 8:04 pm, the Mayor called a recess. The meeting reconvened at 8:20 pm. On return, the Mayor asked if there were any motions that the council wanted to make. Councilman Teeters stated that they did and Councilwoman Sikkema made the following three motions.

MOTION by Councilwoman Sikkema to adopt 14002 and 14471 healthcare plan options for the 2022-23 plan year and ratify all actions taken by town staff regarding the insurance plans previously selected and implemented; SECONDED by Councilwoman Issartel

A Roll Call vote was taken.

Issartel	YES
Teeters	YES
Sikkema	YES
Mack	NO

MOTION CARRIED 3-1

MOTION by Councilwoman Sikkema to adopt the healthcare insurance plan options beginning in 2023 as set forth in section #2 above(Recommended Process Beginning in 2023 of the policy recommended by the attorney); SECONDED by Councilman Teeters

A Roll Call vote was taken.

Issartel	YES
Teeters	YES
Sikkema	YES
Mack	NO

MOTION CARRIED 3-1

MOTION by Councilwoman Sikkema that the town pay the full premium for plan 14002 and adopt the policy for health insurance set out in Section #3 (Recommended Policy for Group Health Insurance recommended by the attorney); SECONDED by Councilman Teeters

A Roll Call vote was taken.

Issartel	YES
Teeters	YES
Sikkema	YES
Mack	NO

MOTION CARRIED 3-1

ADJOURNMENT

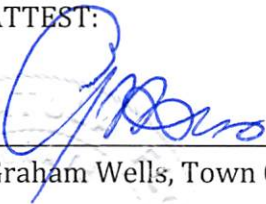
There being no further business the Mayor adjourned the meeting at 8:25pm.

Respectfully submitted,



Mitchell Mack, Mayor

ATTEST:



Graham Wells, Town Clerk

