

**CITY OF MARSHALL
WORK SESSION
MINUTES
Tuesday, October 13, 2020**

The work session of the Common Council of the City of Marshall was held October 13, 2020, at the Minnesota Emergency Response and Industrial Training (MERIT) Center, 1001 West Erie Road. The meeting was called to order at 4:00 P.M. by Mayor Robert Byrnes. In addition to Byrnes the following members were in attendance: Craig Schafer, Steven Meister, Glenn Bayerkohler, John DeCramer, Russ Labat and James Lozinski. Absent: None. Staff present included: Sharon Hanson, City Administrator; Sheila Dubs, Human Resource Manager; Laura Wing, Payroll/ Benefit Specialist; Jasmine DeSmet, Training Facility Coordinator and Kyle Box, City Clerk.

2021 Health Insurance Renewal with PEIP

Last year, the Council approved a transition in carriers to PEIP (Public Employees Insurance Program). The transition to PEIP required a 2-year commitment with no rate guarantee in the 2nd year.

While the overall pool renewal is 9.7%, the City of Marshall is being “slotted” (underwriters’ analysis) for the first time into the pool, which resulted in a favorable lower renewal, at 6.60% for single plans and 6.66% for family plans on the Advantage H.S.A. Option plan. The City does not offer Dental or Life plans through PEIP. Last year, our rates from PEIP reflected a 6.3% increase over the prior year. This renewal for 2021 reflects a generally stable rate.

Staff projected a budget increase of \$106,670 for the 2021 budget. However, the renewal rates are lower than anticipated at a projected budget increase of \$86,839.16. The projections are based on current plan selection by employees.

Open enrollment information:

PEIP delayed sending out renewal rates by one month this year due to the COVID-19 pandemic. Due to this delay, the timing for the employee open enrollment period is impacted. Staff will be requesting that the Council consider approval of the cost-share option at the regularly scheduled Council meeting being held on the same evening, October 13th. However, should the Council choose to want additional time, a decision would then need to be made at the October 27th regular meeting and the employee open enrollment period would begin immediately thereafter, on October 28th. All renewal information and employee changes are required to be submitted to PEIP by November 12th. To comply with pandemic social distancing laws and guidelines, our employee open enrollment will include in-person and virtual visits with our benefit carriers by appointment.

Human Resource Manager Sheila Dubs presented the background information on the agenda item and introduced Bill Chukuske Insurance Services the City of Marshall’s Broker for health insurance. Mr. Chukuske reviewed the insurance 2021 insurance rates for PEIP and the City of Marshall.

Adjourn

At 4:34 P.M., Mayor Byrnes adjourned the meeting.

Mayor

Attest:

City Clerk