



AGENDA

City Council Meeting Municipal Court Building, 540 Civic Blvd June 20, 2023 at 6:00 PM

Matt Russell, Mayor
Eric Gerke, Ward I
Garry Wilson, Ward II
Christopher Updike, Ward III

Eric Franklin, Ward I
Gerry Pool, Ward II
Brandon Self, Ward III
Clint Gerlek, Ward IV

Call Meeting to Order

Opening Prayer

Pledge of Allegiance

Citizen Participation

Consent Agenda

- [1.](#) Approve June 6, 2023 City Council Minutes.
- [2.](#) Approve June 6, 2023 City Council Work Session Minutes.

Board, Commission, and Committee Schedule

Board of Adjustment Meeting-Cancelled	July 6, 2023
Planning & Zoning Meeting	July 10, 2023
City Council Meeting	July 18, 2023
Board of Adjustment Meeting	August 3, 2023

Old Business and Tabled Items

- [3.](#) 23-17 An Ordinance of the City Council Approving Execution of an Amendment to The Developer Agreement with Republic 63, LLC for the Continued Development of the Hankins Farm Planned Development District.
- [4.](#) 23-18 An Ordinance of the City Council Approving the Execution of an Intergovernmental Cooperation Agreement with the Republic R-III School District to Share the Cost of Professional Emergency Operations Services Provided by AARC Consultants, LLC.

New Business (First Reading of Ordinances)

- [5.](#) 23-19 An Ordinance of the City Council Approving Amendment of the Zoning Classification of Approximately Seventeen Point One-Nine (17.19) Acres of Real Property Located at 3020 North York Avenue, from Agricultural (AG) to Heavy Industrial (M-2).
- [6.](#) 23-20 An Ordinance of the City Council Approving the Final Plat of the Stone Creek Falls Phase One Subdivision.

Other Business (Resolutions)

- [7.](#) 23-R-36 A Resolution of the City Council Authorizing the City Administrator to Negotiate and Enter into an Agreement with Ollis/Akers/Arney Insurance & Business Advisors for Provision of Insurance Brokerage and Consultant Services.
- [8.](#) 23-R-37 A Resolution of the City Council Approving the Independent Audit Report for the Fiscal Year Ending December 31, 2022.
- [9.](#) 23-R-38 A Resolution of the City Council Authorizing the City Administrator to Enter into an Agreement with Midwest Public Risk for Property and Liability Insurance for the Fiscal Year 2023-2024.

Individuals addressing the Council are asked to step to the microphone and clearly state their name and address before speaking. In accordance with ADA guidelines, if you need special accommodations to attend any city meeting, please notify the City Clerk's Office at 417-732-3101 at least three days prior to the scheduled meeting. **All meetings are recorded for public viewing.**

Reports from Staff

Executive Session: *No further action, other than announcing adjournment by the Mayor, shall take place after an Executive Session that is scheduled as the last matter on the Agenda unless otherwise stated on the Agenda or as allowed per RSMo. 610.02.*

1. RSMo 610.021.1 Pending and/or potential litigation. Closed session. Closed vote. Closed record.
2. RSMo 610.021.2 Real estate acquisition. Closed session. Closed vote. Closed record.
3. RSMo 610.021.3 Hiring, firing, promotion, or disciplining personnel. Closed session. Closed vote. Closed record.
4. RSMo 610.021.13 Individually identifiable personnel records, performance ratings or records pertaining to employees. Closed session. Closed vote. Closed record.

Adjournment



Matt Russell, Mayor
Eric Gerke, Ward I
Garry Wilson, Ward II
Christopher Updike, Ward III

Eric Franklin, Ward I
Gerry Pool, Ward II
Brandon Self, Ward III
Clint Gerlek, Ward IV

MINUTES
City Council Meeting
Municipal Court Building, 540 Civic Blvd
June 06, 2023 at 6:00 PM

Call Meeting to Order

The regular session meeting of the City Council of the City of Republic, Greene County, Missouri, was called to order by Mayor Matt Russell at 6:00 p.m. Council Members present included Eric Franklin, Garry Wilson, Eric Gerke, Chris Updike, Brandon Self, and Clint Gerlek. Others in attendance were: City Administrator David Cameron, Deputy City Administrator Andrew Nelson, City Attorney Megan McCullough, BUILDS Administrator Karen Haynes, Police Major Jamie Burks, Principal Planner Chris Tabor, Assistant Parks and Recreation Director Jennafer Mayfield, Athletics Administrator Garrett Cline, Assistant BUILDS Administrator Garrett Brickner, Fire Chief Duane Compton, Chief of Staff Lisa Addington, Assistant City Administrator/Parks and Recreation Director Jared Keeling, HR Coordinator Rachel Reich-Graef, Data and Security Supervisor Michael Sallee, Executive Assistant Jordan Furnas, City Clerk Laura Burbridge, Finance Director Bob Ford, and IT Director Chris Crosby.

Opening Prayer

Opening prayer was led by City Administrator David Cameron.

Pledge of Allegiance

The Pledge of Allegiance was led by Mayor Matt Russell.

Citizen Participation

Mayor Russell opened citizen participation at 6:00 p.m. Mayor Russell closed citizen participation at 6:01 p.m.

Consent Agenda

Motion was made by Council Member Updike and seconded by Council Member Self to approve the consent agenda. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried.

1. Approve May 16, 2023 City Council Minutes.
2. Approve May Vendor List.
3. Approve Utility Billing Adjustments.

Board, Commission, and Committee Schedule

Planning & Zoning Meeting	June 12, 2023
City Council Meeting	June 20, 2023
Board of Adjustment Meeting	July 6, 2023
Planning & Zoning Meeting	July 10, 2023
City Council Meeting	July 18, 2023

Old Business and Tabled Items

4. **23-16 An Ordinance of the City Council Approving Amendment of the Zoning Classification of Approximately One Point Two Eight (1.28) Acres of Real Property Located at 1358 E. U.S. Highway 60, from Local Commercial District (C-1) and General Commercial District (C-2) to General Commercial District (C-2).**

Motion was made by Council Member Wilson and seconded by Council Member Franklin to have the second reading of Bill 23-16 by title only. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried. Chris Tabor was available to answer questions. Council Member Updike motioned for the passage of Bill 23-16. Council Member Franklin seconded. A roll call vote was taken digitally. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried.

New Business (First Reading of Ordinances)

5. **23-17 An Ordinance of the City Council Approving Execution of an Amendment to The Developer Agreement with Republic 63, LLC for the Continued Development of the Hankins Farm Planned Development District.**

Motion was made by Council Member Updike and seconded by Council Member Franklin to have the first reading of Bill 23-17 by title only. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried. Garrett Brickner provided an overview of the bill. Mayor Russell reminded Council that this is a first read and to get with staff prior to the next meeting with any questions.

6. **23-18 An Ordinance of the City Council Approving the Execution of an Intergovernmental Cooperation Agreement with the Republic R-III School District to Share the Cost of Professional Emergency Operations Services Provided by AARC Consultants, LLC.**

Motion was made by Council Member Wilson and seconded by Council Member Self to have the first reading of Bill 23-18 by title only. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried. Andrew Nelson provided an overview of the bill. Mayor Russell reminded Council that this is a first read and to get with staff prior to the next meeting with any questions.

Other Business (Resolutions)

7. **23-R-33 A Resolution of the City Council Authorizing Execution of Memorandum of Understanding with Republic R-III School District for the City's Use of a District Bus to Accommodate Parks and Recreation Summer Events.**

Motion was made by Council Member Wilson and seconded by Council Member Updike to approve Resolution 23-R-33. Jennafer Mayfield provided an overview of the Resolution. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried.

8. **23-R-34 A Resolution of the City Council Authorizing Execution of an Agreement with AARC Consultants, LLC for Professional Services to Assess the City's Emergency Preparedness and Assist with Implementation of a Comprehensive Emergency Operations Plan.**

Motion was made by Council Member Self and seconded by Council Member Updike to approve Resolution 23-R-34. Duane Compton provided an overview of the Resolution. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried.

9. **23-R-35 A Resolution of the City Council Authorizing the Negotiation and Execution of an Agreement with Questica at Carahsoft for Compatible Data Processing Software to Assist the Finance Department with Budgeting and Forecasting.**

Motion was made by Council Member Wilson and seconded by Council Member Franklin to approve Resolution 23-R-35. Bob Ford provided an overview of the Resolution. The vote was 6 Aye-Franklin, Gerke, Gerlek, Self, Updike, and Wilson. 0 Nay. Motion Carried.

Presentation and Discussion of Sustainability Initiative

10. Council Member Updike's Sustainability Initiative.

Council Member Updike presented his initiative on sustainability. Council Members asked questions of the initiative. The Mayor and Council requested Council Member Updike gauge citizen interest and return to the Mayor to request a committee once interest is confirmed. Mayor Russell noted he would have it added to the agenda for a vote after confirmation of interest.

Reports from Staff

City Administrator David Cameron thanked Bob Ford for the great job in the budget software selection, noting we have been talking about a financial dashboard for several years. Mr. Cameron mentioned the transparency portal we used to have on the website but reported it didn't get updated. Mr. Cameron emphasized that just because an item is not budgeted doesn't mean you have to wait until January to pursue it. Mr. Cameron added he loves that Bob went to Christian County to vet their software and that this software updates every night while providing real time answers to questions. Mr. Cameron shared his appreciation for the work done.

City Administrator David Cameron thanked Jennafer Mayfield, Jared Keeling, Andrew Nelson, Chief Compton, Major Burks, Chief Sells, and Mayor Russell for the work done with the School District. Mr. Cameron reported he has asked three times for a tabletop train derailment scenario. Mr. Cameron noted our EOC is top notch but hasn't been updated in years. While staff could have done an update, the school and city got together after recent school shootings across the country to collaborate and make an action plan. Mr. Cameron noted that handling a scene like that with all the emotions involved requires a good plan. Mr. Cameron added he loves that the Mayor's passion led us to this tonight.

City Administrator David Cameron encouraged everyone to take a drive down Highway 174 to see the sandblasting and painting of the water tower near Animal Control. Mr. Cameron shared his appreciation for the staff pursuing this project with ARPA funds. Mr. Cameron also reported we closed the property on Mill Street, adding after the \$11,000 of work we did to clean it up, we were able to sell it for \$27,005. We also closed on the new Fire Station #3 property near the BUILDS building.

City Administrator David Cameron reported the RBI board gave their final presentation, noting James Strathdee has been our representation since it turned technical. He will likely be coming to present that information to the community in the future as we continue to evaluate the project. Mr. Cameron noted we have had several people approaching us recently, wanting to install internet into our community. Mr. Cameron added they have access to our right of way and there is potential for multiple companies to install fiber in town, causing more disruption to numerous properties.

City Administrator David Cameron mentioned the recent workshop about GIS and commended Josh Jones and Chris Tabor for the work on it, noting Chris created Permitron. Mr. Cameron also acknowledged Chris Crosby for creating a city calendar for staff to utilize for standard procedure timeline documentation on our SharePoint, as well as a digital directory of every staff member with photos. Mr. Cameron noted these are great resources and he loves how staff utilizes technology to make us faster, better, and stronger.

Council Member Self thanked Karen Haynes for taking his calls, Andrew Nelson for making a couple outbound calls, and Garrett Brickner for the email reply.

Council Member Franklin thanked Council Member Updike for presenting his Sustainability Initiative. Mr. Franklin reported this morning he got to visit the Priebe family's house and write inspirational messages on his walls. The Priebe family has been an inspiration in Republic with their strength. Mr. Franklin

reported he got to see every player and hear from the source himself. Mr. Franklin thanked everyone that rises to the challenges as they have done.

Council Member Gerke thanked Mr. Ford for the time spent on the budgeting software. Mr. Gerke noted the project trackers on the website are great as well.

City Administrator David Cameron notified everyone that on Thursday June 15th from 5:30-7:30, we are having our first neighboring pop up. People from the city will be present and getting connected with the community more.

Mayor Russell noted it is amazing what is going on at the Aquatics Center. Mayor Russell noted he drives by every day, and it is going quickly. He asked Jared Keeling how it is going with the construction. Mr. Keeling reported Branco is doing a great job. Mayor Russell asked Garrett Brickner how the roundabout was going. Mr. Brickner reported it is going well and the road was torn up on the first day. Mayor Russell asked how things were going with the neighbors. Mr. Brickner reported only a couple calls about people turning around in driveways, which led to some changes to correct it. Mr. Brickner added the Police Department got the speed trailer out along with our slow signs. Mayor Russell noted David Cameron presenting about the April election in the workshop preceding the regular meeting and noted we are planning now as it is not as easy as it looks. Mayor Russell noted for anyone that didn't watch it, the video is on You Tube showing what you can run for and how you can run. Mayor Russell encouraged those interested to run for office.

Adjournment

Mayor Russell adjourned the meeting at 7:08 p.m.

ATTEST:

Laura Burbridge, City Clerk

Matt Russell, Mayor



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Eric Gerke, Ward I
Garry Wilson, Ward II
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Eric Franklin, Ward I
Gerry Pool, Ward II
Brandon Self, Ward III
Clint Gerlek, Ward IV

MINUTES
City Council Work Session
Municipal Court Building, 540 Civic Blvd
June 06, 2023 at 5:00 PM

Call Meeting to Order

The work session meeting of the City Council of the City of Republic, Greene County, Missouri, was called to order by Mayor Matt Russell at 5:00 p.m. Council Members present included Eric Franklin, Garry Wilson, Eric Gerke, Chris Updike, Brandon Self, and Clint Gerlek. Others in attendance were: City Administrator David Cameron, Deputy City Administrator Andrew Nelson, City Attorney Megan McCullough, BUILDS Administrator Karen Haynes, Police Major Jamie Burks, Principal Planner Chris Tabor, Assistant Parks and Recreation Director Jennafer Mayfield, Athletics Administrator Garrett Cline, Assistant BUILDS Administrator Garrett Brickner, Fire Chief Duane Compton, Chief of Staff Lisa Addington, Assistant City Administrator/Parks and Recreation Director Jared Keeling, HR Coordinator Rachel Reich-Graef, Data and Security Supervisor Michael Sallee, Executive Assistant Jordan Furnas, City Clerk Laura Burbridge, Finance Director Bob Ford, and IT Director Chris Crosby.

Municipal Election Presentation

David Cameron presented information regarding the 2024 Election Schedule and procedure and answered questions from Council.

Adjournment

Mayor Russell adjourned the meeting at 5:22 p.m.

ATTEST:

Laura Burbridge, City Clerk

Matt Russell, Mayor



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-17 An Ordinance of the City Council Approving Execution of an Amendment to The Developer Agreement with Republic 63, LLC for the Continued Development of the Hankins Farm Planned Development District.

Submitted By: Garrett Brickner, Assistant BUILDS Administrator

Date: June 20, 2023

Issue Statement

Authorizing Amendment 1 of the Hankins Development Agreement.

Discussion and/or Analysis

The original developer agreement included reimbursement for installation of sanitary sewer infrastructure. As the lift station improvement was part of the City of Republic's Master Plan CIP #8, the city would be responsible for relocating the lift station and all sanitary improvements involved in the relocation. Because the city would be doing most of the work through our contractor, it was decided to have this contractor do all the sanitary sewer upgrades at Hankins at one time.

Because these improvements were already part of the city's master plan, it is appropriate for the cost of those expenses to be funded by the city and not billed to the developer. This amendment removes the cost of the additional contracted work for CIP #8 from the developer agreement.

Recommended Action

Staff recommends approval.

**AN ORDINANCE OF THE CITY COUNCIL APPROVING EXECUTION OF AN AMENDMENT TO THE
DEVELOPER AGREEMENT WITH REPUBLIC 63, LLC FOR THE CONTINUED DEVELOPMENT OF THE
HANKINS FARM PLANNED DEVELOPMENT DISTRICT**

WHEREAS, the City of Republic, Missouri, (“City” or “Republic”) is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, Republic 63, LLC (“Developer”) is the owner and developer of real property located at 2561 South State Highway MM in Republic, Missouri, known as the Hankins Farm Business Park (“Property”); and

WHEREAS, pursuant to the PDD Development Plan for the Property, previously approved by City Council via Ordinance 22-07, Developer is currently developing the Property for future industrial purposes and use; and

WHEREAS, in or around November 2021, the City entered into a developer agreement with Developer, which the Council approved by Ordinance No. 21-68; and

WHEREAS, upon expiration of the initial agreement, the City entered into a new developer agreement with Developer, which the Council approved by Ordinance No. 22-47; and

WHEREAS, the current developer agreement (“Developer Agreement”) specifies that the City will pay for sanitary sewer improvements on the Property and be reimbursed for the same by the Developer; and

WHEREAS, pursuant to the Developer Agreement, the City completed the sanitary sewer improvement infrastructure on the Property and received reimbursement from Developer for the same; and

WHEREAS, in the course of performing its obligations under the Developer Agreement, the City determined that the sanitary sewer improvements made to the Property fell within the scope of Capital Improvement Project (CIP) #8 (the relocation of the Brookline Lift Station), for which the City had already budgeted using the City’s funds, and for which ARPA funds were additionally available; and

WHEREAS, the Parties mutually agree that the City (as opposed to Developer) is the appropriate party to bear the cost of the sanitary sewer improvements as they were part and parcel of the City’s own budgeted and approved capital improvement plan; and

WHEREAS, the City wishes to amend the Developer Agreement to reflect the changes described herein above as to the City being the responsible party for costs of the sanitary sewer improvements, which, with approval from Council via this Ordinance, will authorize the City to return the funds previously paid to the City as reimbursement by Developer for the sanitary sewer improvements; and

WHEREAS, the Council finds the First Amendment to the Developer Agreement is appropriate and necessary to reflect the terms of the agreement between the City and Developer as to payment for the sanitary sewer improvements.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

- Section 1:** The City Administrator or his/her designee, on behalf of the City, is authorized to execute an Amendment to the Developer Agreement with Republic 63, LLC for the public improvements referenced herein, in substantially the same form as "Attachment 1" to this Ordinance.
- Section 2:** The City Administrator, or his/her designee, on behalf of the City, is authorized to take the necessary steps to execute this Ordinance.
- Section 3:** The WHEREAS clauses above are specifically incorporated herein by reference.
- Section 4:** The provisions of this Ordinance are severable, and if any provisions hereof are declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.
- Section 5:** This Ordinance shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:



Megan McCullough, City Attorney

FIRST AMENDMENT TO DEVELOPER AGREEMENT

THIS FIRST AMENDMENT TO DEVELOPER AGREEMENT ("Amendment") is entered into by and between the City of Republic Missouri ("City") and Republic 63, LLC ("Developer") as of the latest date shown with the signatures affixed hereto below. City and Developer are sometimes referred to herein individually as the "Party" or collectively as the "Parties."

WITNESSETH:

WHEREAS, City is a municipal corporation and Charter City located in Greene County, Missouri; and

WHEREAS, Developer is a Missouri Limited Liability Company; and

WHEREAS, Developer is the owner of real property in the City of Republic located at 2561 South State Highway MM, legally described in Exhibit A to the Agreement ("Property"), and is in the process of developing the Property to accommodate commercial use and operations; and

WHEREAS, the Parties entered into a Developer Agreement ("Agreement") pursuant to which the City agreed to install certain public improvements upon the Property in exchange for agreed upon consideration from Developer; and

WHEREAS, the Parties now execute this Amendment to update the terms of payment for the City's installation of specified public improvements under the Agreement, to be consistent with the Parties' mutual understandings and agreement.

NOW, THEREFORE, the Parties agree as follows:

1. Amendments to Agreement: The Parties mutually consent to amending the Agreement in the following particulars:

Paragraph 3(c)(ii) of the Agreement is amended to read as shown below:

3. Costs of the Public Improvements:

[...]

c. Utility Public Improvements:

[...]

- ii. Sanitary Sewer Public Improvements: The City will be solely responsible for payment of costs associated with the Sanitary Sewer Improvements subject to this Agreement, includes the actual costs incurred by the City for the material expenses of the Sanitary Sewer Public Improvements, the actual expenses incurred by the City for the labor of non-City employees including contractors and subcontractors, the actual expenses incurred by the City for use of non-City owned equipment and non-City owned tools, and costs associated with utilities, transportation, taxes owed by the (including local, state and

federal), compliance with public works laws and regulations, and all other services and facilities used to complete the Sanitary Sewer Public Improvements pursuant to this Agreement. Any funds previously remitted by Developer to City for payment of the costs associated with the Sanitary Sewer Public Improvements subject to this Agreement shall be returned by City to Developer within a reasonable time following execution of this Amendment, but in no event later than ten (10) days from such execution.

[...]

2. **No Other Modification:** Except as expressly modified as set forth in Paragraph 1 of this Amendment, all other terms and conditions of the Agreement shall remain unchanged and in full force and effect without modification.

3. **Whereas Clauses:** The “Whereas” clauses stated above are expressly incorporated herein by reference as though fully set forth at length.

IN WITNESS WHEREOF, the Parties have caused this Agreement to be executed as of the last date shown for the Parties’ signatures below.

REPUBLIC 63, LLC

CITY OF REPUBLIC

Name/Title: _____

Date: _____

David Cameron, City Administrator

Date: _____

Attest:

Laura Burbridge, City Clerk

Date: _____

Approved as to Form:

Megan McCullough, City Attorney

Date: _____



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-18 An Ordinance of the City Council Approving the Execution of an Intergovernmental Cooperation Agreement with the Republic R-III School District to Share the Cost of Professional Emergency Operations Services Provided by AARC Consultants, LLC.

Submitted By: Duane Compton/Megan McCullough

Date: June 20, 2023

Issue Statement

Authorization for the City Administrator to enter into an Intergovernmental Agreement with Republic Schools for a cost share to develop an Emergency Preparedness Assessment, an Emergency Operations Plan (EOP) Update, and training the staff.

Discussion and/or Analysis

The Republic School District has agreed to pay 50% of the expenses for the AARC services to develop a city-wide emergency operations plan.

The AARC Team will provide an array of services that meet the City's needs for enhancing the existing base EOP with the most current and innovative practices. Overall assessment of the City's preparedness for emergencies will cost \$30,250. Evaluation and Update of City's current EOP will cost \$49,500. The subsequent training program will cost \$24,050. The total cost is \$103,800, with the City's share totaling \$51,900.00.

Recommended Action

Staff recommends approval.

AN ORDINANCE OF THE CITY COUNCIL APPROVING THE EXECUTION OF AN INTERGOVERNMENTAL COOPERATION AGREEMENT WITH THE REPUBLIC R-III SCHOOL DISTRICT TO SHARE THE COST OF PROFESSIONAL EMERGENCY OPERATIONS SERVICES PROVIDED BY AARC CONSULTANTS, LLC

WHEREAS, the City of Republic, Missouri, (“City” or “Republic”) is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, the City and the Republic R-III School District (“School District”) desire to partner with each other on obtaining professional services to evaluate and improve the emergency preparedness of the City and School District, both individually and together as a whole, by, among other things, developing a cohesive, comprehensive emergency operations plan (“EOP”) (collectively, “the Services”); and

WHEREAS, the City issued a Request for Qualifications (“RFQ”) for the Services in November of 2022, and received three responses to the RFQ; and

WHEREAS, of the three submissions in response to the RFQ, AARC Consultants, LLC (“AARC”) was determined to be the most qualified respondent to provide the Services; and

WHEREAS, the City and School District wish to execute a contract with AARC for the Services, the cost of which they have agreed to share equally between them (50% of the total cost allocated to the City and 50% of the total cost allocated to the School District); and

WHEREAS, the development and execution of a comprehensive EOP to be followed in the event of a public safety emergency at any one of the public facilities owned (or operated) by either the City or the School District will help to ensure the overall safety and wellness of the City’s residents, youth, students, and guests, in accordance with the provisions of § 70.220, RSMo. permitting cooperative agreements between governmental entities; and

WHEREAS, the Council finds that an Intergovernmental Cooperation Agreement with the School District to share the cost of the Services is in the City’s best interest as it will provide comprehensive, up-to-date emergency response protocols with cohesion between the City and School District, designed to maximize the safety and security of the City’s residents, students and guests.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

Section 1: The City Administrator or his/her designee, on behalf of the City, is authorized to enter into an Intergovernmental Cooperation Agreement with the Republic R-III School District to share equally in the total cost of professional emergency operations services to be provided by AARC Consultants, LLC, said agreement to be in substantially the same form as that attached to this Ordinance as “Attachment 1.”

Section 2: The City Administrator, or his/her designee, on behalf of the City, is authorized to take the necessary steps to execute this Ordinance.

Section 3: The WHEREAS clauses above are specifically incorporated herein by reference.

Section 4: The provisions of this Ordinance are severable, and if any provisions hereof are declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.

Section 5: This Ordinance shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:



Megan McCullough, City Attorney

Final Passage and Vote:

**INTERGOVERNMENTAL COOPERATIVE AGREEMENT –
COST SHARING FOR SERVICES PROVIDED BY AARC CONSULTANTS, LLC**

THIS INTERGOVERNMENTAL COOPERATIVE Agreement (“Agreement”) is to facilitate cooperative action by and between the City of Republic, Missouri, a municipal corporation and home rule Charter City located in Greene County, Missouri (“Republic” and/or “City”), and the Green County Reorganized School District No. 3, also known as the Republic R-III School District (the “District”) regarding agreed upon cost apportionments for the services being provided by AARC Consultants, LLC to the City and District in connection with evaluation, development and improvement of the City’s and the District’s emergency preparedness. The City and the District are referred to together herein as “the Parties.”

WHEREAS, Section 70.220, RSMo., authorizes intergovernmental agreements between political subdivisions pursuant to which such entities may cooperate with each other regarding the planning, development, construction, acquisition, or operation of public improvements or facilities; and

WHEREAS, the Parties are each political subdivisions in the State of Missouri who own and/or operate public facilities located in the City of Republic, Missouri;

WHEREAS, the Parties are each responsible for ensuring the safety of patrons and other visitors in or around the public facilities they own and/or operate, which includes, among other things, executing a fast and effective response to public emergencies through proper execution of emergency operations plans and other emergency response protocols; and

WHEREAS, the Parties have recognized the opportunity to partner on the development and execution of a comprehensive emergency operations plan (EOP) to be followed in the event of a public safety emergency at any one or more of the public facilities owned and/or operated by either of the Parties, benefiting the overall safety and wellness of the City’s residents, youth, students, and guests, in accordance with § 70.220, RSMo.; and

WHEREAS, the Parties have entered into an agreement (“AARC Services Agreement”) with AARC Consultants, LLC (“AARC” and/or “Service Provider”) for the provision of services relating to the Parties’ emergency response operations, specifically including the assessment of the Parties’ emergency preparedness, evaluation of the Parties’ current Emergency Operations Plan(s) (EOPs) or other adopted procedures, assistance with the development of a comprehensive EOP and assistance with training the Parties’ respective personnel who would be called upon to implement the EOP in the event of an emergency (“the Services”); and

WHEREAS, the Parties wish to share the costs for the Services provided to the Parties under the AARC Services Agreement; and

NOW THEREFORE, in consideration of the mutual covenants, promises and representations in this Agreement, the Parties agree as follows:

1. **Ability to Contract.** City represents and warrants that it has the ability to enter into this Agreement and to fulfill all terms contained herein. District represents and warrants that it has the ability to enter into this Agreement and to fulfill all terms contained herein.

2. **Termination of this Agreement.** The Parties have the right to cancel this Agreement at any time for breach of contractual obligations or for convenience by providing written notice.

3. **Allocation of Cost Sharing and Payments to AARC.** The Parties agree to share in the costs and expenses incurred under the AARC Services Agreement in the following percentage allocations:

The City	50% of total incurred
The District	50% of total incurred

The above-identified shares shall apply to all fees, costs and expenses incurred for the AARC Services, as detailed in Sections 5, 6 and 9 of the AARC Services Agreement. The Parties shall each, on its own, be responsible for ensuring timely payment per Section 7.1 of the AARC Services Agreement of its respective 50% share of each invoice provided by AARC by making payment directly to AARC in an accepted form of payment and otherwise in accord with all other terms of the invoice and the AARC Services Agreement. Payments of invoices submitted by AARC shall become due in thirty (30) days pursuant to Section 7.1 of the AARC Services Agreement. In the event either the City or the District fails to make timely payment to AARC under the AARC Services Agreement and AARC imposes a penalty or other fee for such failure, the Party who failed to make payment shall bear the full cost of such penalty or other fee without regard for the division of responsibility set forth herein above.

4. **Tax Consequences.** No warranty or representation of any kind as to the tax consequences, potential or actual, if any, is made by or between the Parties under this Agreement or in connection with this Agreement.

5. **Duration of Agreement.** This Agreement shall endure for the entire time period during which services are being provided under the AARC Services Agreement and through final payment of any and all amounts due and owing under the AARC Services Agreement. Once final payment is made under the AARC Services Agreement, this Agreement shall terminate as completed.

6. **Parties are Separate Entities.** The Parties to this Agreement are each separate and independent political subdivisions of the State of Missouri, and as such, each retain their own identity and each is responsible for its own policies and activities. This Agreement shall not be construed as creating a joint venture between the Parties.

7. **Public Entity Immunity.** The Parties both preserve all immunities, sovereign, governmental and otherwise, recognized by law. Nothing in this Agreement or any transactions under this Agreement shall be construed or deemed in any way as a waiver of sovereign immunity or governmental immunity recognized under common law, state law, ordinances, regulations, the Missouri Constitution, or the United States Constitution, including but not limited to § 537.600 RSMo., *et seq.* The provision of any insurance pursuant to this paragraph, whether such insurance does or does not afford coverage to City or to District for any claim arising from or out of this Agreement or performance thereunder, shall not constitute a waiver of any defense or immunity available to the District or the City.

8. **Law and Venue.** This Agreement shall be governed by the laws of the State of Missouri. Any lawsuit, claim, or other action filed by or against one or both of the Parties to this Agreement relating in any way to the interpretation of this Agreement or to the exercise of rights and/or duties under this Agreement, shall have proper venue solely in the Circuit Court of Greene County, Missouri.

9. **Assignment.** Neither party may assign their rights or obligations under this Agreement without the prior written consent of the other party.

10. **Severability.** A determination by a court of competent jurisdiction or other authoritative decision-making body that any clause, sentence, paragraph, section, or part of this Agreement is unconstitutional, invalid or otherwise unenforceable shall not affect in any way the validity or enforceability of the remaining clauses, sentences, paragraphs, sections or parts of this Agreement.

11. **Entire Agreement.** This Agreement constitutes the entire agreement between the Parties hereto and there are no other understandings, written or oral, relating to the subject matter hereof, and may not be changed, modified or amended, in whole or in part, except in writing signed by the Parties.

12. **Headings.** The headings formatted in bold herein are merely for purposes of convenience and reference only, and do not constitute material terms of this Agreement.

13. **Incorporation of Whereas Clauses.** The "WHEREAS" clauses in this Agreement above are incorporated into this paragraph by reference as though fully set forth at length herein and form a material part of this Agreement.

14. **No Employment Relationship.** This Agreement shall not be construed to create any employment or agent relationship of any kind, nor shall it be construed as an agreement for the benefit of any third party, and no individual shall be entitled by virtue of this Agreement to any wages or employment benefits or compensation of any kind, including any pursuant to any employment law liability theory, such as, but not limited to: the Fair Wage and Labor Standards Act of 1938, and as subsequently amended, all Missouri statutory laws, including Workers' Compensation, or common law.

15. **No Discrimination.** The Parties shall not discriminate against any employee or participant in the performance of the duties, responsibilities, and obligations under this Agreement because of race, color, religion, gender, age, marital status, disability, political or religious beliefs, national or ethnic origin.

16. **Execution.** The Parties agree that signatures transmitted by facsimile or scanned and emailed shall have the legal effect of original signatures. In addition to facsimile or scanned and email signatures, this Agreement may be executed by the Parties in accordance with the applicable version of the Uniform Electronic Transactions Act ("UETA") and the Electronic Signatures in Global and National Commerce Act ("ESIGN"). The Parties hereto consent to conduct transactions by electronic means to the extent practicable and hereby affirmatively consent to use electronic records to memorialize and execute this Agreement and any alterations thereto. At the request of any party, the Parties shall promptly exchange executed original counterparts of this Agreement or any amendment. Regardless of the method of delivery of executed documents, the County and the City can only execute such to the extent authorized by law, and regardless of any expressed opinion, representation, writing, or signature, by any individual or entity purporting to act on behalf of the County or the City, execution of the Agreement and any addendum can only be done as authorized by each Party's respective governing body, either directly or through their duly authorized agent of record.

17. **No Assignments Without Consent.** This Agreement may not be assigned by any Party without the prior written consent of the other Party.

18. **Public Entity and Officer Immunity and Defenses.** In no event shall the language or requirements of this Agreement constitute or be construed as a waiver or limitation of any rights

or defenses with regard to applicable sovereign, governmental, official, or any individual immunities and any other protections or defenses as provided by federal and state constitutions, statutes, and laws. The procurement and maintenance of insurance shall not be construed as waiving any such defense otherwise available.

19. **Limitation of Damages.** Nothing in this Agreement shall be construed to create any liability on behalf of the City or the District for any direct, special, indirect, liquidated, consequential damages, or attorney fees.

20. **Contingent Upon Funds and Approval.** This Agreement is expressly contingent and conditioned upon the following: (1) the allocation of sufficient funds for City to use toward its obligations under this Agreement, (2) the allocation of sufficient funds for District to use toward its obligations under this Agreement, (3) the express approval of the City Council for the City of Republic, Missouri, demonstrable by adopted Resolution, and (4) the express approval of the Board of Education for the District. The Parties agree to obtain approval(s) of their respective governing bodies referenced herein for the allocation of estimated funds for the sharing of costs under this Agreement, as well as any other contingencies necessary to fulfill their obligations under this Agreement, prior to or concurrent with execution of this Agreement. The Parties mutually acknowledge and agree that they have no standing or right of action against the other in the event the City or the District is unable to perform its obligations under this Agreement as a result of insufficient funds or disapproval by the Parties' respective governing bodies.

21. **Notices.** Any notice, request or demand provided for in this Agreement shall be deemed to have been given when the same shall have been personally delivered to the following offices or when notice is received after being deposited in the United States Mail, Registered or Certified, with postage thereon prepaid as follows:

To City:

City of Republic, Missouri
Attn: City Administrator
213 North Main Street
Republic, Missouri 65738

To Developer:

Republic R-III School District
Attn: Dr. Matt Pearce
636 North Main Street
Republic, MO 65738

[The remainder of this page is intentionally left blank. Signatures follow on Page 5 of 5]

IN WITNESS WHEREOF, the parties have caused this Agreement to be executed as of the day and year first above written.

Republic R-III School District**CITY OF REPUBLIC**

(Signature)

David Cameron, City Administrator

(Printed Name)

(Date)

(Title)

Attest: Laura Burbridge, City Clerk

(Date)

(Date)

Approved as to Form:

Megan McCullough, City Attorney

(Date)

AGENDA ITEM ANALYSIS

Project/Issue Name: 23-19 An Ordinance of the City Council Approving Amendment of the Zoning Classification of Approximately Seventeen Point One-Nine (17.19) Acres of Real Property Located at 3020 North York Avenue, from Agricultural (AG) to Heavy Industrial (M-2).

Submitted By: Patrick Ruiz, Associate Planner of the BUILDS Department

Date: June 20, 2023

Issue Statement

James Wade has applied to change the Zoning Classification of approximately 17.19 acres of property located at 3020 N York Ave from Agricultural (AG) to Heavy Industrial (M-2).

Discussion and/or Analysis

The property subject to this Rezoning Application consists of approximately 17.19 acres of land located at 3020 N York Ave; the property currently has two single-family dwelling units.

The following paragraphs contain brief analyses of present site conditions as well as the proposal's relationship to **adopted plans of the City**.

Consistency with the Comprehensive Plan

The City's Comprehensive Plan generally encourages the expansion of commercial and industrial development through proactive Rezoning of land at appropriate locations. Appropriate locations are described generally throughout the Plan, with regard to the **relationship of land at particular locations to infrastructure capable of supporting various intensities and densities of uses**.

- **Goal:** Support market conditions to develop a greater variety of commercial options.
- **Goal:** Support new development that is well-connected to the existing community
 - **Objective:** Encourage development that improves and expands upon existing infrastructure
 - **Objective:** Promote development aligning with current adopted plans of the City
- **Goal:** Encourage the redevelopment and integration of the former Brookline area.
 - **Objective:** Support the development of an industrial/commercial center where transportation and infrastructure exist.

The Rezoning of this parcel is consistent with City's Adopted Plans.

The general trend in the vicinity of the subject property consists of commercial and industrial uses of varying intensities along State Highway MM and Sawyer Road.

Compatibility with Surrounding Land Uses

The subject property is adjacent to General Commercial (C-2) to the South and surrounded by Medium Density Single-Family (R1-M) and Agricultural (AG) to the West along York Avenue; Light Industrial (M-1) and General Commercial (C-2) to the North along Sawyer Road.

The Heavy Industrial (M-2) Zoning District is intended to allow a wide range of commercial and industrial uses.

Capacity to Serve Potential Development and Land Use**Municipal Water and Sewer Service:**

Development of the property will require connecting to existing municipal water and sewer mains located near the property. Both an 8-inch water main and an 8-inch gravity sewer main are located on, or in adjacent right-of-way of the subject parcel. The sanitary sewer will flow from the site to the Brookline South Lift Station, McElhaney Lift Station, and Shuyler Creek Lift Station respectively before being pumped to the Wastewater Treatment Facility.

The water system, named Lift Stations, and Wastewater Treatment Facility currently have capacity to serve the intended use.

Transportation:

A Traffic Impact Study (TIS) was required for the Rezoning Application. Development of the property will require adherence to the City's Transportation Plan, Adopted Transportation Map, and improvements required by the TIS for buildout.

The TIS concludes that the highest intense use of such zoning would not cause a significant impact on the study area roadway network. In addition, public improvements are planned for York Avenue along the frontage of the site and the intersection of York Avenue and Farm Road 156 (Sawyer Road) that will allow for accommodation of trucks and transport vehicles.

Floodplain: The subject parcel **does not** contain any areas of Special Flood Hazard Area (Floodplain).

Sinkholes: The subject property **does not** contain any identified sinkholes.

Recommended Action

Staff considers the **proposed Zoning Map Amendment (Rezoning)** to be generally consistent with the **goals and objectives of the Comprehensive Plan**, consistent with the **trend of development in the vicinity of the site, compatible with surrounding land uses, and able to be adequately served by municipal facilities**. Based upon this analysis (performed without the benefit of evidence and testimony of a public hearing), **Staff recommends the approval of this application.**

AN ORDINANCE OF THE CITY COUNCIL APPROVING AMENDMENT OF THE ZONING CLASSIFICATION OF APPROXIMATELY SEVENTEEN POINT ONE-NINE (17.19) ACRES OF REAL PROPERTY LOCATED AT 3020 NORTH YORK AVENUE, FROM AGRICULTURAL (AG) TO HEAVY INDUSTRIAL (M-2)

WHEREAS, the City of Republic, Missouri, ("City" or "Republic") is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, the City's BUILDS Department received an Application for an amendment to the Zoning Code and Official Zoning Map by rezoning certain real property consisting of approximately 17.19 acres, located at 3020 North York Avenue in Republic, Missouri ("the Property"), from Agricultural (AG) to Heavy Industrial (M-2); and

WHEREAS, the City submitted the Application to the Planning and Zoning Commission ("Commission") and set a public hearing before the Commission for June 12, 2023; and

WHEREAS, the City published notice of the time and date of the public hearing at least fifteen (15) days in advance, on May 24, 2023, in the *Greene County Commonwealth*, a newspaper of general circulation in the City; and

WHEREAS, the City gave notice of the Application and public hearing to the record owners of all real properties within 185 feet of the Property; and

WHEREAS, the Commission conducted the public hearing on June 12, 2023, at which all interested persons and entities were afforded the opportunity to present evidence or statement, and after which the Commission rendered written findings of fact and submitted those along with its recommendations to the Council; and

WHEREAS, the Commission, by a vote of 0 Ayes to 5 Nays, did not recommend the approval of the Application; and

WHEREAS, the Application was submitted to the Council for first read at its regular meeting on June 20, 2023, and submitted for second read at its regular meeting on July 18, 2023, after which the Council voted to approve the Application and amend the Zoning Code accordingly.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

Section 1: The Zoning Code and Official Zoning Map are hereby amended to reflect the rezoning of the real property consisting of approximately 17.19 acres located at 3020 North York Avenue in Republic, Missouri, more fully identified in the legal description below, from Agricultural (AG) to Heavy Industrial (M-2):

A TRACT OF LAND SITUATED IN THE NORTHEAST QUARTER (NE¼) OF THE NORTHWEST QUARTER (NW¼) OF SECTION TWO (2), TOWNSHIP TWENTY-EIGHT (28) NORTH, RANGE TWENTY-THREE (23) WEST, GREENE COUNTY, MISSOURI, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

BEGINNING AT THE SOUTHWEST CORNER OF SAID NE¼ OF THE NW¼; THENCE N0207'36"E, WITH THE WEST LINE OF SAID NE¼ OF THE NW¼, A DISTANCE OF 628.06 FEET TO A POINT FOR CORNER; THENCE S8752'24"E, A DISTANCE OF 466.69 FEET TO A POINT FOR CORNER; THENCE N0207'36"E, A DISTANCE OF 466.75 FEET TO A POINT FOR CORNER; THENCE N8752'24"W, A DISTANCE OF 466.69 FEET TO A POINT ON SAID WEST LINE FOR CORNER; THENCE N0207'36"E, WITH SAID WEST LINE, A DISTANCE OF 319.21 FEET TO A POINT ON THE NORTH LINE OF SAID NE¼ OF THE NW¼ FOR CORNER; THENCE S8807'10"E, WITH SAID NORTH LINE, A DISTANCE OF 459.76 FEET TO A POINT ON THE WESTERLY RIGHT-OF-WAY LINE OF MISSOURI STATE HIGHWAY 360 FOR CORNER; THENCE S0152'50"W, WITH SAID HIGHWAY RIGHT-OF-WAY LINE, A DISTANCE OF 24.47 FEET TO AN EXISTING 100-D NAIL FOR CORNER; THENCE S7353'39"E, A DISTANCE OF 67.59 FEET TO AN EXISTING 100-D NAIL FOR CORNER; THENCE S8553'19"E, A DISTANCE OF 212.55 FEET TO AN EXISTING RIGHT-OF-WAY MARKER FOR CORNER; THENCE S4314'07"E, A DISTANCE OF 130.11 FEET TO AN EXISTING RIGHT-OF-WAY MARKER FOR CORNER, SAID MARKER BEING ON THE WESTERLY RIGHT-OF-WAY LINE OF BURLINGTON NORTHERN SANTA FE RAILWAY; THENCE S2253'05"W, WITH SAID RAILWAY RIGHT-OF-WAY, A DISTANCE OF 1,361.00 FEET TO A POINT ON THE SOUTH LINE OF SAID NE¼ OF THE NW¼ FOR CORNER; THENCE N8829'44"W, A DISTANCE OF 348.10 FEET TO THE POINT OF BEGINNING, AND CONTAINING 14.42 ACRES OF LAND, MORE OR LESS, SUBJECT TO ANY EASEMENTS AND/OR RIGHTS-OF-WAY OF RECORD.

AND ALSO,

A TRACT OF LAND SITUATED IN THE NORTHEAST QUARTER (NE¼) OF THE NORTHWEST QUARTER (NW¼) OF SECTION TWO (2), TOWNSHIP TWENTY-EIGHT (28) NORTH, RANGE TWENTY-THREE (23) WEST, GREENE COUNTY, MISSOURI, BEING MORE PARTICULARLY DESCRIBED AS FOLLOWS:

COMMENCING AT THE SOUTHWEST CORNER OF SAID NE¼ OF THE NW¼; THENCE N0207'35"E, ALONG THE WEST LINE OF SAID NE¼ OF THE NW¼, A DISTANCE OF 628.06 FEET TO A CORNER FOR A POINT OF BEGINNING OF THE TRACT HEREIN DESCRIBED; THENCE S8752'24"E, A DISTANCE OF 466.69 FEET TO A POINT FOR CORNER; THENCE N0207'36"E, A DISTANCE OF 466.75 FEET TO A POINT FOR CORNER; THENCE N8752'24"W, A DISTANCE OF 466.69 FEET TO A POINT FOR CORNER, SAID POINT BEING ON SAID WEST LINE; THENCE S0207'36"W, ALONG SAID WEST LINE, A DISTANCE OF 466.75 FEET TO THE POINT OF BEGINNING, CONTAINING 5.00 ACRES, MORE OR LESS, SUBJECT TO ANY EASEMENTS AND/OR RIGHTS-OF-WAY OF RECORD.

- Section 2:** In all other aspects other than those herein amended, modified, or changed, the Zoning Code and Official Zoning Map shall remain the same and continue in full force and effect.
- Section 3:** The City Administrator or his/her designee, on behalf of the City, is authorized to take the necessary steps to execute this Ordinance.
- Section 4:** The provisions of this Ordinance are severable, and if any provisions hereof are declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.
- Section 5:** The WHEREAS clauses above are specifically incorporated herein by reference.
- Section 6:** This Ordinance shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri,
this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:



Megan McCullough, City Attorney

Final Passage and Vote:

Project
Rezone

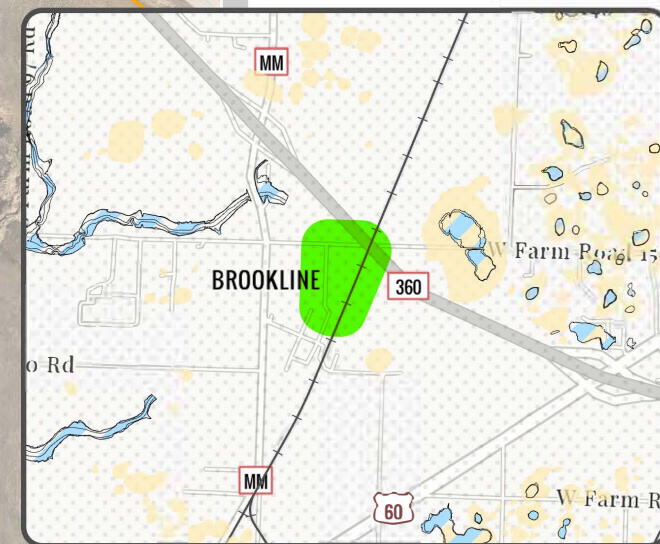
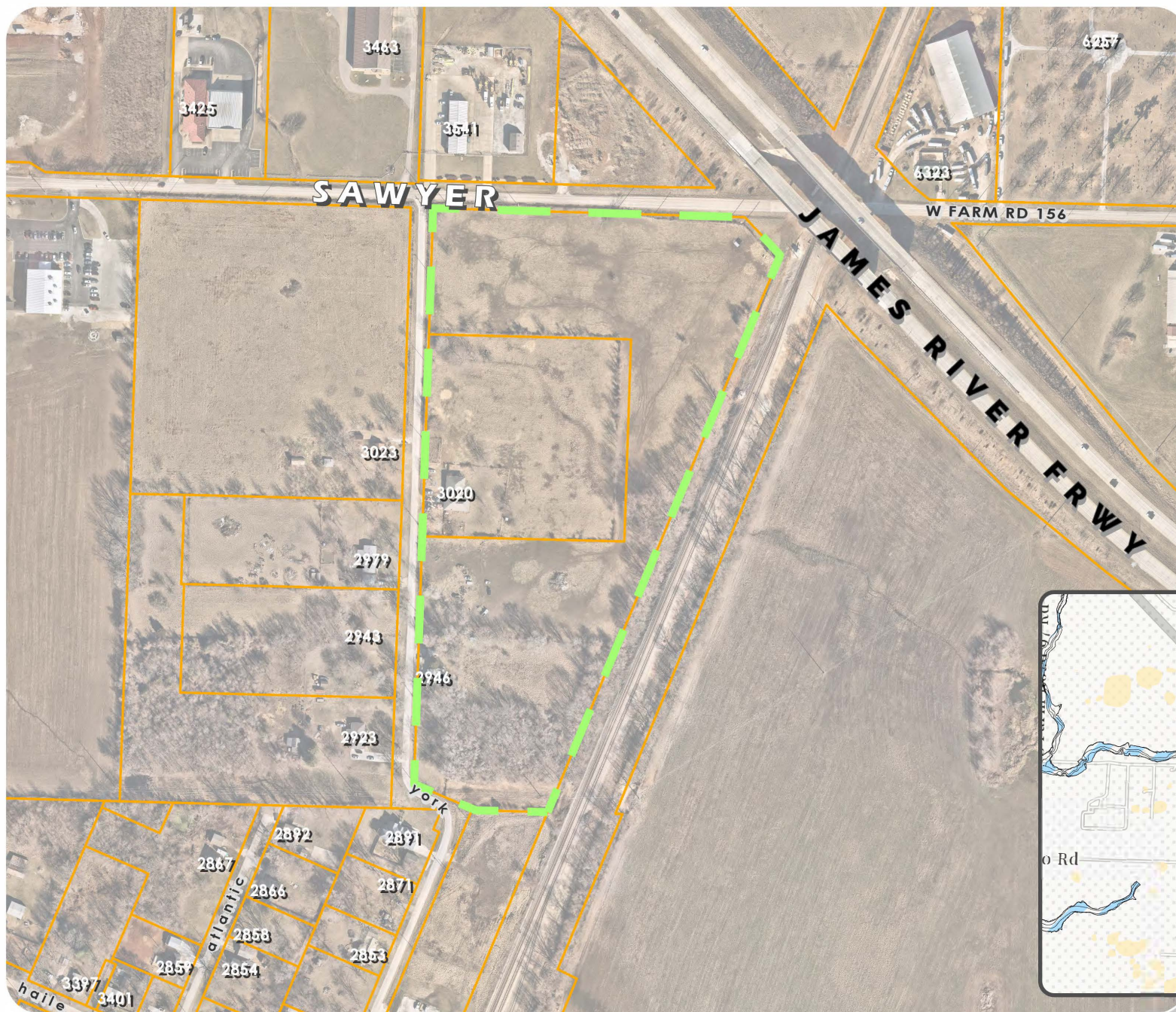
Address
3020 N York Ave

Zoning
AG

Requested Zoning
M-2

Acreage
17.19

Ward
2



0 290 580 Feet

REZN 23-002





Project
Rezone

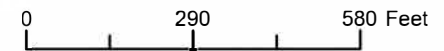
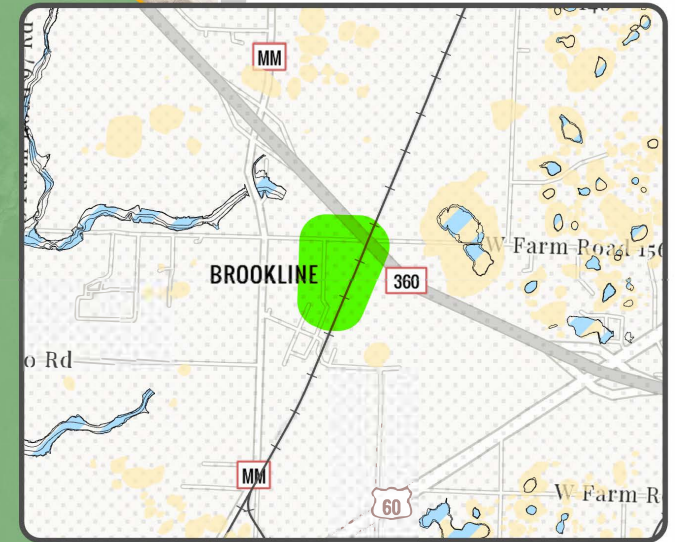
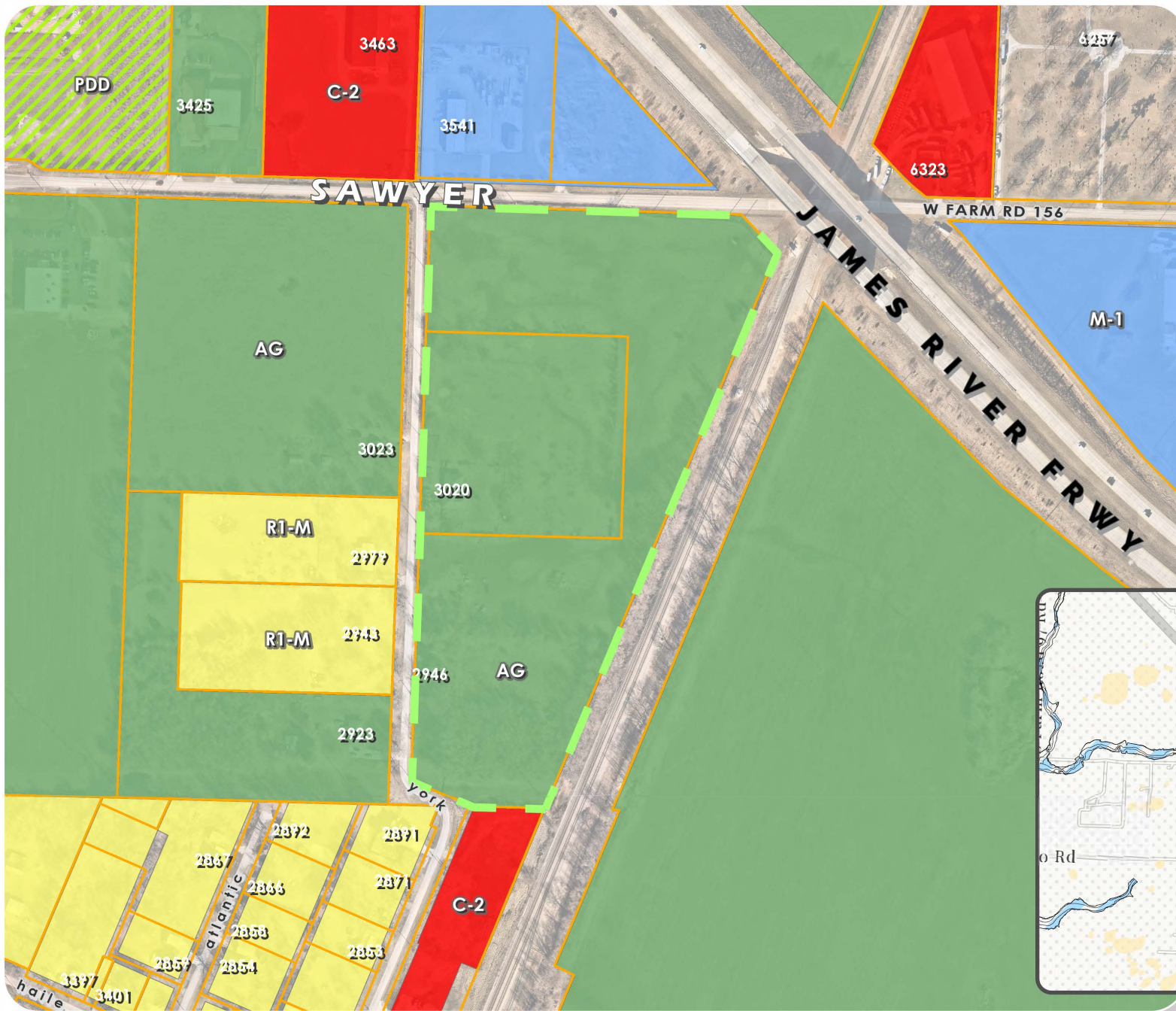
Address
3020 N York Ave

Zoning
AG

Requested Zoning
M-2

Acreage
17.19

Ward
2



REZN 23-002



Findings of Fact

Date of Hearing:

06/12/2023

Time:

6:00

Type of Application:

Rezone

Name of Applicant:

3020 N York Ave (REZN 23-002)

Location:

City Council Chambers

Based upon the facts presented during the course of this hearing, I have found that the application is generally:

Conforming to the City's adopted Land Use Plan

☒ Yes

☐ No

Conforming to the City's adopted Transportation Plan

☐ Yes

☐ No

Conforming to other adopted plans of the City (i.e. water, wastewater, parks, etc.)

☒ Yes

☐ No

Compatible with surrounding land uses

☐ Yes

☒ No

Able to be adequately served by municipal infrastructure

☐ Yes

☒ No

Aligned with the purposes of RSMo. 89.040

☒ Yes

☐ No

?
Roads / Potential
offer zoning
options

Statement of Relevant Facts Found:

Applicant's Engineer present.

Vernon Birch (against) 2891 W. York - concern about traffic/noise, if wheelers hitting poles/trees?

David Seimann 2979 W. York - Amazon construction damaging York ave.? Power pole repeat, concern over traffic, concern over road widening/loss of land?

Based on these findings, I have concluded to recommend the application to the City Council for:

☐ Approval

☒ Denial

Commissioner Name:

John Alexander

Commissioner Signature:

[Signature]

Date:

6/12/2023

Melanie Clark 2952 W. Atlantic - Concern over
 IP wheelers, showed pictures
 concern over noise / traffic / traffic.

William Clark, husband of Melanie.

Question / Discussion

- warehouse / office combo development
- Entrance off York + Sawyer
- Widening of road on the developer

Potential low impact being available?

Findings of Fact

Date of Hearing:

06/12/2023

Time:

6:00

Type of Application:

Rezone

Name of Applicant:

3020 N York Ave (REZN 23-002)

Location:

City Council Chambers

Based upon the facts presented during the course of this hearing, I have found that the application is generally:

- Conforming to the City's adopted Land Use Plan ☐ Yes ☐ No
- Conforming to the City's adopted Transportation Plan ☐ Yes ☐ No
- Conforming to other adopted plans of the City (i.e. water, wastewater, parks, etc.) ☐ Yes ☐ No
- Compatible with surrounding land uses ☐ Yes ☐ No
- Able to be adequately served by municipal infrastructure ☐ Yes ☐ No
- Aligned with the purposes of RSMo. 89.040 ☐ Yes ☐ No

Statement of Relevant Facts Found:

- 1 CONCERN CITIZEN STATING ROAD IS NOT LARGE ENOUGH FOR LOGGED VEHICLES
- NOISE & WATER RUN OFF
- 2ND CITIZEN STATES ROAD IS NOT LARGE ENOUGH FOR TRUCK TRAFFIC
- 3 TRUCK TIRE WAS SUPPOSED TO BE REPLACED (MOVED) → HAS BEEN HIT & KNUCKLES WERE AND
TIRE HAS BEEN LOST
- 4 16' CHIP & SEAL ROAD → YORK AVE.

Based on these findings, I have concluded to recommend the application to the City Council for:

☐ Approval ☐ Denial

Commissioner Name:

Jeff Hays

Commissioner Signature:

[Signature]

Date:

6/12/2023

Findings of Fact

Date of Hearing:

06/12/2023

Time:

6:00

Type of Application:

Rezone

Name of Applicant:

3020 N York Ave (REZN 23-002)

Location:

City Council Chambers

Based upon the facts presented during the course of this hearing, I have found that the application is generally:

Conforming to the City's adopted Land Use Plan

☐ Yes

☒ No

Conforming to the City's adopted Transportation Plan

☐ Yes

☒ No

Conforming to other adopted plans of the City (i.e. water, wastewater, parks, etc.)

☒ Yes

☐ No

Compatible with surrounding land uses

☐ Yes

☒ No

Able to be adequately served by municipal infrastructure

☐ Yes

☒ No

Aligned with the purposes of RSMo. 89.040

☒ Yes

☐ No

Statement of Relevant Facts Found:

- Road not wide enough, cannot adequately handle the traffic of M-2 commercial. If rezoned to a different commercial use^{maybe}. Needs improvements to infrastructure.

Based on these findings, I have concluded to recommend the application to the City Council for:

☐ Approval

☒ Denial

Commissioner Name:

Michael Mann

Commissioner Signature:

Michael Mann

Date:

6/12/23

Findings of Fact

Date of Hearing:

06/12/2023

Time:

6:00

Type of Application:

Rezoning

Name of Applicant:

3020 N York Ave (REZN 23-002)

Location:

City Council Chambers

Based upon the facts presented during the course of this hearing, I have found that the application is generally:

Conforming to the City's adopted Land Use Plan

☒ Yes ☐ No

Conforming to the City's adopted Transportation Plan

☒ Yes ☐ No

Conforming to other adopted plans of the City (i.e. water, wastewater, parks, etc.)

☒ Yes ☐ No

Compatible with surrounding land uses

☐ Yes ☒ No

Able to be adequately served by municipal infrastructure

☒ Yes ☐ No

Aligned with the purposes of RSMo. 89.040

☒ Yes ☐ No

Statement of Relevant Facts Found:

This change is not appropriate for the Residential area across the street. Neighbors present appropriate issues which should be followed up by developer.

Based on these findings, I have concluded to recommend the application to the City Council for:

☐ Approval

☒ Denial

Commissioner Name:

Ransom Ellish

Commissioner Signature:

Ransom Ellish

Date:

6/12/23

Findings of Fact

Date of Hearing:

06/12/2023

Time:

6:00

Type of Application:

Rezoning

Name of Applicant:

3020 N York Ave (REZN 23-002)

Location:

City Council Chambers

Based upon the facts presented during the course of this hearing, I have found that the application is generally:

Conforming to the City's adopted Land Use Plan ☐ Yes ☐ No

Conforming to the City's adopted Transportation Plan ☐ Yes ☐ No

Conforming to other adopted plans of the City (i.e. water, wastewater, parks, etc.) ☐ Yes ☐ No

Compatible with surrounding land uses ☐ Yes ☐ No

Able to be adequately served by municipal infrastructure ☐ Yes ☐ No

Aligned with the purposes of RSMo. 89.040 ☐ Yes ☐ No

Statement of Relevant Facts Found:

residents
Citizens that have residences come fourth to give concerns and made the point that it is a clearly agric ultural area. Changing the zoning from residential to the highest possible capacity/commercial is not something that I believe the city should do.

Based on these findings, I have concluded to recommend the application to the City Council for:

☐ Approval

☒ Denial

Commissioner Name:

CYNTHIA HYDER

Commissioner Signature:

C. Hyder

Date:

6/12/2023



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-20 An Ordinance of the City Council Approving the Final Plat of the Stone Creek Falls Phase One Subdivision.

Submitted By: Chris Tabor, BUILDS Department Principal Planner

Date: June 20, 2023

Issue Statement

The City of Republic's BUILDS Department received an Application for Stone Creek Falls Phase 1 Final Plat on May 15, 2023.

Discussion and/or Analysis

The Final Plat of Stone Creek Falls Phase 1 will legally divide approximately sixty-four point three seven (64.37) acres of land into eleven (11) lots and includes the dedication of Right-of-Way, Utility, and Stormwater Easements. The Final Plat includes approximately 3,572 linear feet of street and 7,144 linear feet of sidewalk.

The Final Plat of Stone Creek Falls Phase 1 conforms to the Development Plan for Stone Creek Falls Planned Development District approved by City Council on August 3, 2021. The Final Plat for Stone Creek Falls Phase 1 also conforms to the amended Development Plan approved by City Council on April 11, 2023, which increased the building height allowance for multi-family structures on the site from 3 to 4 stories.

City Staff has reviewed the Final Plat and has determined that it substantially conforms to the requirements of the Approved Development Plan, in addition to the requirements of the City Code Chapter 410 Subdivision Regulations, and Article V Major Subdivision-Final Plat.

Recommended Action

Staff recommends approval of Stone Creek Falls Phase 1 Final Plat.

**AN ORDINANCE OF THE CITY COUNCIL APPROVING THE FINAL PLAT OF
THE STONE CREEK FALLS PHASE ONE SUBDIVISION**

WHEREAS, the City of Republic, Missouri, (“City” or “Republic”) is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, on August 3, 2021, the City Council approved of the Planned Development District for the Stone Creek Falls Planned Development District (PDD) in Ordinance 21-54; and

WHEREAS, following passage of Bill No. 21-54, the City received an application from the property owner, Stone Creek Development LLC (“Owner”), to modify the maximum building height allowed under the Development Plan from three (3) stories to four (4) stories; and

WHEREAS, on March 13, 2023, following review of the application and a public hearing, the Planning and Zoning Commission recommended approval of the Owner’s requested amendment; and

WHEREAS, a on April 11, 2023, the City Council approved of the amended Planned Development District for the Stone Creek Falls Planned Development District (PDD) in Ordinance 23-13; and

WHEREAS, on May 15, 2023, the BUILDS Department received an application for review and approval of the Final Plat of Phase 1 of the amended Stone Creek Falls Planned Development District (“Stone Creek Falls Phase 1”); and

WHEREAS, the BUILDS Department has reviewed the Final Plat of Stone Creek Falls Phase 1 and has determined it substantially conforms to the requirements of the Development Plan, the requirements of the City Code Chapter 410 Subdivision Regulations, and Article V Major Subdivision-Final Plat.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

- Section 1:** That all conditions imposed by the Planning and Zoning Commission and the City Council relating to the acceptance and approval of Stone Creek Falls Phase 1 have been met.
- Section 2:** That the Final Plat of Stone Creek Falls Phase 1, attached and incorporated herein as “Attachment 1”, is hereby approved in all respects.
- Section 3:** That the approval of the Final Plat of Stone Creek Falls Phase 1 is contingent upon the same being recorded within sixty (60) days after the approval certificate is signed and sealed under the hand of the City Clerk.
- Section 4:** That neither the construction of structures nor the sale of lots in the Stone Creek Falls Phase 1 shall commence until the Final Plat of Stone Creek Falls Phase 1 has been approved and recorded.
- Section 5:** The whereas clauses are hereby specifically incorporated herein by reference.

Section 6: The provisions of this Ordinance are severable and if any provision hereof is declared invalid, unconstitutional, or unenforceable, such determination shall not affect the validity of the remainder of this Ordinance.

Section 7: This Ordinance shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:



Megan McCullough, City Attorney

Final Passage and Vote:

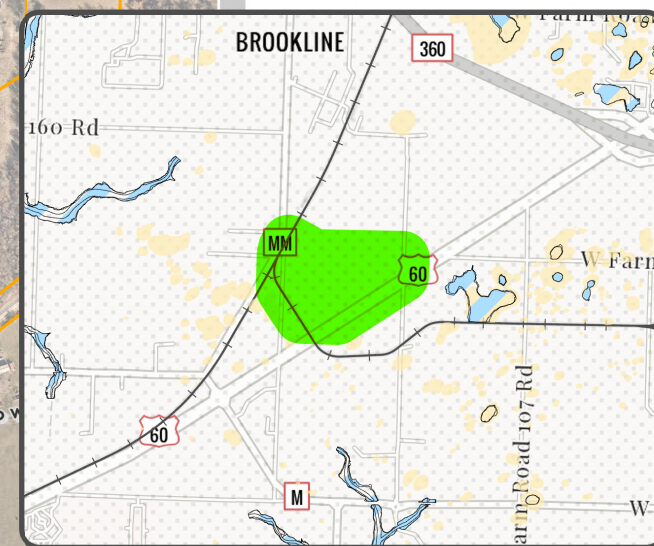
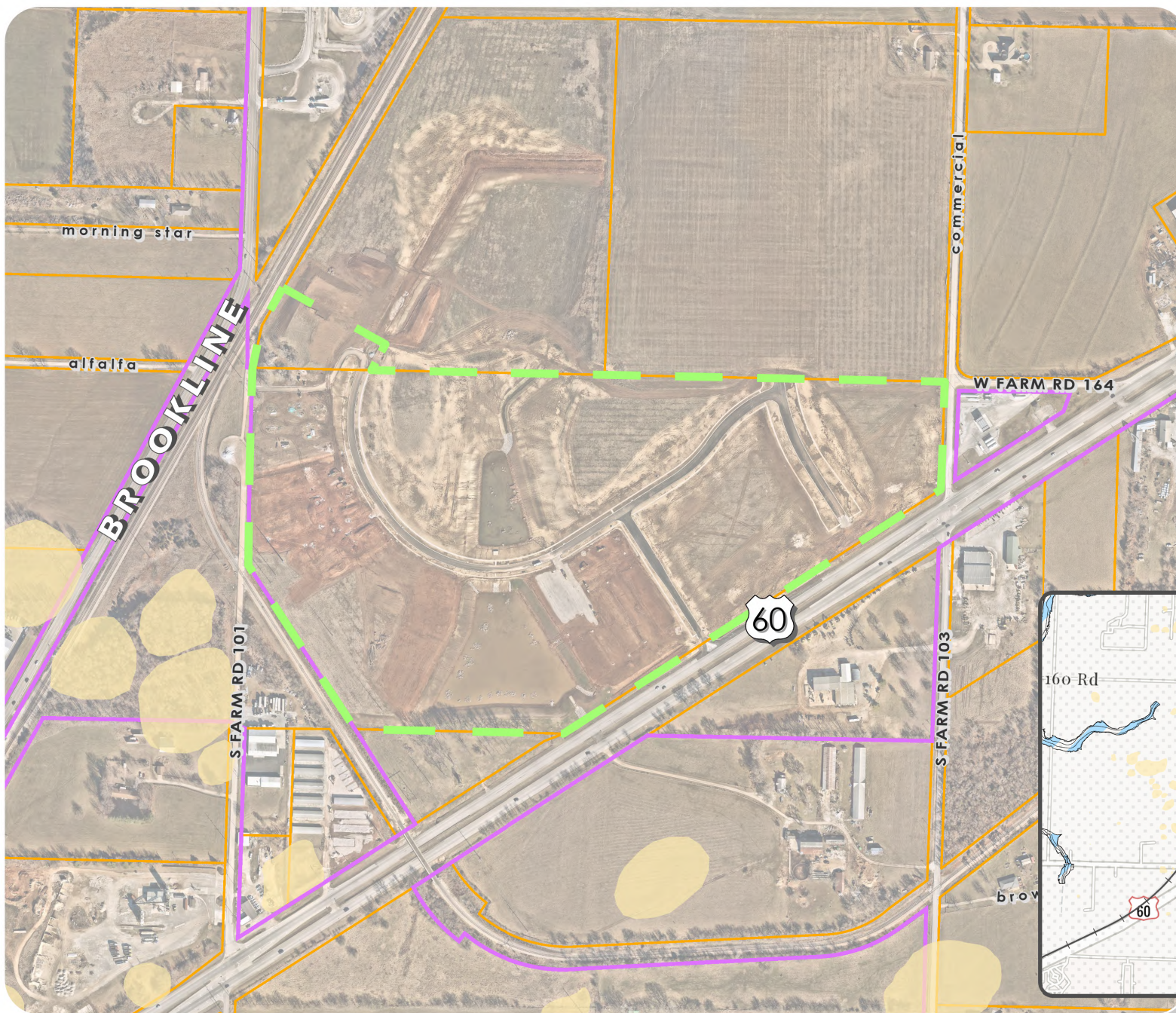
Project
STONE CREEK FALLS
PHASE 1

Address
3456 S FARM ROAD 101

Zoning
PDD

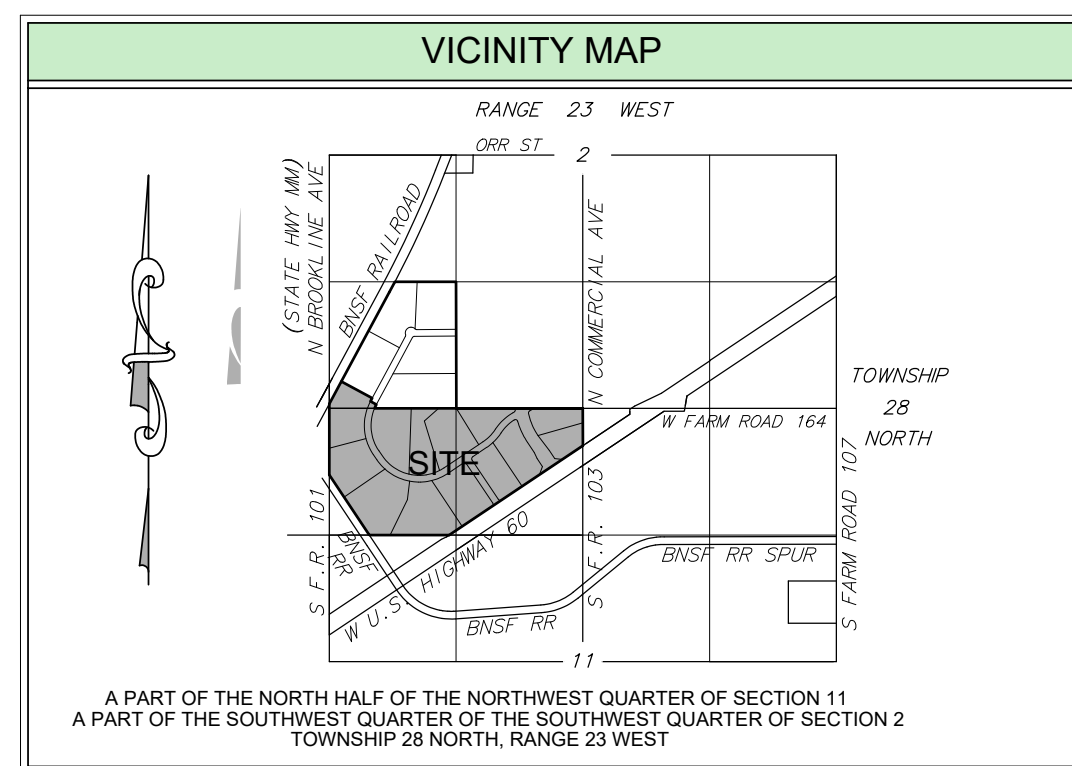
Acreage
64.37

Ward
2



SUBD-FNL 23-001





0 120' 240'

60'

SCALE 1" = 120'

OWNER
STONE CREEK DEVELOPMENT LLC
331 SOQUEL AVE STE 100
SANTA CRUZ CA 95062

DEVELOPER
SEAN P. COATNEY
3030 W KINGSLEY ST APT D102
SPRINGFIELD MO 65807

FINAL PLAT

STONE CREEK FALLS PHASE ONE

A PART OF THE NORTH HALF OF THE NORTHWEST QUARTER OF SECTION 11
A PART OF THE SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 2

TOWNSHIP 28 NORTH, RANGE 23 WEST
CITY OF REPUBLIC, GREENE COUNTY, MISSOURI

The City of Republic is not responsible to build, improve, maintain, or otherwise service the ingress and egress way, driveway, drainage improvements, common areas, lakes, trails, and other appurtenances. Maintenance of all common areas and detention basin will be provided by a property owners association

PROPERTY DESCRIPTION

A TRACT OF LAND, BEING A PART OF THE SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 2, AND A PART OF THE NORTH HALF OF THE NORTHWEST QUARTER OF SECTION 11, TOWNSHIP 28 NORTH, RANGE 23 WEST, CITY OF REPUBLIC, GREENE COUNTY, MISSOURI, AND MORE PARTICULARLY DESCRIBED AS FOLLOWS: BEGINNING AT THE NORTHWEST CORNER OF SAID NORTH HALF OF THE NORTHWEST QUARTER OF SECTION 11; THENCE ALONG THE WEST LINE OF SAID SOUTHWEST QUARTER OF THE SOUTHWEST QUARTER OF SECTION 2 NORTH 01°49'35" EAST, 46.90 FEET TO A POINT ON THE SOUTHEASTERLY RIGHT OF WAY LINE OF BURLINGTON NORTHERN SANTA FE RAILROAD; THENCE ALONG SAID SOUTHEASTERLY RIGHT OF WAY LINE NORTH 29°30'07" EAST, 264.65 FEET; THENCE SOUTH 60°29'53" EAST, 365.00 FEET; THENCE SOUTH 29°30'07" WEST, 38.38 FEET; THENCE SOUTH 60°29'53" EAST, 70.00 FEET; THENCE ALONG A CURVE TO THE LEFT HAVING A RADIUS OF 465.00 FEET, A DELTA OF 05°29'19", AN ARC LENGTH OF 44.54 FEET, AND A CHORD WHICH BEARS SOUTH 26°45'27" WEST HAVING A CHORD DISTANCE OF 44.53 FEET TO A POINT ON THE NORTH LINE OF SAID NORTH HALF OF THE NORTHWEST QUARTER OF SECTION 11; THENCE SOUTH 88°45'55" EAST ALONG SAID NORTH LINE 2,146.89 FEET TO A POINT ON THE WEST RIGHT OF WAY LINE OF FARM ROAD 103 (N COMMERCIAL AVENUE); THENCE SOUTH 01°40'20" WEST ALONG SAID WEST RIGHT OF WAY LINE A DISTANCE OF 405.65 FEET TO A POINT ON THE NORTH RIGHT OF WAY LINE OF U.S. HIGHWAY 60; THENCE SOUTH 57°27'19" WEST ALONG SAID NORTH RIGHT OF WAY LINE 1,664.73 FEET TO A POINT ON THE SOUTH LINE OF SAID NORTH HALF OF THE NORTHWEST QUARTER; THENCE NORTH 88°52'01" WEST ALONG SAID SOUTH LINE 806.65 FEET TO A POINT ON THE EAST RIGHT OF WAY LINE OF BURLINGTON NORTHERN SANTA FE RAILROAD; THENCE NORTH 32°25'12" WEST ALONG SAID EAST LINE 780.16 FEET TO A POINT ON THE WEST LINE OF SAID NORTH HALF OF THE NORTHWEST QUARTER OF SECTION 11; THENCE NORTH 01°50'57" EAST ALONG SAID WEST LINE 683.29 FEET TO THE POINT OF BEGINNING, AND CONTAINING 64.145 ACRES OF LAND, MORE OR LESS, SUBJECT TO EASEMENTS AND/OR RIGHTS OF WAY.

BASIS OF BEARINGS

BEARINGS ARE BASED UPON GRID NORTH,
MISSOURI COORDINATE OF 1983, CENTRAL ZONE
MISSOURI GEOGRAPHIC REFERENCE SYSTEM CONTROL
MONUMENTS GR-50 & GR-50A.

BENCHMARK

MISSOURI GEOGRAPHIC REFERENCE SYSTEM MONUMENT GR-50
STANDARD DNR DISK SET IN 12" CONCRETE POST
EAST ROW LINE ROUTE 22
ELEVATION= 1227.69 NAVD 1988

POINT OF BEGINNING

NW COR. N 1/2 NW 1/4
SEC. 11, T28N, R23W

DEVELOPMENT NOTES

Total Area = 64.145 Acres
Total Number Of Lots = 11
Current Zoning = "Stone Creek Falls PDD"
Planned Development Zoning District
Source of Title Book 2021 Page 045610-21
Planned Development District
Approval April 11, 2023.

This Property Does Not Lie Withing A Flood
Hazard Area As Determined By The Flood
Insurance Rate Map Number 29077 C 0318 E
Dated 12-17-2010.

Multi-Family Apartment Lots 6-11
Density = 24 Units/Acre
Area of Largest Lot - 6.76 Acres (Lot 9)
Area of Smallest Lot - 2.36 Acres (Lot 1)
Building Setbacks:
U.S. Highway 60 Frontage - 25 Feet
All other Front, Rear and Sides - 15 Feet
Maximum Building Height - 4 Story

Commercial Land Lot 1-5
Maximum Lot Coverage 90 percent
Building Setbacks:
Front - 15 Feet
Rear - 15 Feet
Side Street - 15 Feet
Interior Side - 6 Feet

No Direct Access Permitted From Any Lot
To State Highway 60 and Farm Roads 101 & 103.

Centerline bearings of streets are the
same as adjacent lot lines.

Unless otherwise noted, the arc distances
along RW/Lot Lines are concentric to adjacent
centerline curves.

Lot corners are 18" - 5/8" iron pins
with plastic caps (GPS-2010000563)

Permanent monuments are 24" - 5/8" iron
pins with 2" diameter aluminum caps.

STATE PLANE COORDINATES

(GIVEN IN FEET)

CORNER	NORTHING	EASTING
A	482,204.28	1,370,995.97
B	482,251.16	1,370,997.47
C	482,481.50	1,371,127.80
D	482,301.76	1,371,445.47
E	482,268.35	1,371,426.57
F	482,233.88	1,371,487.49
G	482,194.12	1,371,467.45
H	482,147.86	1,373,613.84
I	481,742.38	1,373,602.00
J	480,846.83	1,372,198.68
K	480,862.78	1,371,392.19
L	481,521.35	1,370,973.92

CURVE DATA

#	Radius	Delta	Length	Chord	Tangent	Chord Bearing
1	500.00'	62°38' 18"	546.62'	519.80'	304.23'	S 01°49' 02" E
2	500.00'	89°24' 30"	780.23'	703.45'	494.86'	S 77°50' 26" E
3	25.00'	106°39' 53"	46.54'	40.11'	33.58'	S 68°31' 52" E
4	25.00'	67°50' 37"	29.60'	27.90'	16.81'	N 27°27' 41" W
5	25.00'	72°42' 36"	31.73'	29.64'	18.40'	S 25°01' 41" W
6	742.00'	23°56' 06"	309.97'	307.72'	157.28'	S 20°35' 04" W
7	742.00'	02°37' 21"	33.96'	33.96'	16.98'	S 07°18' 21" E
8	500.00'	26°45' 38"	232.83'	219.70'	47.55'	N 45°57' 20" E
9	500.00'	22°59' 58"	200.71'	199.36'	101.72'	N 12°27' 19" E
10	25.00'	90°00' 00"	39.27'	35.36'	25.00'	N 77°32' 41" E
11	25.00'	90°00' 00"	39.27'	35.36'	25.00'	N 12°27' 19" W
12	25.00'	90°00' 00"	39.27'	35.36'	25.00'	N 77°32' 41" W
13	25.00'	90°00' 00"	39.27'	35.36'	25.00'	N 12°27' 19" W
14	468.00'	06°29' 19"	44.54'	44.53'	22.29'	S 26°45' 27" W
15	807.00'	01°03' 03"	14.80'	14.80'	7.40'	S 05°56' 06" E

COURSE TABLE

LINE	BEARING	DISTANCE
L-1	N 01°49' 35" E	46.90'
L-2	S 29°30' 07" W	38.38'
L-3	S 60°29' 53" E	70.00'
L-4	N 32°33' 07" W	100.45'
L-5	N 32°33' 07" W	101.94'
L-6	N 23°34' 55" W	70.55'
L-7	S 35°46' 51" E	195.29'
L-8	S 32°33' 07" E	125.29'
L-9	N 61°22' 59" E	13.81'
L-10	S 61°22' 59" W	53.74'
L-11	N 61°22' 59" E	87.12'
L-12	N 21°57' 11" E	89.98'
L-13	S 82°13' 24" E	78.53'
L-14	N 00°09' 55" W	60.10'

CITY UTILITIES OF SPRINGFIELD
BOOK 2017 PAGE 0031005-17

3 LIPS LLC
BOOK 2022 PAGE 013313-22

CERTIFICATE OF OWNERSHIP AND DEDICATION

AS OWNER, I, SEAN COATNEY, MEMBER OF STONE CREEK DEVELOPMENT, LLC, HAVE CAUSED THE LAND DESCRIBED ON THIS PLAT TO BE SURVEYED, DIVIDED, MAPPED, AND ALL ACCESS RIGHTS RESERVED AND DEDICATED AS REPRESENTED ON THE PLAT. WE HEREBY DEDICATE, GRANT AND CONVEY THE RIGHT-OF-WAY AND EASEMENTS SHOWN HEREON TO THE PUBLIC. FURTHERMORE, I CERTIFY THAT THERE ARE NO SUITS, ACTIONS, LIENS, OR TRUSTS ON THE PROPERTY CONVEYED HEREIN, AND WARRANT GENERALLY AND SPECIALLY THE PROPERTY CONVEYED FOR PUBLIC USE AND WILL EXECUTE SUCH FURTHER ASSURANCES AS MAY BE REQUIRED.

SEAN COATNEY, MEMBER

ACKNOWLEDGEMENT

STATE OF MISSOURI
COUNTY OF GREENE, SS.

ON THE ____ DAY OF _____, 2023, BEFORE ME
PERSONALLY APPEARED SEAN COATNEY, MEMBER OF STONE CREEK
DEVELOPMENT, LLC, TO ME KNOWN TO BE THE PERSON DESCRIBED IN AND
WHO EXECUTED THE FOREGOING INSTRUMENT AND ACKNOWLEDGED THAT
HE EXECUTED THE SAME AS HIS FREE ACT AND DEED.

IN WITNESS WHEREOF I HAVE SET MY HAND AND AFFIXED MY OFFICIAL SEAL
AT MY OFFICE IN _____ COUNTY, MISSOURI, THE FIRST
DAY WRITTEN ABOVE.

NOTARY PUBLIC: _____

PRINT NAME: _____

MY COMMISSION EXPIRES: _____

CERTIFICATE OF APPROVAL BY THE CITY COUNCIL

I, _____, City Clerk of the City of Republic,
Greene County, Missouri, do hereby certify that the plat of STONE
CREEK FALLS PHASE ONE was presented to, accepted and approved by
the City Council of said City of Republic, and approved by General
Ordinance No. _____ on the ____ day of _____, 2023.

City Clerk _____

Date _____

CERTIFICATE OF COMPLIANCE WITH ZONING AND SUBDIVISION REGULATIONS

I, _____, City Planner of the City of Republic,
Missouri, do hereby certify on the ____ day of _____, 2023 the final plat of STONE CREEK FALLS PHASE ONE
conforms to the City of Republic Land Use Regulations, in accordance
with Title IV of the Republic Code of Ordinances.

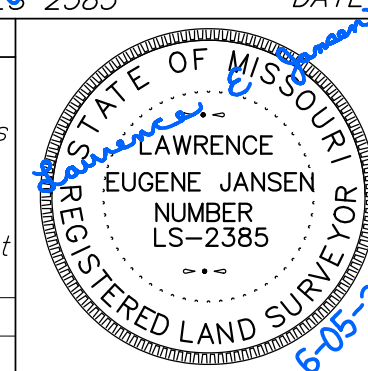
City Planner _____

Date _____

KNOWN ALL MEN BY THESE PRESENTS THAT I, LAWRENCE E JANSEN, DO HEREBY
DECLARE THAT THIS PLAT WAS PREPARED UNDER MY SUPERVISION FROM AN
ACTUAL SURVEY OF THE LAND HEREIN DESCRIBED, AND THAT THE CORNER
MONUMENTS AND LOT CORNER PINS SHOWN HEREON WERE PLACED UNDER THE
PERSONAL SUPERVISION OF LAWRENCE E JANSEN LS 2385 IN ACCORDANCE WITH
THE MISSOURI MINIMUM STANDARDS FOR PROPERTY BOUNDARY SURVEYS, AND IN
ACCORDANCE WITH THE SUBDIVISION REGULATIONS OF REPUBLIC, MISSOURI.

Lawrence E Jansen
LAWRENCE E. JANSEN PL 2385
DATE 6-05-23

CLASS "URBAN" SURVEY
EIP - Existing Iron Pin
SP - Set Iron Pin
B Permanent monuments
B/S - Building Setback
U/E - Utility Easement
D/E - Drainage Easement
X - Fence Line
Job No.: 2103-041
Date: 6-05-2023



GLOBAL
PRECISION SURVEYING, L.L.C.
P.O. BOX 790, REPUBLIC, MO 65758
PHONE (417) 883-0300 FAX (417) 883-0335
CERTIFICATE OF AUTHORITY
NUMBER LS-2010000563



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-R-36 A Resolution of the City Council Authorizing the City Administrator to Negotiate and Enter into an Agreement with Ollis/Akers/Arney Insurance & Business Advisors for Provision of Insurance Brokerage and Consultant Services.

Submitted By: Lisa Addington, Chief of Staff

Date: 6/20/2023

Issue Statement

Entering into an insurance brokerage and consultant services agreement with Ollis/Akers/Arney Insurance and Business Advisors regarding medical, health, dental and life insurance coverage for City employees.

Discussion and/or Analysis

In May, the City issued a Request for Qualifications (RFQ) for insurance brokerage and consultant services for all of the City's insurance needs. The City received six (6) responses expressing interest in Health and Benefit insurance services which were:

Barker, Phillips, Jackson
Gallagher Benefit Services
Ollis/Akers/Arney Insurance and Business Advisors
CBIZ Employee Benefits Consulting Services
Bukaty Companies
Nevont Benefit Advisors

A review committee consisting of BUILDS Director Karen Haynes, Assistant BUILDS Administrator Garrett Brickner, Finance Director Bob Ford, Payroll and Benefits Specialist Melissa Wallen, and Chief of Staff Lisa Addington screened all and met with each provider to discuss expectations as outlined within the RFQ. At the conclusion of the presentations, the review committee met and discussed each broker presentation and ranked each firm accordingly.

The committee selected Ollis/Akers/Arney for pricing negotiations based on the needs of the City's employees, demonstrated quality customer service protocols, out of the box initiatives and offered quick response time.

Due to the timing of City insurance policies, staff is recommending that the City enter into a professional services agreement for a three (3) year period (2024-2026) with payment beginning January 1, 2024; although the broker will start work immediately to obtain carrier quotes for 2024 benefits as well as prepare and administer open enrollment for staff, which is scheduled to occur in November 2023. The



pricing is quoted at \$25/per full-time insured employee/month. This cost includes a robust open enrollment software program and on-line training options for staff, which minimizes the impact on the budget.

Recommended Action

It is recommended the City enter into an agreement with Ollis/Akers/Arney Insurance and Business Advisors for medical, health, dental and life insurance broker and consultant services.

**A RESOLUTION OF THE CITY COUNCIL AUTHORIZING THE CITY ADMINISTRATOR TO NEGOTIATE
AND ENTER INTO AN AGREEMENT WITH OLLIS/AKERS/ARNEY INSURANCE & BUSINESS
ADVISORS FOR PROVISION OF INSURANCE BROKERAGE AND CONSULTANT SERVICES**

WHEREAS, the City of Republic, Missouri ("City" or "Republic") is a municipal corporation and Charter City located in Greene County, Missouri, being duly organized and existing under the laws of the State of Missouri; and

WHEREAS, in May 2023, the City published a Request for Qualifications (RFQ) for the purpose of identifying qualified professional insurance brokerage and consulting providers to meet the City's insurance and employment benefits needs beginning in November 2023 until December 31, 2026; and

WHEREAS, the City received a total of six (6) responses to its RFQ; and

WHEREAS, after evaluating each written response and meeting with each submitter, a review committee of five City staff members ranked the submitting entities using defined scoring criteria, determining Ollis/Akers/Arney Insurance & Business Advisors ("Ollis") to be the most qualified to provide the requested services; and

WHEREAS, based upon staff recommendations, the City Council finds it is in the City's best interest to select Ollis as the provider to meet the City's needs defined in its RFQ, for a three (3) year period beginning in November 2023 until December 31, 2026.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

- Section 1.** The City Administrator and/or his designee, on behalf of the City, is authorized to negotiate and enter into an agreement with Ollis/Akers/Arney Insurance & Business Advisors for the provision of insurance brokerage and consulting services from November 2023 through December 31, 2026, under terms consistent with the City's Request for Qualifications attached hereto as "Attachment 1".
- Section 2.** The City Administrator, or his designee(s), on behalf of the City, is authorized to take other reasonable, necessary steps to implement this Resolution.
- Section 3.** The whereas clauses are specifically incorporated herein by reference.
- Section 4.** This Resolution shall take effect after passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:

A handwritten signature in blue ink, appearing to read 'Megan McCullough', is written over a horizontal line.

Megan McCullough, City Attorney

Final Passage and Vote:



REQUEST FOR QUALIFICATIONS

Title: Insurance Brokerage and Advisory Services

RFQ Number: RFQ 23-02

Request Date: April 4, 2023

Deadline for Responses: April 21, 2023	Contact Person: Melissa Wallen Phone: 417-732-3133 Email: mwallen@republicmo.com
-------------------------------------------------------------	-------------------------------------------------------------------------------------------------------------

About the City

The City of Republic, Missouri, ("City") was incorporated in 1871 and became a chartered city in 2007. The estimated population is approximately 19,136. The City's governing body consists of one (1) elected Mayor and eight (8) elected Council-members, each elected for a four (4) year term. The City has a full-time City Administrator who reports to the Mayor and City Council and oversees daily operations.

The City has the following departments: Fire, Police, Parks and Recreation, Administration, Finance, Legal, IT, Human Resources, Municipal Court and BUILDS, which includes Planning, Animal Control, Street, Utility and Wastewater. The City employs approximately 150 full-time personnel plus regular part time and temporary/seasonal personnel.

The City covers an area of approximately 13.5 square miles and has over 150 acres of park land. The City has multiple facilities located within City limits including two (2) fire stations, one (1) police department, two (2) park gymnasiums (community center), one (1) aquatic center, one (1) city hall, one (1) planning and economic development building, one (1) public works building, and various other buildings/facilities that support City services.

Background and RFQ Summary

The City's Administration Office manages the insurance program and is seeking the professional services of a licensed insurance broker, consultant, and/or firm(s) able to provide (1) brokerage and consulting services for accessing insurance markets, (2) brokerage and insurance advisory services, and (3) direct support in the area of insurance and other related contracts.

The City currently utilizes three (3) insurance brokerages for their insurance needs: One (1) for general liability, property casualty, and fire insurance, one (1) for health, major medical, prescriptions, dental, vision, and life, as well as additional insurance services related to individual employee benefits, including long/short term disability policies, supplemental plans, and flexible spending accounts, and one (1) for workers' compensation insurance.

The following is a general overview of the City's current employee benefits programs. This information is provided solely for the purpose of assisting in the preparation of responses to this RFQ:

Type of Coverage	Funding Type	Carrier	Plan Type	Employees Enrolled
Medical	Fully Insured	Anthem	PPO/EPO	150
Dental	Fully Insured	Guardian		151
Vision	Fully Insured	Anthem	Full Service/Material Only	117
Basic Life / AD&D	Fully Insured	Guardian	Basic	154
Optional Life:	Fully Insured	Guardian	Short Term Dis.	63
			Long Term Dis.	60
			Vol. Life-Self	54
			Vol Life-Spouse	26
			Vol Life-Child	18
Supplemental Plans	Fully Insured	Guardian	Accident	28
			Critical Illness Hospital	16
			Indemnity	10
GAP	Fully Insured	TransAmerica	GAP	62
EAP	Fully Insured	PAS		154
FSA		CAS	FSA-Medical	47
			FSA-Dep Care	1

I. SCOPE OF SERVICES

- a. **The Services to be Provided:** The City is seeking qualifications from licensed insurance brokerage firms (or their authorized agents) and licensed insurance brokers to: (1) provide annual support and advisory services to City Council and City staff members; (2) represent the City in acquiring insurance that meets the needs of the City and its employees; and (3) ensure access to insurance markets for obtaining and securing the most competitive qualifications and affordable options. The City desires to contract with a brokerage firm and/or broker to provide the professional services for a three (3) year period. It is the City's intent to receive statements of qualifications from eligible and licensed insurance brokerage firms, brokers, and/or consultants engaged in the business of Health, Major Medical, Prescription Drug, Dental, Vision and Life Insurance, Long/Short Term Disability benefits, Supplemental coverages and Employee Assistance Programs.

The selected firm/broker will be expected to provide the following Scope of Services, as directed by the Republic City Council and/or authorized City staff:

- Review City policies, resolutions, and ordinances to ensure conformance with negotiated insurance coverage and to ensure the timely issuance of policies and endorsements to the City.
- Review each insurance policy, binder, certificate, endorsement, or other insuring document issued to the City to ensure coverage conformance with specifications.
- Structure insurance programs to eliminate gaps and overlaps in coverage and to provide the limits/amounts requested by the City and/or as required by law.
- Act as liaison between the City and its insurers, and in doing so, provide top-quality customer service with the ability to be reached after business hours and on weekends.

- v. Annually market the City's insurance policies in the open market to capture the best and most comprehensive insurance coverage at the best possible premium to the City.
 - vi. Annually disclose all financial contract terms with each insurance carrier to provide transparent disclosure of all commissions, rebates, reimbursements, and/or discounts earned by the broker, consultant, and/or firm for insurance coverage provided to the City.
 - vii. Provide the City with an early warning of pending rate, coverage, or renewal problems, including significant changes in the financial status of insurers.
 - viii. Inform the City of any significant changes in market conditions and/or significant variations with the City's claim experience(s) that may affect the City's insurance program and/or its premiums.
 - ix. Work in conjunction with the Human Resources Department by assisting City employees in settling claims or grievances relating to insurance benefits issues. (The proposer that is awarded the Insurance Broker and Advisory Services contract shall have a staff member dedicated to resolving claims, both pending and denied.)
 - x. Assist with health benefit administration, wellness and preventive insurance management and provide advice and guidance on new laws, regulations, and, if applicable, advise on procedures in the area of health benefit administration.
 - xi. Provide and maintain an electronic system for employees to enroll in coverage and will assist the Human Resources Department by processing enrollments, terminations, changes, COBRA notification processes and applications, and other forms for administration and claims.
 - xii. Provide advisory services and professional opinions on Health Care Reform, COBRA, HIPPA, Section #125 plans, and other similar programs.
 - xiii. Upon request, attend meetings with City Council and/or City staff.
 - xiv. Upon request, provide the City with written reports designed to assist with the development and planning of long-range insurance strategies for meeting the City's future/forecast needs.
- b. Professional Services Agreement and Term:** The selected broker(s) will be required to execute a Professional Services Agreement ("Agreement") with the City for provision of the services specified under this RFQ. The term will endure for a total of three (3) years beginning on the date of execution of the Agreement and ending at the conclusion of the third calendar year following the commencement date. The services provided under this RFQ will be on an as-needed basis, to be determined solely by the City. The term will not provide renewal options. **The broker/firm selected is expected to be involved with the City's 2024 open enrollment process, which occurs in the fall of 2023.**
- c. Professional Qualifications:** All work or services pursuant to award under this RFQ shall be performed solely by duly licensed insurance brokerage firms (or their authorized agents), or duly licensed insurance brokers with a minimum of three (3) years' experience in the general regional area of southwest Missouri.

II. SUBMISSION INSTRUCTIONS AND PROCEDURES

RFQ Schedule / Timeline **

Activity	Date
RFQ Distribution	April 4, 2023
RFQ Responses Due (“Response Deadline”)	April 21, 2023
Qualification Review begins	April 24, 2023
Presentations with Selected Finalists begins	Week of May 15, 2023
Council approval of selected broker	June 2023

****The above schedule may be changed at the City’s discretion**

1. **Timeliness and Rejection of Late Submissions:**

- 1.1. It is the sole responsibility of the submitting entity to see that submittals are received by the Response Deadline. The submitting entity shall bear any and all risks for any delays associated with their selected method of delivery or that are misdirected due to improper identification.
- 1.2. Any submission received by the City after the Response Deadline will be rejected by the City as non-responsive.
- 1.3. In the event of a late submission, the City will leave the response unopened and provide notice to the submitting party of the following: “The submitted qualification was received after the delivery time designated for the receipt of responses and therefore considered non-responsive.”

2. **Withdrawal:** Any submittal may be withdrawn prior to the Response Deadline. Any submittal not withdrawn prior to the Response Deadline shall constitute an irrevocable offer to the City for a period of sixty (60) days following the Response Deadline.

3. **Addenda:** The issuance of a written addendum is the only official method whereby interpretation, clarification, or additional information as to a submission can be given. If any addenda are issued to the RFQ, the City will attempt to notify all prospective brokers, consultants, and/or firms who have secured the same. However, it shall be the responsibility of each broker, consultant, and/or firm, prior to submitting their qualification, to contact the City of Republic’s Human Resources Director’s office (417-732-3112) to determine if the addenda were issued and to make such addenda a part of the competitive qualification.

- 3.1. Notwithstanding the above, the City reserves the right to request clarification of information submitted and to request additional information of one or more applicants.

4. **Modifications/Corrections:** Submitted qualifications may be corrected or modified, provided that the correction or modification is made in writing, and is received by the City prior to the date and time designated in the RFP as the Response Deadline. After such date and time, the submitter may not modify or correct its submission in a manner prejudicial to the notions of fair competition or to the City.

- 4.1. Notwithstanding the above, the City reserves the right to request clarification of information submitted and to request additional information of one or more applicants.

5. Submitter's Responsibility to Ensure Completeness and Compliance:

- 5.1. Each broker, consultant, and/or firm shall examine all RFQ documents and shall judge all matters relating to the adequacy and accuracy of such documents.
- 5.2. Any inquiries, suggestions, or requests concerning interpretation, clarification, or additional information pertaining to the RFQ shall be made in writing and directed to the City of Republic, Human Resources Director, in advance of the Response Deadline.
- 5.3. Generally, responses that do not include all required information will be deemed non-responsive and disqualified accordingly.
- 5.4. Notwithstanding the above, the City reserves the right to waive any informalities, irregularities, or variances, whether technical or substantive in nature, or reject any and all responses at its sole discretion.

6. Oral/Verbal Interpretations. The City shall not be responsible for verbal/oral interpretation given by any City employee, representative, or others.

7. Preparation Expenses. Each broker, consultant, and/or firm preparing a response to the RFQ shall bear all expenses associated with its preparation and any subsequent and related expenses, and no claims for reimbursement shall be submitted to the City for the expense of preparation or presentation.

8. Format of Submissions. *Two (2) originals and six (6) copies for a total of eight (8) responses must be submitted.* The envelope or package containing the responses must be clearly marked/labeled as follows:

City of Republic
Attn: Melissa Wallen, Benefits & Payroll Specialist
213 North Main Street
Republic, MO 65738
RFQ – Insurance Brokerage and Advisory Services

9. Minority and Women-Owned Businesses. The City expressly encourages responses to this RFQ from disadvantaged, minority and women-owned businesses.

10. Openness of Procurement Process.

- 10.1. Written responses, other discussions, correspondence, and all other pertinent records shall be handled as public records in compliance with State and Federal open records statutes and regulations.
- 10.2. Other than the initial period wherein the responses are being evaluated, the City gives no assurance as to the confidentiality of any portion of any document once submitted.
- 10.3. All documents relating to this RFQ, subsequent submittals and meetings with the City Council are subject to statutory requirements of the Missouri Sunshine Law.

11. Errors and Omissions. Once a qualification is submitted, the City may consider requests by any broker, consultant, and/or firm to correct errors or omissions, but shall retain sole discretionary authority to determine the outcome of such a request.

12. Retention and Disposal of Statements of Qualifications. The City reserves the right to retain all submitted statements for public record keeping purposes. No copies of any material will be returned to the broker, consultant, and/or firm. The City reserves the right, and the Administration/Human Resource Department has absolute and sole discretion, to cancel this solicitation at any time prior to the execution of a formal contract.

13. Collusion.

- 13.1. By offering a response to this RFQ, the broker, consultant, and/or firm certifies that they have not divulged to or discussed or compared its submittal with any competitors, and have not colluded with any other broker, consultant, and/or firm or parties to this process whatsoever.
- 13.2. By submitting a response to this RFQ, the submitting entity certifies that:
 - 13.2.1. No attempt has been made or will be made by the broker, consultant, and/or firm to induce any other person or firm to submit or not to submit a Statement of Qualification for the purpose of restricting competition.
 - 13.2.2. All persons interested in this service, principal, or principals being named therein and no other person have an interest in this service or in the Agreement to be entered into.
 - 13.2.3. No person or agency has been employed or retained to solicit or secure this Agreement upon an agreement or understating for a commission, percentage, brokerage, or contingent fee, accepting bona fide employees or established commercial agencies maintained by the consultant for the purpose of doing business.

14. Conferences.

- 14.1. Conferences for prospective brokers, consultants, and/or firms will be scheduled upon request, and as time allows, providing for interviews with key City staff.
- 14.2. These sessions can provide an opportunity for the City to respond to questions about the requested work.
- 14.3. Conferences are not mandatory but are highly recommended.
- 14.4. Due to the desire to complete the selection process quickly, only substantive issues discovered in individual conferences will be formalized and distributed in an RFQ Addendum.
- 14.5. Substantive issues should be generally limited to correcting errors or omissions in the RFQ, alterations or modification to the scope of services or the proposed contract for services, however, the City retains sole discretion to determine the content or need for a formal Addendum.

15. Rejection of Responses. The City may reject responses if:

- 15.1. The consultant misstates or conceals any material fact in the qualifications.
- 15.2. The rejection of all responses is deemed to be in the best interest of the City.

III. SUBMISSION CONTENTS REQUIREMENTS

Any documents submitted in response to this RFQ must provide sufficient detail and information so as to allow a complete evaluation of its merit. The instructions contained herein must be followed in order for competitive responses to be considered responsive to this RFQ. The City reserves the right to cancel this solicitation at any time.

All brokers, consultants, and/or firms responding to this RFQ shall provide sufficient information and data to fully allow a complete evaluation of their qualifications. Information and data submitted by each broker, consultant, and/or firm with the qualification shall become part of the contract documents.

Responses must generally conform to the following format:

- 1. Cover Letter**
- 2. Table of Contents**
- 3. Sections**
 - (1) Introduction and Execution**
 - (2) Qualifications of Firm (if applicable)**
 - (3) Qualifications of Staff**
 - (4) References**
 - (5) Technical Approach**
 - (6) Timetable**
 - (7) E-verify and Other Information**
 - (8) Sample Documents**

1. Section 1 – Introduction and Executed Signature Page:

- 1.1. The introduction section must contain an overview of the broker, consultant, and/or firm and any sub-consultants.
- 1.2. The introduction must clearly indicate the legal name, address, telephone number, and local contact information (if available) of the submitter.
- 1.3. The introduction must indicate whether the submitter is a corporation, general partnership, individual or other business entity.
- 1.4. The introduction must include a statement to the effect that: “The Submission of this Statement of Qualifications indicates acceptance by the broker, consultant, and/or firm of the stipulations contained in the Request for Qualifications and the terms and conditions of the Professional Services Agreement included therein.”
- 1.5. The statement must be signed above the typed or printed name and title of the signer. The signer must have the authority to bind the broker, consultant, and/or firm to the submitted response.

2. Section 2 – Qualifications of Firm:

- 2.1. Provide a description and history of the firm (if applicable).
- 2.2. Provide recent experience demonstrating current capacity, familiarity and expertise in insurance advisory services as they relate to municipal or local government.
- 2.3. Specific experience in government regulations and law, including (but not limited to) health care reform, will be considered most valuable.

- 2.4. Provide an organizational chart and summary of staff qualifications.
- 2.5. State the number and nature of the staff employed with the firm and the office in which the bulk of the work engagements will be performed.

3. Section 3 – Qualifications of Staff:

- 3.1. Provide resumes (or equivalent information) specifying relevant background, education and experience, for all service staff likely to be utilized in performing the Scope of Services.
- 3.2. Include years of experience with the firm (if applicable), years of experience as a licensed insurance broker/consultant in Missouri, number of municipal/government clients represented, and expertise or specialty training in insurance platforms.
- 3.3. Include notice of any investigations or disciplinary action taken or pending by national or state regulatory bodies against the firm or individuals employed by the firm.

4. Section 4 – Familiarity/History within the Service Limits:

- 4.1. Provide a list of all relevant engagements the broker, consultant, and/or firm completed for local government entities within the last ten (10) years.
- 4.2. Illustrate how previous experience within the area may be of benefit in the execution of the present Scope of Services.

5. Section 5 – References:

- 5.1. Provide at least five (5) references for which the broker, consultant, and/or firm has performed services within the past two (2) years that are similar to the requirements in the Scope of Services.
 - 5.1.1. At least three of the references should be from government entities for work performed that is similar to that specified in this RFQ.
- 5.2. Provide the reference contact name, address, e-mail address, telephone numbers and a summary and date of the services provided.

6. Section 6 – Technical Approach:

- 6.1. Provide a general description of the submitter's approach to providing the Scope of Services.
- 6.2. Include, for example, an explanation of the submitter's process of presenting the City's insurance needs to the open market.
- 6.3. Describe the submitter's capabilities and the ability to comply with deadlines and timelines identified in the Scope of Services.

7. Section 7 – E-Verify and Other Information:

- 7.1. For any contract for services greater than \$5,000, the successful bidder shall comply with § 285.530, RSMo, as amended, and:
 - 7.1.1. Provide by sworn affidavit affirmation that it does not knowingly employ any person who is an unauthorized alien and
 - 7.1.2. Provide documentation affirming its enrollment and participation in a federal work authorization program with respect to the employees working in connection with this contract.

- 7.2. The required documentation affirming enrollment must be from the federal work authorization program provider.
- 7.3. Responses must include the signed and notarized Work Authorization Affidavit and the electronic signature page from the E-Verify program. A letter from the bidder or respondent reciting compliance is not sufficient.

8. Section 8 – Sample Documents:

- 8.1. The Broker, Consultant, and/or Firm are encouraged to provide examples of documents, reports, reviews, correspondence or other records used for similar engagements with other municipal/government agencies.

IV. EVALUATION CRITERIA

1. **Overview:** All responses will be evaluated by a selection committee comprised of City staff members. Responses will be evaluated with respect to the completeness of the information provided, support for all claims made, and the overall approach taken.
2. **Specific Criteria Considered:** The following criteria will be utilized in the technical evaluation of qualifications:
 - 2.1. Firm, Broker, and/or Consultant Experience and Qualifications
 - 2.2. Experience with similar engagements involving local government and/or other governmental agencies.
 - 2.3. Key Staff, Insurance Industry Knowledge, and Understanding/Approach to competitive bidding.
 - 2.4. Projected timeframe and ability to provide services throughout duration of the period desired.
 - 2.5. Thoroughness of material submitted, including the qualified work plan and the quality, amount and type of service provided.
 - 2.6. Reports from references.
3. **Required Licensure/Certification.** Award under this RFP will only be given to an entity or entities possessing all required registrations, certifications and/or licenses from the Missouri Department of Insurance and Secretary of State, as required by Missouri Law.
4. **Other reservations / terms:**
 - 4.1. The City will select and negotiate with those broker(s), consultant(s), and/or firm(s) whose submittals are responsive to this RFQ and are in the best interest of the City.
 - 4.2. The City reserves the right to contract with one or more brokers, consultants, and/or firms for any of the insurance services as listed above.
 - 4.3. The City reserves the right to contract with one (1) entity to meet all of its insurance service needs, or, alternatively, to contract with multiple different entities or individual brokers to provide the same services. All submitters under this RFQ should indicate their preference, if any, of the type of insurance services they can, or will, perform for the City.



Insurance Brokerage and Advisory Services

RFQ 23-02



PROTECTING TOMORROW...TODAY.

Respectfully submitted by Ollis/Akers/Arney

Primary Contact – Ryan Allison

April 21, 2023

Dear City of Republic RFQ Committee,

The team at Ollis/Akers/Arney is truly excited by the opportunity to respond to your REQUEST FOR QUALIFICATIONS: INSURANCE BROKERAGE AND ADVISORY SERVICES (RFQ 23-02).

After reviewing the information sent and building off the responses and concerns conveyed by staff in our RFQ conference, the following are our answers, observations, and initial strategic solutions. In addition, we understand the importance the below Mission, Vision and Values have to the City of Republic and the cultural impact it has on your team. We believe our model and strategic program development is tightly connected to this focus.



We heard from the team the desire to have a partner that:

1. Is creative and uses “out of the box” solutions
2. Provides elite concierge service to staff and employees
3. Communicates and educates your staff and employees on the program and resources, bringing more value to them and their families
4. Makes it easy

Our fit for these needs is showcased in section 4.2. As evidenced in our complete response, we believe our strengths in the values of Regional, Ethical, Professional, Urgent, Bold, Leaders, Insightful, and Caring make us the perfect partner for your employee benefits program.

Sincerely,

Ryan Allison
Advisor
Ollis/Akers/Arney

TABLE OF CONTENTS

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Section 1 – Introduction & Executed Signature Page

Item 7.

- 1.1. The introduction section must contain an overview of the broker, consultant, and/or firm and any sub-consultants.



RYAN ALLISON

Title: Advisor

Responsibility: Strategic Planning

Phone: 417-881-8333

Email: Ryan.Allison@ollisaa.com



JOHN AKERS, CIC

Title: Vice President of Benefits

Responsibility: Strategic Planning

Phone: 417-334-5115 ext. 222

Email: John.Akers@ollisaa.com



Cameron Cummins

Title: National Partner

Responsibility: Data Analytics

Phone: 269-589-9838

Email: cam.cummins@transparent-bydesign.com

The Ollis/Akers/Arney Evolution

Item 7.

After becoming a 100% employee owned insurance agency in 2008, Ollis & Company began transforming its traditional transactional insurance agency into a risk management, employee benefits, business consulting company. Initially it was a struggle, coupled with turnover and a change in our belief system, as the company reinvented itself for the next century of service to its clients. The company hired new staff members and added Human Resources and Wellness consulting departments.

Gaining momentum and positioned for growth, in 2015 the Akers & Arney Agency in Branson joined the established employee ownership structure rebranding as Ollis/Akers/Arney Insurance and Business Advisors. In 2018, The Paul Long Agency in Bolivar joined the company, making Ollis/Akers/Arney the region's largest insurance and business advisory agency (2019 SBJ ranking).

2019 would prove to be a watershed year for the company being recognized for assembling the area's most talented consulting team (2019 Insurance Business America's Top Insurance Workplace) and breaking into the very prestigious national top performing insurance firms (2019 IIABA Best Practices).

Beginning from its humble roots in 1885, Ollis/Akers/Arney and its employee owners have evolved into a regional powerhouse that many area businesses rely on for risk management, employee benefits, insurance, wellness and human resources.

Watershed year!
Recognized nationally for
innovation and consulting expertise.

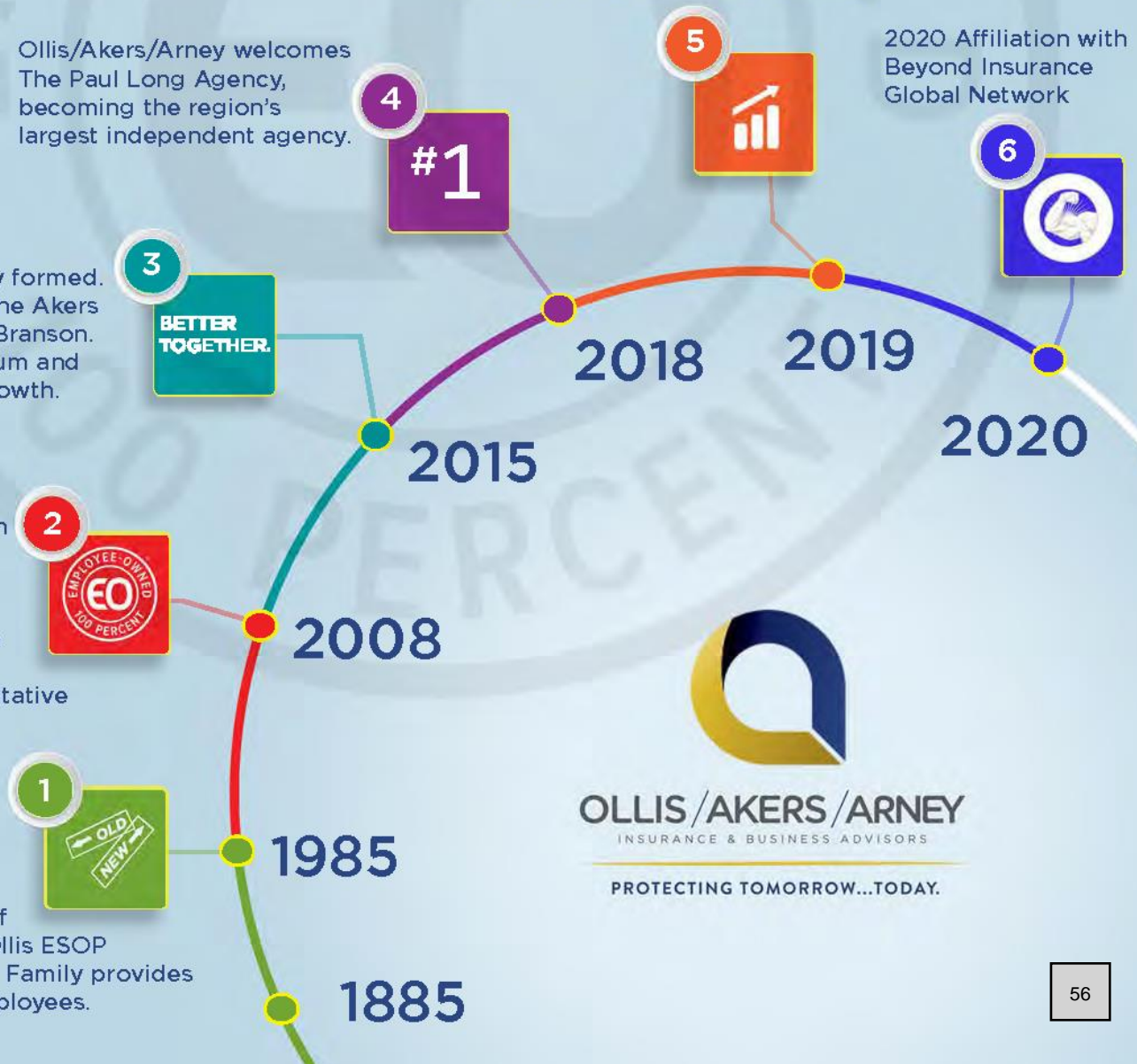
Ollis/Akers/Arney welcomes
The Paul Long Agency,
becoming the region's
largest independent agency.

2020 Affiliation with
Beyond Insurance
Global Network

Ollis/Akers/Arney formed.
Ollis & Co. joins the Akers
& Arney team in Branson.
Gaining momentum and
positioned for growth.

ESOP transformation
100% Employee
Owned complete.
Conversion from
traditional insurance
agency to risk
management/consultative
firm begins.

After 100 years of
operations, the Ollis ESOP
begins. The Ollis Family provides
ownership to employees.



INDUSTRY BOARDS & NOTABLE AWARDS

Missouri Hospital Association Patient
& Family Advisory Council Member



Wellness Council of America
Board Member

#1 Area's Largest Independent Insurance Agency
Springfield Business Journal 2019, 2020, 2021

2019, 2020, 2021, 2022 Top Insurance Workplace
Insurance Business America



2019, 2020, 2021, 2022 U. S. Best Practices Agency
IIABA and Reagan Consulting



Area's Trusted Advisers Insurance Agent
Springfield Business Journal 2014, 2016,
2017, 2018, 2019, 2020, 2021, 2022



 Customer Service Representative of the Year
Missouri Association of Insurance Agents
2017, 2019, 2020, 2021, 2022

Better Business Bureau 2020 Torch Award
For Ethics



LOCAL CONNECTION NATIONAL REACH



Advising many of the 4-State Region's largest
organizations with locations across the U.S.

THE OLLIS EDGE



Exclusive model uniquely developed
for each client with long term
quantifiable results.

100% We are a 100% employee owned
company. Each person you interact
with is an owner and is focused on
providing you with 100% satisfaction.

1 of 282 Best Practices Agencies out
of 35,000 across the United States.
(Only one in Missouri)



Industry-leading consulting and risk
management resource portfolio.

Consistent client relationships and
communication through highly
experienced and tenured staff.



GROWTH



Invested heavily in cutting-edge
technology to provide clients
streamlined DATA analysis,
benchmarking and communications.



Expanded consulting services to
include human resources, safety,
wellness, and training. Providing
services for over 125 clients.



1.2. The introduction must clearly indicate the legal name, address, telephone number, and local contact information (if available) of the submitter.

Ollis & Company dba Ollis/Akers/Arney
2274 E. Sunshine St.
Springfield, MO 65804
417-881-8333
Ryan Allison (ext. 102)
Ryan.Allison@ollisaa.com

1.3. The introduction must indicate whether the submitter is a corporation, general partnership, individual, or other business entity.

Ollis/Akers/Arney is a corporation and 100% employee owned through an ESOP (Employee Stock Ownership Plan)

1.4. The introduction must include a statement to the effect that: "The submission of this Statement of Qualifications indicates acceptance by the broker, consultant, and/or firm of the stipulation contained in the Request for Qualifications and the terms and conditions of the Professional Services Agreement included therein."

Included on signed statement on next page.

1.5. The statement must be signed above the typed or printed name and title of the signer. The signer must have the authority to bind the broker, consultant, and/or firm to the submitted response.

Included on signed statement on next page.



City of Republic
Attn: Melissa Wallen, Benefits & Payroll Specialist
213 North Main Street Republic, MO 65738

Telephone: 417.732.3133
Email: mwallen@republicmo.com

REQUEST FOR QUALIFICATIONS NUMBER RFQ 23-20

Date: 4/4/2023


INSURANCE BROKERAGE & ADVISORY SERVICES

This document constitutes a request for **SEALED** response from qualified brokers for qualification of Employee Benefits Insurance Brokerage Services for the City of Republic.

Date and Time Returnable: 3:00 p.m. on Friday, April 21, 2023

The Submission of this Statement of Qualifications indicates acceptance by the broker, consultant, and/or firm of the stipulations contained in the Request for Qualifications and the terms and conditions of the Professional Services Agreement included therein.

Submitter is ☒ Corporation ☐ General Partnership ☐ Individual ☐ Other

Company Name		Date
Ollis & Company dba Ollis/Akers/Arney		April 21, 2023
Mailing Address		Telephone
2274 E. Sunshine Street		417-881-8333
City	State	Zip Code
Springfield	MO	65804
Authorized Signature		Facsimile
		417-823-7444
Printed Name	Email	Title
Ryan Allison	Ryan.Allison@ollisaa.com	Advisor

Section 2 – Qualifications of Firm

2.1. Provide a description and history of the firm (if applicable).

Established in 1885 to provide much needed fire, property and liability coverage for homeowners, businesses, and farmers, we have continued our tradition as an industry leader in innovative solutions to help our clients reduce risk and control costs long term for **more than 135 years**.

In 2020 we joined the Beyond Insurance Global Network of Independent Agencies (BIGN). The BIGN is a National Network of over 75 Independently Owned insurance, employee benefits, risk consulting agencies with over 1500 employees, over \$2 Billion in written premium and is the 4th largest insurance network in the U.S. This partnership expanded Ollis/Akers/Arney's resources, increased our ability to innovate for our clients and elevated our unique model nationally.

Today, **Ollis/Akers/Arney is headquartered at 2274 E. Sunshine Street Springfield MO**. As a 100% employee-owned company, our 64 employee-owners have a vested interest in our clients' growth and success. Fifty-five of our employees are licensed agents. With over \$124 million in managed premium, our clients range from private enterprises to public entities in the form of small local offices to large national corporations. We've had an emphasis through our public entity department on the challenges and risks facing municipalities, counties, and various other publicly funded organizations for **over 30 years**.

Our philosophy is simple; we strive to understand your business and your team at every level of the organization. This complete understanding allows us to proactively develop customized strategic plans that address current risks, emerging risks and deliver the most of your human capital.

This philosophy and proactive process for our clients has earned us various awards of national recognition as a national leader in the risk and insurance industry. Among those: recognition as a **Best Practices Agency in the United States** designation by the Independent Insurance Agents & Brokers of America, Inc. and Reagan Consulting and recognized as a 4-time winner of **Top Insurance Employer** by Insurance Business America. For the second year in a row, we have been recognized in the Top 3 of **Best Places to Work** by Biz 417 and Best Companies Group.

The Ollis/Akers/Arney Evolution

After becoming a 100% employee owned insurance agency in 2008, Ollis & Company began transforming its traditional transactional insurance agency into a risk management, employee benefits, business consulting company. Initially it was a struggle, coupled with turnover and a change in our belief system, as the company reinvented itself for the next century of service to its clients. The company hired new staff members and added Human Resources and Wellness consulting departments.

Gaining momentum and positioned for growth, in 2015 the Akers & Arney Agency in Branson joined the established employee ownership structure rebranding as Ollis/Akers/Arney Insurance and Business Advisors. In 2018, The Paul Long Agency in Bolivar joined the company, making Ollis/Akers/Arney the region's largest insurance and business advisory agency (2019 SBJ ranking).

2019 would prove to be a watershed year for the company being recognized for assembling the area's most talented consulting team (2019 Insurance Business America's Top Insurance Workplace) and breaking into the very prestigious national top performing insurance firms (2019 IIABA Best Practices).

Beginning from its humble roots in 1885, Ollis/Akers/Arney and its employee owners have evolved into a regional powerhouse that many area businesses rely on for risk management, employee benefits, insurance, wellness and human resources.

Watershed year!
Recognized nationally for
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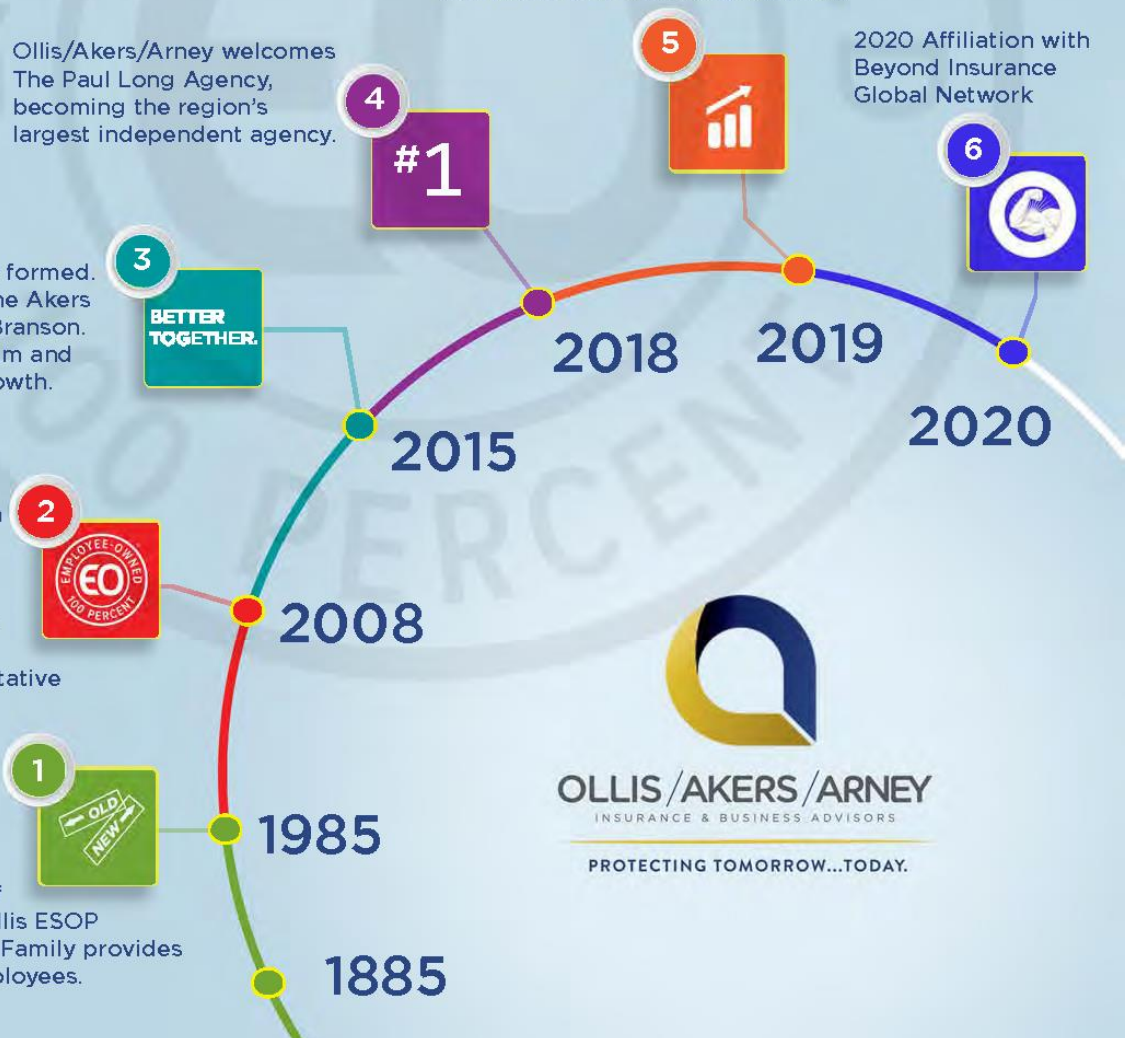
Ollis/Akers/Arney welcomes
The Paul Long Agency,
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2020 Affiliation with
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Ollis/Akers/Arney formed.
Ollis & Co. joins the Akers
& Arney team in Branson.
Gaining momentum and
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ESOP transformation
100% Employee
Owned complete.
Conversion from
traditional insurance
agency to risk
management/consultative
firm begins.

After 100 years of
operations, the Ollis ESOP
begins. The Ollis Family provides
ownership to employees.



Ollis/Akers/Arney Accomplishments & Highlights

Outstanding CSR of the Year for the State of Missouri by the Missouri Association of Insurance Agents

- 2017 Robin Talty
- 2019 Beth Kensinger
- 2020 Ashlae Cook
- 2021 Megan Owens
- 2022 Pamela Hamilton



Independent Insurance Agents & Brokers of America Best Practice Agency – 2019, 2020, 2021, 2022

One of Springfield Business Journal's Area's Largest Independent Insurance Agency – 2018, 2019, 2020, 2021, 2022

Better Business Bureau 2020 Torch Award for Ethics



Innovative HR Teams 2022



Richard Ollis serves on Springfield City Council and on the board for Missouri Association of Insurance Agents

Trusted Advisor - Springfield Business Journal

- 2014 Jeff Eiserman
- 2016 Peggy Gawley
- 2017 Erica Gaynor
- 2018 John Akers
- 2019 Paul Long
- 2020 Jeff Chronister
- 2022 Mindy Pippin



Insurance Business America Top Insurance Workplace – 2019, 2020, 2021, 2022

Awarded as one of the top 20 Best Places to Work by Best Companies Group and Biz 417 Magazine (#3)



Cameron Black awarded Top Wellness Adviser in the U.S. 2020

Jeff Eiserman & Mindy Pippin receive the Accredited Cyber Risk Advisor designation by Beyond Insurance Global Network.



Erica Gaynor achieves her Registered Employee Benefits Consultant (REBC) designation – 2022



OllisAkersArney.com | 417-881-8333

2.2. Provide recent experience demonstrating current capacity, familiarity, and expertise in the insurance advisory services as they relate to municipal or local government.

Ollis/Akers/Arney formed a Public Entity Department, which includes over 50% of our staff focusing in this area. The team currently represents numerous public entity clients across the State of Missouri, including 26 local governments.

Ollis/Akers/Arney has multiple team members who are serving or have served on local city councils and school boards throughout Southwest Missouri.

We are active members in the Missouri Municipal League (MML), Missouri Association of Counties (MAC), Missouri Association of School Administrators (MASA), Missouri Rural Health Association (MRHA), and the Missouri Chamber of Commerce. Ollis/Akers/Arney not only sponsors these organizations, but provides educational seminars for their conferences, meetings, and conventions.

As an industry leader in public entity risk management, the Ollis/Akers/Arney Public Entity Department understands the unique risks facing municipal/local governments. Public entities face the struggle of adhering to a strict budget without the ability to easily increase funding. The cost of insuring governmental bodies continues to increase; from health insurance to building replacement. Talent attraction and retention is heavily influenced by the scope of the benefits program as salaries are typically not as competitive as private business.

Ollis/Akers/Arney focuses on providing the most value for the dollars spent on the benefits program. We work to communicate the value to the employees at a higher level, helping them understand the program better and becoming better stewards of the plan.

While most of the examples of expertise provided in this RFQ response center around the employee benefits program, Ollis/Akers/Arney understands that public entities face unique property & casualty risks. The topic of preserving Sovereign Immunity is one that without a complete understanding of the laws, may put the entity at greater risk of waiving their sovereign immunity.

We have invested in tools and resources that can be tailored to the individual needs of the City. From training modules to compliance updates and guidance. We are experts in this field and have chosen to devote our time and resources to improving the Risk Profile of our public entity clients.

Our process is unique in the marketplace and has proven to be a huge benefit to City Managers and Administrators by controlling their cost and budget. It also frees up time they previously spent on risk management tasks, so they can focus on other areas such as economic development and revenue growth!

PUBLIC ENTITIES EMERGING RISKS

Risk Profile Management is crucial in the successful governance of a public entity. Your unique risk profile score and how it is impacted by multiple factors, including the ones above, is the first step in developing the Risk Profile Management Program. The goal of a risk profile is to provide an unbiased understanding of your organization's risk by assigning a score to different types of risks and the danger they pose. Risk Profile Management Program helps control your unique risk profile score through documented and measured strategies vs. comparable benchmarks.

WHAT IS YOUR SCORE?

INTELLIGENCE QUOTIENT FOR RISK MANAGEMENT (IQRM)

- 1. EXAMINE RISK**
We will investigate your potential risk by asking questions to determine your specific needs.
- 2. DEVELOP STRATEGIES**
We will design a custom plan to improve your Risk Profile.
- 3. GO PHASE**
We will work with you to make sure the plan is executed.
- 4. EVALUATE RESULTS**
Our process continues with accountability and monitoring the measured results of the program.

OLLIS/AKERS/ARNEY
INSURANCE & BUSINESS ADVISORS
PROTECTING TOMORROW...TODAY.

INDUSTRY EXPERTISE

HUMAN RESOURCES

- Resolving Workplace Conflict
- Employee Engagement
- Compensation Strategies
- Leadership Development
- Policy Review including Medical Marijuana and COVID Sick Time
- Talent Attraction and Retention Strategy
- Government Compliance/Documentation
- And More

INDUSTRY SPECIFIC EXPOSURES

- Law Enforcement Liability
- Partner Selection Process
- Property Valuation Updating
- Employment Practices Liability
- Juggling Shrinking Tax Bases and Swelling Operational Cost
- Cyber and Data Breach Exposure
- Transportation and Fleet Management
- Facilities Assessments and Use Agreements
- Workers' Compensation
- Public Official and Employee Dishonesty
- Disaster Planning

EMPLOYEE BENEFITS STRATEGY

- Emerging Trends
- Self, Level-Funded and Fully Insured
- Communication, Education and Technology
- Design Options
- Wellness
- Enrollment Options
- Data Benchmark Analysis

AGENCY EXCLUSIVE RESOURCES

- Ergonomics Review
- Active Shooter Preparedness and Response Planning
- Onsite Training
- Online Client Portal
- Dedicated Claims Management
- Claims Review and Strategy
- Insurance Benchmarking
- Wellness Director/Programs
- Health and Wellness Newsletters
- Multiple Market Insurance Negotiating
- Risk Transfer Review
- Risk Assessment and Recommendation
- EMOD Projection and Analysis
- Safety Resources for Volunteers

OLLISAKERSARNEY.com

KNOW YOUR SCORE!

Public entities face a unique environment regarding liability. The contrast between evolving exposures, litigation trends and the acute pressure to reduce costs. Aligning budgets to sometimes inadequate public funding creates a complicated web of choices for administrators in the public sector.

One of the most important factors to consider when managing your property liability coverage for public entities is the true cost of risk, not the price of the premium.

SCHEDULE YOUR RISK PROFILE ASSESSMENT

Call Ollis/Akers/Arney to schedule your Risk Profile Assessment today.

OLLIS/AKERS/ARNEY
INSURANCE & BUSINESS ADVISORS
PROTECTING TOMORROW...TODAY.

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2.3. Specific experience in government regulations and law, including (but not limited to) health care reform, will be considered most valuable.

Ollis/Akers/Arney is committed to keeping our clients updated with changes in federal, state, and local laws that would impact them. This process also includes recommendations on addressing the issue. We use the following methods of communication including, although not limited to email, phone calls, virtual meetings and in-person consultation.

Ollis/Akers/Arney has invested heavily to provide our clients relevant information regarding changes in legal compliance requirements. We have multiple conduits available to provide this information to our clients based on specific needs.

We belong to Missouri Association of Insurance Advisors, as well as the Independent Insurance Agents of America on a national level. We leverage these resources, along with numerous industry newsletters, blogs, breaking news alerts, etc. to stay up to date in the tumultuous health care and insurance marketplace. We pride ourselves on being continual students of the industry to keep our clients up to date on matters that impact their benefits programs.

Karen Shannon (human resources) and Brian Johnston (legal/regulation) are members of local and national organizations in their respective fields. They stay informed on emerging trends through continuing education and provide valuable insight to our staff and clients on legislative developments.



Karen Shannon VICE PRESIDENT OF BUSINESS CONSULTING/CHRO

Karen Shannon is the Vice-President of Business Consulting/CHRO for Ollis/Akers/Arney. Karen has served in senior leadership positions in banking and human resources for over 30 years. She and her team provided HR services to 5000 employees across the US, United Kingdom, India and Mexico. Today, she works with clients on key business and HR strategies which have resulted in cost savings upward of \$7 million.

Karen has expertise in all functional areas of Human Resources including administration, compensation and benefits, compliance, employee relations, performance management, organizational development, talent selection and management, training and development and labor relations. Karen's experience includes advanced employee relations issues including managing litigation and discrimination charges, conducting investigations, and working with federal and state commissions and regulatory agencies.

Karen received her MBA and BA in Business Administration and Economics from Drury University. She is a graduate of Leadership Missouri and is a member of the Local Issues Public Task Force for the Springfield Area Chamber of Commerce, as well as serving on the Missouri Bankers Association Board of Trustees for Banking Education. Karen was recognized in 2000 by the Springfield Business Journal in its inaugural class of Most Influential Women in Business and is a regular speaker at national and regional conferences.

Carolyn O'Kelley HUMAN RESOURCES CONSULTANT

Carolyn O'Kelley has over 20 years of leadership experience in all aspects of human resources activities including benefits, compensation, training and development, organizational development, talent selection, employee relations and legal compliance. She has worked in a variety of industries for local and national large and mid-size companies in the profit and not-for-profit arenas.

Carolyn graduated with a Bachelor of Science degree in Business Management from Missouri Southern State University and holds two HR professional certifications - Senior Professional in Human Resources (SPHR) from the HR Certification Institute (HRCI) and Senior Certified Professional (SHRM-SCP) from the Society for Human Resource Management (SHRM).

Carolyn is a member of SHRM and has served on the board for the Missouri State Council of SHRM and served in various board positions for the Springfield Chapter of SHRM. In 2016, Carolyn was President of the Springfield Area Human Resources Association (SAHRA) and nominated for the Springfield Business Journal Top Local Human Resources Professional of the Year.

Kenya Pearman HUMAN RESOURCES CONSULTANT

Kenya Pearman has over 16 years of Human Resources Director experience including recruiting, onboarding, employee relations, training and development, benefit administration, legal compliance and has developed employee recognition programs in the supply chain/logistics industry. Kenya has a BS in Political Science from Oklahoma State University and is actively involved in the Springfield Area Human Resources Association and the Society for Human Resource Management. Kenya holds the esteemed Senior Professional in Human Resources (SPHR) designation and is a Senior Certified Professional through SHRM.

Wendy Brown HUMAN RESOURCES COORDINATOR

Wendy Brown has over 20 years of experience coordinating and project managing in the world of architecture, advertising, accounting, and real estate. Wendy has joined the Human Resources Consulting team as the HR Coordinator and assists with scheduling and project coordination for the division. Wendy is a graduate of Baptist Bible College in Springfield and holds a Business Management degree and her real estate license. She is a member of the Missouri Real Estate Commission and the Greater Springfield Board of Realtors.

• HR.OllisAkersArney.com
• Office: (417) 881-8333
• Help Desk: (800) 256-7310
• 2274 E. Sunshine St., Springfield, MO 65804




Brian Johnston, Partner, Jackson Lewis

913-981-1018

Brian.Johnston@jacksonlewis.com

Brian Johnston leads the Employee Benefits and Executive Compensation practice group for the Jackson Lewis law firm in Kansas City. With more than twenty years of representing public and private businesses, Brian has unique knowledge and experience with the design, implementation, and administration of health plans. In each of these areas, Brian advises clients concerning fiduciary responsibilities in compliance with legal and regulatory requirements applicable to employee benefit plans.

JacksonLewis

Ollis/Akers/Arney has always believed in and provides a documented transparent compensation arrangement where all remuneration is fully disclosed and agreed upon as part of our service agreement.

We are excited to communicate that this transparency is **now a law** for the entire employee benefits insurance industry. **The Consolidated Appropriations Act, 2021 (CAA)** contained many policy provisions, including a transparency provision, that requires brokers and consultants to disclose to their group health clients the compensation they expect to receive and describe the services they provide in return prior to each plan year. This law was effective as of 12/27/2021 and is a requirement.

The introduction of the **Consolidated Appropriations Act of 2021 (CAA)** has requirements that impact you, the City of Republic, as you are the fiduciary of your benefits plan.

With that responsibility, **you must be able to provide evidence of your effort to help improve the cost of health care for your employees. This includes having a copy of the compensation paid to your broker on file.** It also requires your broker and carrier to provide you the compensation they receive for the servicing of your program.

A recent article from BenefitsPro.com states, the CAA will “soon begin holding employers accountable for upholding their fiduciary responsibility and exploring insurance options that lower the cost of the employee health care.”

Below is a compliance overview of the law and the form we use to communicate our compensation transparency to our clients:

COMPLIANCE OVERVIEW

- A description of all direct compensation, either in connection with the contract or as a subcontractor reasonably expects to receive in connection with the services;
- A description of indirect compensation that the CSP, a subcontractor, or an affiliate of the CSP, expects to receive in connection with the services;
- A description of the arrangement between the payer and the CSP, a subcontractor, or an affiliate of the CSP, pursuant to which such indirect compensation is paid;
- Identification of the services for which the indirect compensation is paid;
- Identification of the payer of the indirect compensation;
- If compensation is set on a transaction basis (such as compensation based on business placed or retained), will be paid and identification of the payers and recipient;
- A description of any compensation the CSP, an affiliate of the CSP, or a subcontractor expects to receive in connection with the termination of the contract and upon termination; and
- A description of the manner in which the compensation is paid.

According to Field Assistance Bulletin No. 2021-03, the requirement is a monetary amount, formula or a per capita charge for each contract year, any other reasonable method may be used to calculate compensation that may not be calculated at the time of the contract but may be calculated at the time of the termination of the contract. The additional compensation that explains the methodology and assumptions used to prepare the compensation.

In addition, pending further guidance, the DOL takes the view that it is reasonable in circumstances when the occurrence of future events result in the service provider's compensation varying within a range under the circumstances, and the DOL cautions that more speed is preferred whenever it can be furnished without undue burden.

Timing Requirements

Disclosure must be made no later than the date that is reasonable into, extended or renewed. This may involve disclosures of compensation, if there is any change to the required information, practicable, but generally no later than 60 days from the date written request of the plan fiduciary, the CSP must disclose in connection with the contract.

Plan Fiduciary Requirements

If the CSP fails to provide the required information above, the plan fiduciary should terminate the contract.

This Compliance Overview is not intended to be exhaustive nor should it be relied upon as legal advice. Readers should contact legal counsel for legal advice.

COMPLIANCE OVERVIEW

Broker Compensation Transparency Requirements

The Employee Retirement Income Security Act of 1974 (ERISA) requires plan fiduciaries to ensure that their service providers are “reasonable” and only “reasonable” compensation. Plan fiduciaries must be able to obtain sufficient information to make decisions about the reasonableness of plan service provider arrangements, including the compensation they receive. A 2012 final rule requires covered service providers (CSPs) to provide plan fiduciaries with information about the reasonableness of total compensation, both direct and indirect, received by the CSP, an affiliate of the CSP, or a subcontractor. This 2012 rule only applies to ERISA-covered retirement plans and does not apply to group health plans. However, the DOL has stated that CSPs can look to the prior departmental guidance for guidance on how to comply with the new CAA disclosure requirements.

New Disclosure Requirements

The CAA creates similar disclosure requirements for CSPs in order for a contract between a plan and a CSP to be considered reasonable. For this purpose, the term “covered service provider” means a CSP that enters into a contract with the plan and reasonably expects \$1,000 or more in compensation (direct or indirect) in connection with providing one or more of the services listed below—regardless of whether the compensation will be received by the CSP, an affiliate of the CSP, or a subcontractor.

Specifically, disclosure is required for:

- Brokerage services provided to a covered plan with respect to the selection of insurance services, medical management vendors, benefits administration, stop-loss management services, wellness services, transparency tools and vendors, group purchase power arrangements, disease management vendors and products, compliance services, or third-party administration services; and
- Consulting services related to the development or implementation of plan design, selection, record-keeping, medical management, benefits administration selection, benefit management services, wellness design and management services, transition management, compliance services, employee assistance programs or third-party administration services.

According to Field Assistance Bulletin No. 2021-03, the fact that a service provider does not charge a “consulting” fee does not determine whether the requirements apply. Providers receive indirect compensation from third parties should be prepared to explain how a covered service provider is a reasonable, good faith interpretation of the law.

Content Requirements

A CSP must disclose the following to a plan fiduciary in writing:

- A description of the services to be provided to the plan pursuant to the contract;
- A statement that the CSP, an affiliate of the CSP, or a subcontractor will or expects to provide services to the plan as a fiduciary, if applicable;

This Compliance Overview is not intended to be exhaustive nor should it be relied upon as legal advice. Readers should contact legal counsel for legal advice. ©2022 Zynewor, Inc. All rights reserved.

COMPLIANCE OVERVIEW

Broker Compensation Transparency Requirements

Signed into law in late 2020, the Consolidated Appropriations Act, 2021 (CAA) created new requirements for health insurance brokers and consultants to disclose any direct or indirect compensation they may receive for referral of services to ERISA-covered group health plan sponsors. Similar disclosure to employees in the individual market or enrollees purchasing short-term limited duration insurance is required for referral of coverage.

These new disclosure requirements began on Dec. 27, 2021, although the U.S. Department of Labor (DOL) has announced a temporary enforcement policy. According to the DOL, a person will not be treated as having failed to make required disclosures to a responsible plan fiduciary as long as the person made disclosures in accordance with a good faith, reasonable interpretation of the law.

This Compliance Overview provides a summary of the disclosure requirements, including applicable content and timing requirements, as well as a sample form which requires customization.

LINKS AND RESOURCES

- Legislative text of the Consolidated Appropriations Act, 2021
- Summary of Appropriations Provisions by the House Appropriations Committee
- DOL Field Assistance Bulletin No. 2021-03, announcing the temporary enforcement policy

Covered Plans

For purposes of the new disclosure requirements, covered plans include the following:

- Insured and self-insured group health plans, including grandfathered plans, regardless of size
- Dental and vision plans
- Health reimbursement arrangements (HRAs)
- Health flexible spending accounts (FSAs)

Important Dates

Dec. 27, 2021

The new disclosure requirements generally apply to contracts entered into, extended or renewed on or after Dec. 27, 2021.

Dec. 30, 2021

The date the DOL announced a temporary enforcement policy for the new requirements.

Provided to you by Ollis/Akers/Arney Insurance & Business Advisors



Ollis/Akers/Arney Insurance & Business Advisors **Introduction, Background & Transparent** **Communication**

Ollis/Akers/Arney Insurance & Business Advisors is built upon a tradition of integrity, industry leadership and excellence. We are committed to delivering tailored benefit solutions with thoughtful strategic planning, valuable professional expertise and technology-based solutions that result in sustained customer and employee satisfaction. Through initiative and innovation, we help our customers find answers, implement solutions, and anticipate consequences.

Ollis/Akers/Arney Insurance & Business Advisors has assembled the finest staff of benefits professionals whose expertise is matched by their intelligence and integrity. We further arm them with continuous education, training, and cutting-edge technical resources. These highly specialized consultants have helped us build our reputation for excellence and financial growth.

Ollis/Akers/Arney has always believed in and provides a documented transparent compensation arrangement. Compensation remuneration is fully disclosed and agreed upon as part of our service agreement.

We are excited to communicate that this transparency is now a law for the entire employee benefits insurance industry. The Consolidated Appropriations Act, 2021 (CAA) contained many policy provisions, including a transparency provision that requires brokers and consultants to disclose to their group health clients the compensation they expect to receive in return for the services they provide in return.

The information contained in the following pages is your record of the compensation Ollis/Akers/Arney will receive in return for the services that will be provided to you in return for this compensation.

PLAN EFFECTIVE DATE: Client Sample May 2022

EMPLOYEE BENEFITS CONSULTING AND BROKERAGE SERVICES

Prepared for:
Client Sample

Presented by:

Ollis/Akers/Arney Insurance & Business Advisors



RETAIN FOR AUDIT AND COMPLIANT PURPOSES

Ollis/Akers/Arney Insurance & Business Advisors **Compensation/Fee Disclosure by Service/Coverage**

The Company *does not* provide the above-referenced services to the Client Sample as a fiduciary.

The Company reasonably expects to receive direct compensation for the services provided in the form of either a per employee per month ("PEPM") fee or a commission from the vendor, in the amount indicated below.

Direct Compensation			
Service/Coverage Type	Vendor/Carrier	Formula	Estimate
Medical Plans	Anthem	\$26.00 PEP	
Basic Life and AD&D	Anthem	13%	
Supplemental Life and AD&D	Anthem	15%	
Dental Plan	Guardian	5%	
Vision Plan	Guardian	10%	
Accident Plan	Aflac	5%	
Cancer Plan	Aflac	3%	\$84.08
Compliance Services(FSA/ERISA/COBRA)	TASC	5%	\$1,892.31
Total Direct Compensation Estimate			\$95,868.59
Indirect Compensation			
Service/Coverage Type	Vendor/Carrier	Formula	Estimate
Carrier Persistency Bonus	Varies	Annual	Reported Annually following end of year close out. Will provide within 30 days of notification if received.
Total Indirect Compensation Estimate			\$0.00
Fee/Contracted Compensation (Transaction Based Compensation)			
Service/Coverage Type	Vendor/Carrier	Formula	Estimate
Total Fee/Contracted Compensation Estimate			\$0.00
TOTAL COMBINED ESTIMATE			
Combined Total Compensation Estimate			\$95,868.59

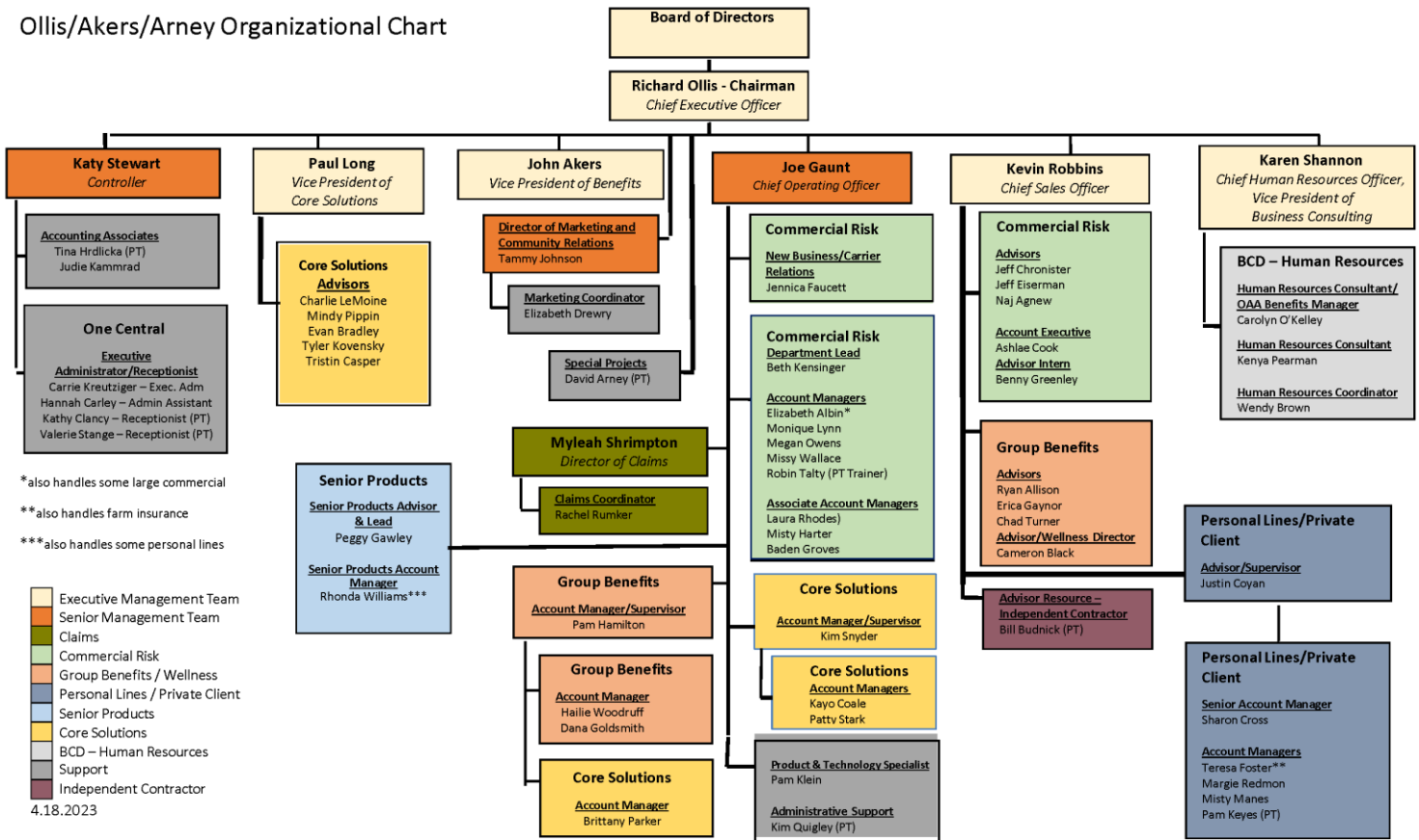
* Termination requires a 30 day written notice. All compensation will end the first of the month following the completion of the 30 day period.

NET COMPENSATION

OLLIS/AKERS/ARNEY NET COMPENSATION	
Total Compensation Estimate	\$95,868.59
Minus 60% Payroll Expense	\$57,521.15
Minus 25% Client Resources, Technology and Overhead	\$23,967.15
15% Net Compensation	\$14,380.29

2.4. Provide an organizational chart and summary of staff qualifications.

Ollis/Akers/Arney Organizational Chart



Summary of staff qualifications on following page.

Primary Account Team



Ryan Allison – Employee Benefits Advisor, Benefit Advisor, Licensed in Life & Health, 3 Years of Employment, 3 Years of Insurance Industry Experience. *Ryan is the Primary Account Advisor responsible for strategic plan design, program measurement/improvements, customer satisfaction, and development of insurance programs.*



John Akers – Vice President, Employee Benefits, Benefits & Commercial Advisor, Licensed in Property & Casualty and Life & Health, 31 Years of Employment, 31 Years of Insurance Industry Experience. *John is responsible for strategic planning, DATA analysis of program components, partner/vendor negotiations and development of insurance programs.*



Erica Gaynor – Employee Benefits Advisor & Account Executive, Licensed in Life & Health, 17 Years of Employment, 17 Years of Insurance Industry Experience. *Erica is responsible for strategic plan coordination and implementation through the exclusive Ollis Edge 360 process.*



Pamela Hamilton – Employee Benefits Account Manager, Licensed in Life & Health and Property & Casualty, 6 Years of Employment, 24 Years Insurance Industry Experience. *Pamela is the Primary Account Manager responsible for the day-to-day implementation and service of the employee benefits program.*



Myleah Shrimpton – Director of Claims, Licensed in Property & Casualty and Life & Health, 12 Years of Employment, 19 Years Insurance Industry Experience. *Myleah works closely with clients as a claim arises. The claims are prioritized based on level of severity and complexity.*

Additional Resource Account Team



Hailie Woodruff – Employee Benefits Account Manager, Licensed in Life & Health, 2 Years of Employment, 2 Years Insurance Industry Experience. *Hailie assists Pamela with the responsibility for the day-to-day implementation and service of the employee benefits program.*



Rachel Rumker – Claims Coordinator, Licensed in Property & Casualty and Life & Health, 5 Years of Employment, 5 Years Insurance Industry Experience. *Rachel works closely with clients as a claim arises. The claims are prioritized based on level of severity and complexity.*



Cameron Black – Wellness Director & Employee Benefits Advisor, Licensed in Life & Health, 13 Years of Employment, 13 Years of Insurance Industry Experience. *Cameron is responsible for strategic planning, development and implementation of wellness programs and the impact on the employee benefits plans.*



Karen Shannon – Vice President of Business Consulting/Chief Human Resources Officer, 9 Years of Employment, 30 Years HR Industry Experience. *Karen and her team assist clients with Human Resources and Compliance issues.*



Peggy Gawley – Senior Products Advisor, Licensed in Life & Health, 8 Years of Employment, 23 Years of Insurance Industry Experience. *Peggy is an advocate for clients nearing Medicare eligibility age or those currently enrolled who are looking to choose the plan that best meets their current and evolving healthcare needs.*



Pam Klein – Product and Client Technology Specialist, Licensed in Property & Casualty, 12 Years of Employment, 32 Years of Insurance Industry Experience. *Pam is committed to providing training, education and troubleshooting responses to all internal and client facing technology offered by Ollis/Akers/Arney.*



Kevin Robbins – Chief Sales Officer, Licensed in Property & Casualty, 11 Years of Employment, 11 Years Insurance Industry Experience. *Kevin leads the Ollis/Akers/Arney Advisors in proactively protecting clients' employees, assets, and income through a proven documented approach.*



Joe Gaunt – Director of Operations, Licensed in Property & Casualty, 4 Years of Employment, 14 Years Insurance Industry Experience. *Joe's role is to improve the client experience by optimizing internal software, ensuring high quality client service across all departments, and oversees personal and commercial lines support teams.*



Richard Ollis – CEO, Commercial & Benefit Advisor, Licensed in Property & Casualty and Life & Health, 38 Years of Employment, 38 Years of Insurance Industry Experience. *Richard is responsible for coordinating the property and casualty program and acting as a liaison for the employee benefits program.*

2.5. State the number and nature of the staff employed with the firm and the office in which the bulk of work engagements will be performed.

Today, **Ollis/Akers/Arney** is headquartered at **2274 E. Sunshine Street Springfield MO**. This office location will perform the bulk of work engagements for your account.

As a 100% employee-owned company, our **64 employee-owners** have a vested interest in our clients' growth and success. Fifty-five of our employees are licensed agents. With over \$124 million in managed premium, our clients range from private enterprises to public entities in the form of small local offices to large national corporations. We've had an emphasis through our public entity department on the challenges and risks facing municipalities, counties, and various other publicly funded organizations for over 30 years.

Our philosophy is simple; we strive to understand your business and your team at every level of the organization. This complete understanding allows us to proactively develop customized strategic plans that address current risks, emerging risks and deliver the most of your human capital.

This philosophy and proactive process for our clients has earned us various awards of national recognition as a national leader in the risk and insurance industry. Among those: recognition as a **Best Practices Agency in the United States** designation by the Independent Insurance Agents & Brokers of America, Inc. and Reagan Consulting and recognized as a 4-time winner of **Top Insurance Employer** by Insurance Business America. For the second year in a row, we have been recognized in the Top 3 of **Best Places to Work** by Biz 417 and Best Companies Group.

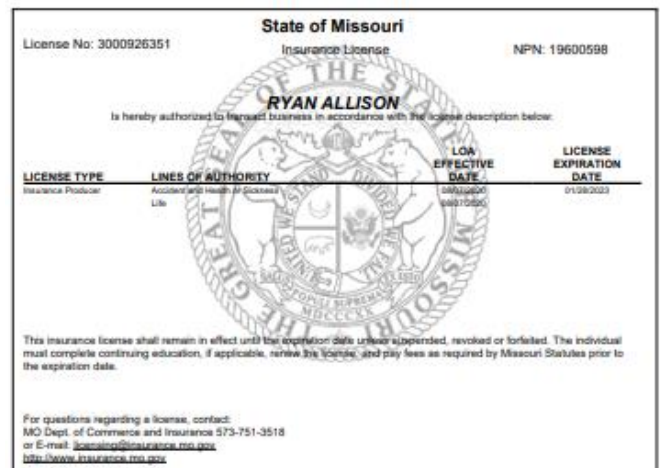
Section 3 – Qualifications of Staff

3.1. Provide resumes (or equivalent information) specifying relevant background, education, and experience, for all service staff likely to be utilized in performing the Scope of Services.



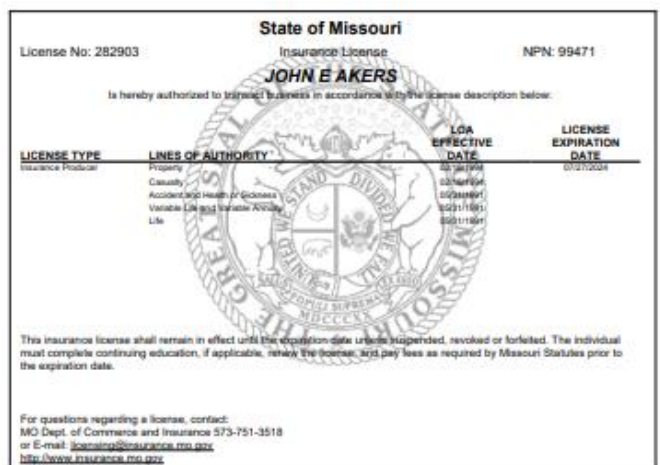
Ryan Allison: Advisor (Primary Advisor)
2 Years Insurance Industry Experience
 417.881.8333 | Ryan.Allison@ollisaa.com

Ryan joined us in June of 2020 and assists clients as an advisor in our employee benefits department. He is an Advisor licensed in Life and Health. Ryan has served in roles outside the insurance industry specializing in employer health services, business development, and relationship management. Ryan is the original founder of the Springfield Work Comp Task Force formed in 2015, now called the Springfield Work Comp Coalition. Ryan is also an active member of The Network, the young professional division of the Springfield Chamber.



John E. Akers, CIC: Vice President - Employee Benefits (Secondary Advisor)
31 Years Insurance Industry Experience
 417.334.5115 | John.Akers@ollisaa.com

John Akers received his Business Degree in 1990 from the University of Missouri. John currently leads the Benefits Department for the agency and serves on the Board of Directors. He is an Advisor licensed in Life and Health as well as Property and Casualty and has earned the Certified Insurance Counselor (CIC) designation. John has been voted Outstanding Young Agent of Missouri by the Missouri Association of Independent Agents and was honored as a 2018 Trusted Advisor by the Springfield Business Journal. John uses his vast experience to monitor ongoing claims, plan performance forecasting, claims experience analysis and data mining to benchmark and negotiate the best possible outcome for the client.





Erica Gaynor, REBC, CHRS: Advisor/Account Executive (Secondary Advisor)

20 Years Insurance Industry Experience

417.881.8333 | Erica.Gaynor@ollisaa.com

Erica has worked in the insurance industry since 2002 and joined the Ollis/Akers/Arney Benefits team in 2005. She holds agent licenses for Life and Health as well as Property and Casualty. She is a member of The National Association of Health Underwriters (NAHU), is a Certified Healthcare Reform Specialist (CHRS) and has received her **Registered Employee Benefits Consultant (REBC)** designation. Erica was honored as a 2017 *Trusted Adviser* by the Springfield Business Journal and chosen as one of Springfield Business Journal's 2020 *40 Under 40* honorees. Erica was chosen as one of twenty women recognized at a national level as the *Top Women in Benefits Advising* for 2020. Erica serves on the Board of Directors for the Victim Center, Developmental Center of the Ozarks and Hamels Foundation and is also a member of Junior League of Springfield. Erica works with employee benefits clients in developing and implementing a customized plan to meet their specific needs. She ensures that all plan components are communicated effectively, measured, and delivered in coordination with the plan timeline.

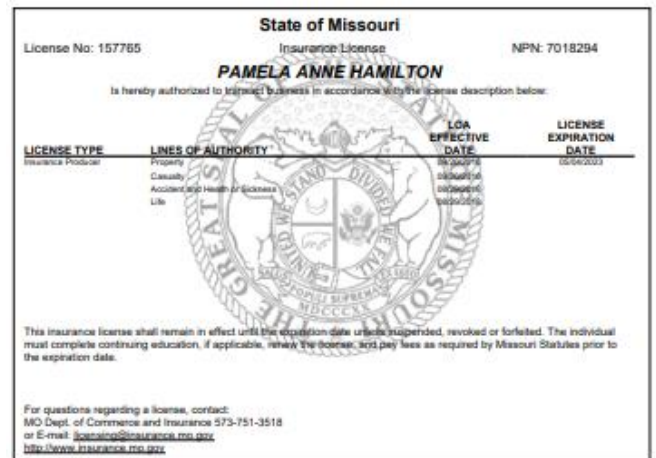


Pamela Hamilton: Employee Benefits Supervisor

25 Years Insurance Industry Experience

417.881.8333 | Pamela.Hamilton@ollisaa.com

Pamela joined the Ollis/Akers/Arney team in 2016. Pamela is licensed in Life and Health as well as Property and Casualty. Pamela's experience as a former Group Administrator with a private client and an Account Executive on the carrier side offers a unique skill set to the Account Manager role. Pamela currently serves as the Employee Benefits Supervisor over the Benefits Account Management and Support Staff. Pamela is responsible for the day-to-day implementation and service of the employee benefits program. Pam is the **Missouri Association of Independent Agents Customer Service Representative of the year for 2023**.





Hailie Woodruff: Employee Benefits Account Manager
3 Years Industry Experience

417.881.8333 | Hailie.Woodruff@ollisaa.com

Hailie joined the Ollis/Akers/Arney team in 2021 and is a graduate of Missouri State University. Hailie is licensed in Life and Health. Hailie is responsible for supporting the day-to-day implementation and service of the employee benefits program.

State of Missouri			
License No: 8441431	Insurance License	NPN: 18803436	
HAILIE M WOODRUFF			
Is hereby authorized to transact business in accordance with the license description below:			
LICENSE TYPE	LINES OF AUTHORITY	LOA EFFECTIVE DATE	LICENSE EXPIRATION DATE
Insurance Producer	Life	06/01/2021	11/01/2024
			
<p>This insurance license shall remain in effect until the expiration date unless suspended, revoked or forfeited. The individual must complete continuing education, if applicable, renew the license, and pay fees as required by Missouri Statutes prior to the expiration date.</p>			
<p>For questions regarding a license, contact: MO Dept. of Commerce and Insurance 573-751-3518 or E-mail: doic@insurance.mo.gov http://www.insurance.mo.gov</p>			



Myleah Shrimpton, AIC: Director of Claims
19 Years Insurance Industry Experience

417.881.8333 | Myleah.Shrimpton@ollisaa.com

Myleah is the Director of Claims for Ollis/Akers/Arney. She entered the insurance industry in 2003 and is a graduate of Drury University. Myleah holds licenses in Life, Health, Property & Casualty Insurance and joined Ollis/Akers/Arney in 2010. As a former underwriter she is dedicated to working with clients to help ensure proper mitigation, management, and resolution of claims. Myleah served on the Missouri Hospital Association Statewide Patient and Family Advisory Council. Her influence and knowledge of regional health systems, carriers and her interaction with clients was key in this appointment. Myleah works closely with clients as a claim arises. The claims are prioritized based on level of severity and complexity.

State of Missouri			
License No: 425633	Insurance License	NPN: 11761001	
MYLEAH M SHRIMPSON			
Is hereby authorized to transact business in accordance with the license description below:			
LICENSE TYPE	LINES OF AUTHORITY	LOA EFFECTIVE DATE	LICENSE EXPIRATION DATE
Insurance Producer	Life Accident and Health or Sickness Casualty Property	06/01/2021 06/01/2021 06/01/2021 06/01/2021	11/01/2024
			
<p>This insurance license shall remain in effect until the expiration date unless suspended, revoked or forfeited. The individual must complete continuing education, if applicable, renew the license, and pay fees as required by Missouri Statutes prior to the expiration date.</p>			
<p>For questions regarding a license, contact: MO Dept. of Commerce and Insurance 573-751-3518 or E-mail: doic@insurance.mo.gov http://www.insurance.mo.gov</p>			



Rachel Rumker: Claims Coordinator
6 Years Insurance Industry Experience
All Lines

417.881.8333 | Rachel.Rumker@ollisaa.com

Rachel joined Ollis/Akers/Arney in an administrative position, moved to the role of Personal Lines Account Manager and was then promoted to Claims Coordinator. Rachel is licensed in Property and Casualty as well as Life and Health. She has 6 years of experience in the insurance field. She graduated from Southwest Baptist University in 2012 with a bachelor's degree in psychology and sociology and earned her Property and Casualty and Life and Health Insurance licenses in 2017.



Peggy Gawley: Advisor – Senior Products
24 Years Insurance Industry Experience

417.881.8333 | Peggy.Gawley@ollisaa.com

Peggy Gawley joined Ollis/Akers/Arney in 2014 as an Advisor focusing on Medicare and Long-Term Care. She has more than 24 years of experience in the healthcare industry and has enrolled more than 5,000 Medicare members in southwest Missouri and northern Arkansas. Peggy is an advocate for clients who are looking to choose the plan that best meets their current and evolving healthcare needs. Peggy is licensed in Life and Health and certified in Long Term Care, Medicare Part D, AHIP, Healthcare Marketplace, Medicare Fraud, Waste and Abuse programs. She advises her clients on all Medicare plan types including Long-Term Care plans. Peggy was named 2016 Trusted Adviser for Insurance in the Springfield Business Journal and was a guest speaker at the 2016 National Medicare Summit in Kansas City.





Pam Klein, CISR-Elite: *Product and Client Technology Specialist*

32 Years Insurance Industry Experience

417.881.8333 | Pam.Klein@ollisaa.com

Pam joined Ollis/Akers/Arney in September of 2010 as an Account Manager in our Property & Casualty Department. Pam is licensed in Property and Casualty and holds a CISR-Elite designation and comes to our company with more than two decades of insurance experience. Pam now holds a role as an internal resource specialist for IT, product, and client technology. Pam is committed to providing training, education and troubleshooting responses to all internal and client facing technology offered by Ollis/Akers/Arney.

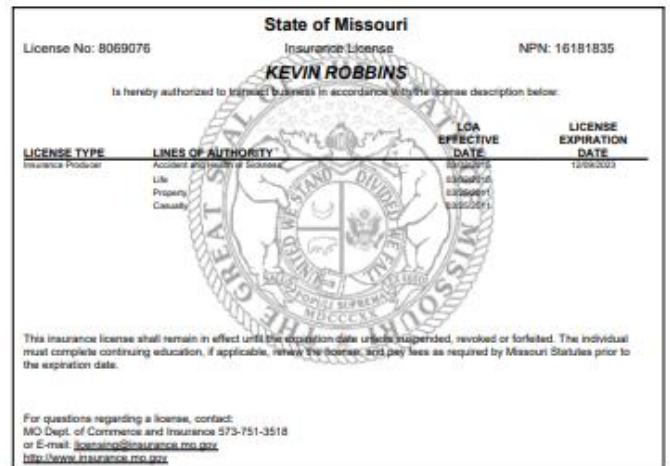


Kevin Robbins: *Chief Sales Officer*

11 Years Insurance Industry Experience

417.881.8333 | Kevin.Robbins@ollisaa.com

Kevin Robbins serves as the Chief Sales Officer for Ollis/Akers/Arney. He graduated Magna Cum Laude with a Business Administration degree from AIU and is licensed in Property & Casualty, Life and Health. With over twenty years in business consulting and strategic resource development, Kevin works with clients to provide simple solutions to complex business challenges. He leads the Ollis/Akers/Arney Advisors in proactively protecting clients' employees, assets and income through a proven documented approach.



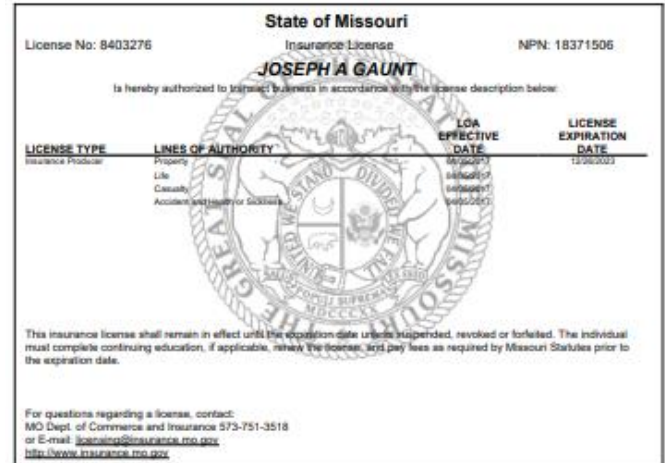


Joe Gaunt: Chief Operating Officer

16 Years Insurance Industry Experience / partners with account managers on all clients

417.881.8333 | Joe.Gaunt@ollisaa.com

Joe joined Ollis/Akers/Arney in 2017 as the Client Service Specialist and is now the Director of Operations. Joe is licensed in Property and Casualty as well as Life and Health. He graduated from Missouri State University with a bachelor's degree in administrative management. Previously an employee of ANPAC and Philadelphia Insurance Company, Joe brings with him over ten years of experience as an underwriting supervisor and 16 years in the insurance industry as a whole. In Joe's current role, he improves the client experience by optimizing internal software, ensuring high quality client service across all departments, and oversees benefits, commercial and private client support teams.



As a Human Resource specialist and is not an insurance advisor, Karen is not required to obtain a Missouri license.



Karen Shannon: Vice President of Business Consulting / CHRO

30 Years HR Industry Experience

417.881.8333 | Karen.Shannon@ollisaa.com

Karen received her MBA and BA in Business Administration and Economics from Drury University. She is a graduate of Leadership Missouri, past president of the Junior League, and is a member of the Local Issues Public Policy Task Force for the Springfield Area Chamber of Commerce. She has served on the Board of Directors for numerous organizations and is a regular presenter at national and regional conferences. Karen was recognized in 2000 by the Springfield Business Journal in its inaugural class of the Most Influential Women in Business.

3.2. Include years of experience with the firm (if applicable), years of experience as a licensed insurance broker/consultant in Missouri, number of municipal/government clients represented, and expertise or specialty training in insurance platforms.

Operating within a High-Performing Team environment, our Advisors typically manage around 40 accounts each.



Ryan Allison: *Advisor (Primary Advisor)*
Years of Experience with Firm: 3 years
Years Licensed in Missouri: 3 years
Number of municipal/government clients: 5



John E. Akers, CIC: *Vice President - Employee Benefits (Secondary Advisor)*
Years of Experience with Firm: 31 years
Years Licensed in Missouri: 31 years
Number of municipal/government clients: 3
Specialty training/Expertise: CIC (Certified Insurance Counselor), SBJ 2018 Trusted Adviser



Erica Gaynor, REBC, CHRS: *Advisor/Account Executive (Secondary Advisor)*
Years of Experience with Firm: 17 years
Years Licensed in Missouri: 20 years
Number of municipal/government clients: 2
Specialty training/Expertise: CHRS (Certified Healthcare Reform Specialist), REBC (Registered Employee Benefits Consultant), SBJ 2017 Trusted Adviser, National top 20 Top Women in Benefits Advising for 2020, Member of NAHU (The National Association of Health Underwriters)



Pamela Hamilton: *Employee Benefits Supervisor*
Years of Experience with Firm: 6 years
Years Licensed in Missouri: 6 years
Number of municipal/government clients: 13
Specialty training/Expertise: Missouri Association of Independent Agents Customer Service Representative of the year for 2023

3.3. Include notice of any investigations or disciplinary action taken or pending by national or state regulatory bodies against the firm or individuals employed by the firm.

There are no investigations or disciplinary actions being taken or pending by national or state regulatory bodies against Ollis/Akers/Arney or any individual employed by Ollis/Akers/Arney.

Section 4 – Familiarity/History within the Service Limits

4.1. Provide a list of all relevant engagements the broker, consultant, and/or firm completed for local government entities within the last ten (10) years.

Ollis/Akers/Arney's Public Entity Department develops innovative programs and provides guidance for municipalities and counties, many of which are the size of the City of Republic. Our municipality client's range in residence sizes from 2,000 to well over 100,000.

We work with multiple public entities throughout the State of Missouri. As an industry leader in public entity risk management, the Ollis/Akers/Arney Public Entity Department will develop a targeted plan specific to your unique risk.

Risk management for public entities is unique as they have multiple exposures within the confines of their organization. Whereas private businesses usually have one or two specific risks they must oversee, cities often have various and complicated risks to consider and manage.

We have invested in tools and resources that can be tailored to the individual needs of the city. From training modules to compliance updates and guidance. We are experts in this field and have chosen to devote our time and resources to improving the Risk Profile of our clients.

Our process is unique in the marketplace and has proven to be a huge benefit to City Managers and Administrators by controlling their cost and budget. It also frees up time they previously spent on risk management tasks, so they can focus on other areas such as economic development and revenue growth!

We are active members in the Missouri Municipal League (MML) and Missouri Association of Counties (MAC). Ollis/Akers/Arney not only sponsors these organizations but provides educational seminars for their conference meetings and conventions.

PUBLIC ENTITIES EMERGING RISKS

- Repair and Maintain Dated Infrastructure
- Civil Unrest and Police Excessive Force
- Employment Practices Liability
- Budget Constraints
- Cyber Risk and Emerging Technologies
- Staff and Aging Workforce Health
- Litigation and Tort Caps

Risk Profile Management is crucial in the successful governance of a public entity. Understanding your unique risk profile score and how it is impacted by multiple factors, including emerging trends like those above, is the first step in developing the Risk Profile Management Program. The goal of a risk profile is to provide an unbiased understanding of your organization's ability to address risk by assigning a score to different types of risks and the danger they pose. Developing a Risk Profile Management Program helps control your unique risk profile score through the results of documented and measured strategies vs. comparable benchmarks.

WHAT IS YOUR SCORE?

INTELLIGENCE QUOTIENT FOR RISK MANAGEMENT (IQRM)

- 1. EXAMINE RISK**
We will investigate your potential risk by asking questions to determine your specific needs.
- 2. DEVELOP STRATEGIES**
We will develop a custom plan to improve your Risk Profile.
- 3. GO PHASE**
We will work with you to make sure the plan is executed.
- 4. EVALUATE RESULTS**
Our process continues with accountability and monitoring the measured results of the program.

INDUSTRY EXPERTISE

HUMAN RESOURCES

- Working Workforce Conflict
- Employee Grievances
- Compensation Strategies
- Leadership Development
- Policy Review including Harassment, Discrimination and Family and Leave
- Talent Attraction
- Workforce Strategy
- Performance Management
- Compensation
- And More

INDUSTRY SPECIFIC EXPOSURES

- Liability Enhancement
- Property Damage
- Property Valuation
- Employee Workforce Liability
- Wrongful Termination
- Sexual Harassment
- Cyber and Data Breach Exposure
- Transportation and Fleet Management
- Facilities Assessments
- Police, Fire, and Emergency Services
- Medical Malpractice
- Public Official and Employee
- Unemployment
- Disaster Planning

EMPLOYEE BENEFITS STRATEGY

- Surveying Trends
- Self-insured Retained and Fully Insured
- Comprehensive Analysis
- and Termination
- Disability
- Life Insurance
- Health Insurance
- Long-Term Care
- Risk Transfer Analysis

AGENCY EXCLUSIVE RESOURCES

- Emergency Response
- Risk Transfer Management
- and Response Planning
- Disaster Planning
- Online Case Portal
- Dedicated Claims Management
- Claims Review and Strategy
- Insurance Brokerage
- Workers' Compensation
- Health and Wellness
- Multiple Award Incentives
- Negotiating
- With Third Parties
- Risk Assessment and
- Recommendations
- EMAC/Reinsurance and Analysis
- Safety Resources for Volunteers

KNOW YOUR SCORE!

Public entities face a unique environment regarding liability. The contrast between evolving exposures, litigation trends and the acute pressure to reduce costs. Assigning budgets to sometimes inadequate public funding creates a complicated web of choices for administrators in the public sector.

One of the most important factors to consider when managing your property liability coverage for public entities is the true cost of risk, not the price of the premium.

SCHEDULE YOUR RISK PROFILE ASSESSMENT

Call Ollis/Akers/Arney to schedule your Risk Profile Assessment today.

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INSURANCE & RISK MANAGEMENT
PROTECTING TOMORROW...TODAY.

OllisAkersArney.com | 417-881-8333

A list of our unique and creative engagements with Public Entities over the past 10 years is on the next page:

Due to our primary focus of Public Entity risk, providing all relevant engagements in the last ten years would be extensive. In order to assist with evidence of our expertise and value in this area we have provided the below list of relevant engagements we have completed for local government entities. Additional information can be provided upon request.

1. Strategic Program structure and timeliness – An area city government was experiencing the traditional insurance model; misaligned renewal dates, late renewals, no long-term strategy, and late/sometimes non-existent communications. Through our discovery phase it was evident that there was a need for structure, pre-planned meetings and calendar coordination. The Ollis EDGE 360 model is documented and calendared well in advance eliminating last-minute meetings and mitigating the stress of the renewal/open enrollment window. We worked closely with them to develop a strategic plan that included a story to the insurance marketplace and a communication plan to improve the education of the employees around the benefits program.

The Ollis EDGE 360 model is unique in our industry and exclusively offered to our clients. This model has documented accountability measurements in place to ensure structure is at the front of each partnership. The Ollis Edge 360 Model does three main things to ensure structure and timeliness:

1. As We Agreed (AWA) – an email follow up after each meeting for to ensure clarity in the partnership
2. Preferred Client Agreement (PCA) – the annual calendared timeline
3. Risk Profile Assessment (RPA) – the long-term measurement of improvement towards the Risk Profile

We follow up every meeting with a letter (The As We Agreed Letter “AWA”), identifying key areas discussed and next steps (Actions Items) with who is responsible for completing specific items and by when. These letters serve as proof of our accountability to our clients, agreed upon activities to be completed by the client and a work order for both of us to follow to improve outcomes.

The Preferred Client Agreement (PCA) is updated annually. This document is a mutually agreed upon calendar that assists us in the implementation of these strategies in a documented timeline. The structured process to our annual plan provides our clients and our team with expected implementation dates, resources, and analysis months in advance to eliminate the guess work or last-minute rush that many business leaders face today.

PREFERRED CLIENT AGREEMENT

This schedule of activities demonstrates the on-going plan of risk management and loss control we will provide to your firm. The plan will provide both of us with an established schedule of dates for updating your TCOR Index, reviewing your insurance coverage, monitoring your exposures, & general handling of on-going support & services.

DATE DUE	SERVICE	TEAM MEMBER RESPONSIBLE
2/16/16	<ul style="list-style-type: none"> Medical review with Anthem Medical Director, Cox Health Network Partner, & Ollis/Alers/Arney wellness and primary advisors Online H.R. Administration and Benefits Enrollment technology (Maxwell Health) initial meeting and implementation Calendar scheduling ACA Compliance reporting program implementation and Zywave Implementation and Training Schedule Wellness Program Timeline and Addition to P.C.A. 	
3/15/16	Employee Survey & Planning Session Meeting	
4/4/16 – 4/8/16	Employee Survey	
4/11/16 – 4/15/16	Employee Meetings	
5/9/16	Employee Survey / Meeting Results with H.R. Department	
5/13/16	<ul style="list-style-type: none"> H.R. Committee Meeting Claims & Plan Performance Employee Survey / Meeting results Plan Design & Funding options 	
7/1/16	Online Technology Beta (Live for H.R. Department review and use)	
8/1/16	Receive preliminary projections and accompanying reports	
8/15/16	Receive full renewal proposal and accompanying reports	
8/18/16	Meeting with City Administrator and H.R. to review final Anthem offer	
8/18/16	H.R. Committee Meeting to determine Bid/No Bid (Note: This is the 3 rd Friday of the month as opposed to the normal 2 nd Friday)	
9/15/16	Meeting with City Administrator & H.R. department to review insurance bids	
9/16/16	H.R. Committee meeting to finalize recommendation to Board of Alderman	
10/1/16	Maxwell Health training for employees	
10/19/16 – 10/23/16	<ul style="list-style-type: none"> Open Enrollment begins Employee Benefits Education meetings with additional assistance for online enrollment 	
11/7/16	End of Open Enrollment	

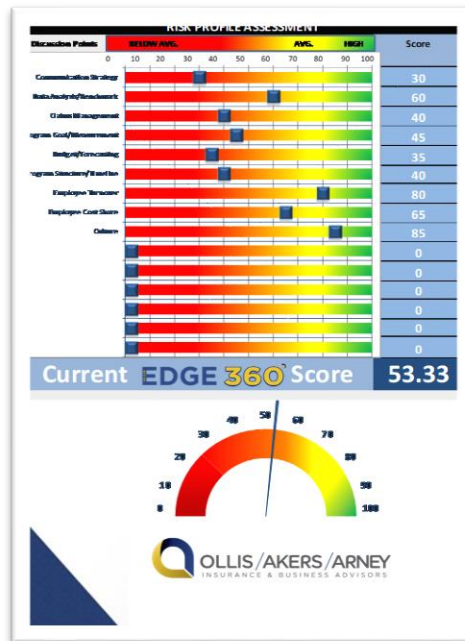


Risk Advisor

Client

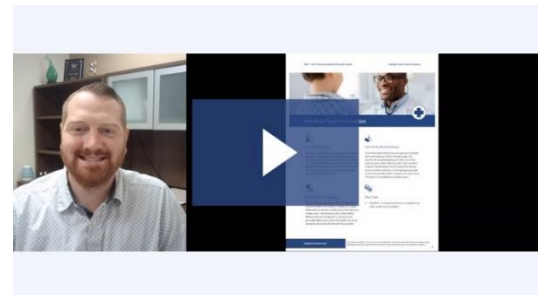
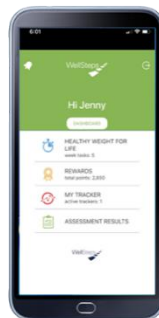
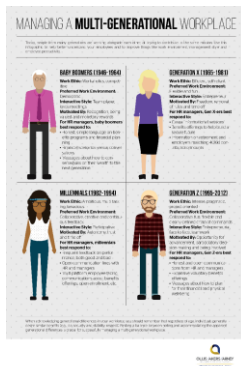
Date

The Risk Profile Assessment provides an overview of key drivers of exposure to your organization, risk management strategies we have addressed together, along with plan performance and data analysis reviews. We update the identified areas of focus to measure success and use the assessment (below) as a continuously evolving document over time.



2. Employee Value Perception and Education – A public entity client was having issues engaging their employees on the value of their benefits program. The employees did not understand the full value the employer was paying for on their behalf. Part of the issue was the lack of education on how the program worked and what resources were being offered.

We provided custom communication materials that helped staff and the employees better understand the plan and how to utilize it. Their current workforce is full of experienced workers along with workers new to the workforce. We came alongside the staff to help them better understand this unique age and experience gap, which leads to improved work environment and a better understanding of the benefits program. By utilizing multiple mediums, we helped employees gain understanding by viewing it in the way they prefer. We pushed out information via email, video, posting on the intranet and payroll portal, as well as traditional methods like print and in-person meetings. Other options available we didn't implement were text and direct mail.



3. Concierge customer service – Our model provides each client with a dedicated account manager and access to our in-house claims department to make sure our clients and their employees experience with the health plan leaves them with as little inconvenience as possible. One city government client was facing issues where their employees were being told they needed to provide upfront payment for COVID-19 testing kits at the pharmacy. Their medical carrier was set up to reimburse these costs, however, this was a negative impact to their team and caused out of pocket expenses that did not need to occur.

Our team worked directly with the carrier to build an option and an educational flyer to provide employees with information on how to access free kits through the carrier’s mobile application.

4. Creativity, negotiation, plan design expertise – Building unique strategies and plan designs are key areas of focus within the Ollis EDGE 360 model. While our aim for innovation is important, we understand making the plan simple and straightforward alleviates confusion and stress. Each client faces distinct challenges and risks, making our approach tailored. Simply put – a “cookie cutter” mindset is not effective.

A. One municipality we work with has one of the most unique and robust programs due to their willingness to think outside of the box. Their program also allows them to plan for long-term success. The captive model granted them complete control over all aspects of their medical plan. They are paired with a transparent third-party administrator who works to provide simple and concise data. We utilize the data to make changes and provide education to employees on high-risk areas of the plan. Their pharmacy benefit manager program is carved out to allow for more transparency. There is also another cost savings program that is attached to the pharmacy benefit manager to assist with manufacturers assistance program and international sourcing lowering the cost of specialty medications for the employees. Finally, their plan includes a direct contract with a local healthcare organization; creating more savings when employees utilize these services.

B. Putting in a direct primary care strategy allowed us to impact a public entity client in multiple ways. They hired a physician to be on-site, dedicated to serving their employees. This model allowed them to control the smaller claims that would typically hit the plan while also serving as a method to screen for larger claim issues. The ease of access for the employees and their families helped improve presenteeism and by having an internal system to improve members health, we were able to use the data to negotiate rates with the medical carrier that lowered the premium due to this resource.

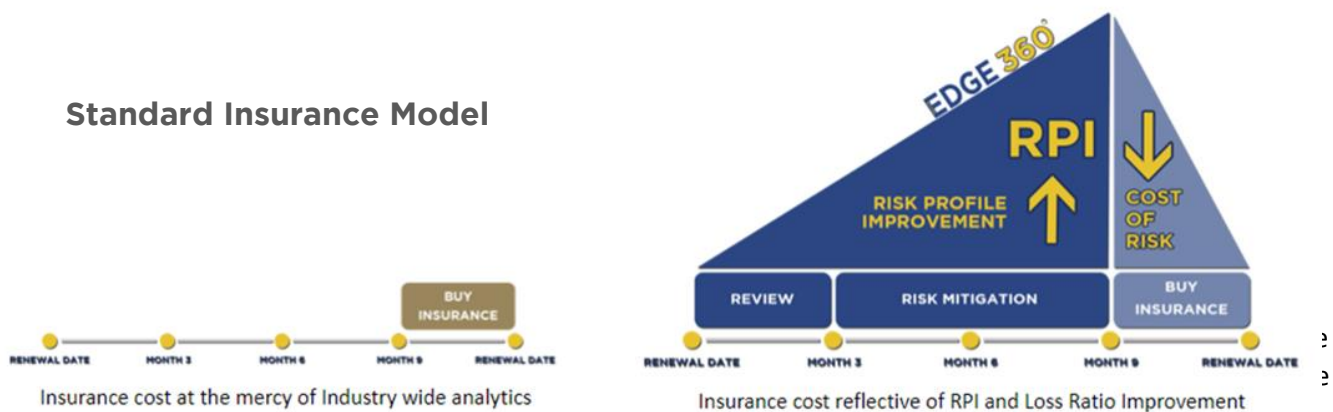
4.2. Illustrate how previous experience within the area may be of benefit in the execution of the present Scope of Services.

The C in REPUBLIC stands for Caring. Your VALUES are key to the success of the City and the people you lead and serve. As stated, “People are your greatest asset”.

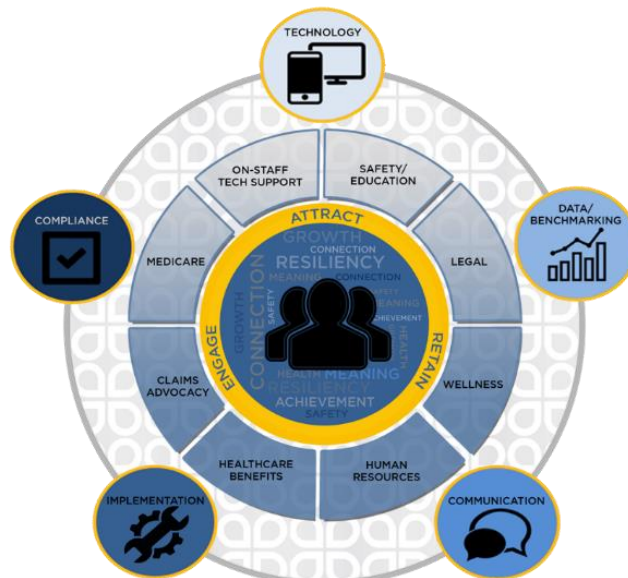
We heard from key members of the City that they want to live out the values of the City. Implementing creative and innovative solutions focused on the positive impact to your employees is extremely important. Utilizing the Ollis/Akers/Arney EDGE 360 unique process, we are able to discover how best to address the needs of the City in a tailored, documented program.

To fully understand our philosophy around employee benefits risk and evidence of our consulting expertise, it is important to understand Ollis/Akers/Arney’s exclusive and proprietary process, The Ollis Edge 360™.

This process follows a four-step approach where we examine, design, go (implement), and evaluate plan performance. This model documents the areas of focused improvement and provides evidence of results through measured outcomes. The diagram below shows the impact of the Ollis Edge 360 on an annual basis.



Ollis/Akers/Arney employs our unique process surrounding each area to maximize the measured results for our client’s employee benefits program.



Based on our brief discovery meeting with the City of Republic team, we identified the initial areas to focus on.


You are looking for a partner that:

1. Is creative and uses “out of the box” solutions
2. Provides elite concierge service to staff and employees
3. Communicates and educates your staff and employees on the program and resources, bringing more value to them
4. Makes it easy

Out of the Box Solutions: As mentioned in Section 4.1, our creativity around tailored plan designs includes multiple approaches. We help our clients look at alternative funding options for their health plan. We use a walk, crawl, run approach from moving a client from fully insured to self-insured. We have coordinated and negotiated a direct primary care option to allow for more control over claims while providing employees with free visits and access to free prescription drugs. These types of solutions showcase that fiscal responsibility and employees are your central focus.

Concierge Customer Service: Our rounded team model includes a dedicated account manager to assist the City’s staff and employees. The City of Republic would work directly with Pamela Hamilton. As our top Employee Benefits Team account manager, she is prepared to help when the “U” (Urgent) issues arise. Pam was named Outstanding Customer Service Representative of the Year for the State of Missouri in 2022. This award was presented by the Missouri Association of Insurance Agents. She is recognized for her personal connection and attention to follow through with client employees, carriers, pharmacies, and more to ensure everyone is treated as a top client.

Communication and Education: Many employees don’t take full advantage of their benefits because they don’t understand them. We must educate employees about your benefits and how to best use their plan with a range of materials. Plus, we provide communications that can help employees understand how various laws impact them and their families, such as health care reform, COBRA and FMLA.



Know Your Benefits

10 Easy Ways to Stretch Your Health Care Dollars

1. Understand how your health plan works. This is the first and most important step. You need to know what is a benefit, how it works, and what you need to follow to ensure your claims are paid, and what providers and facilities are in your network. Know the deductibles, copayments and other out-of-pocket costs you are responsible for, and how you use medical products or services or get a prescription filled.
2. Use in-network providers. Participating providers (physicians, hospitals, and others in your plan's network) generally charge discounted rates for your members. When you go to a non-participating provider, you will likely pay a higher co-insurance percentage (for example, 20% out of pocket versus 10% in-network), and you will likely have to pay the difference in price between the participating provider's charges and the non-participating provider's "usual" fee.
3. Look into freestanding surgical and diagnostic centers. If you need surgery, you may save money by having it performed at an ambulatory surgical center (ASC) rather than in a hospital. These ASCs often charge less than hospitals or other inpatient surgical centers. Freestanding diagnostic centers are also available and tend to charge less for certain tests (like MRIs, CT scans, X-rays, and bone density tests). Subscribers always make sure the facility is in your plan's network and that your plan's benefits cover the service. As always, be sure your doctor has recommended the service or that it is appropriate for you.
4. Ask your doctor about home testing and monitoring devices. Home tests for blood pressure, diabetes and other conditions can help you see if you're following your doctor's orders and that your condition is under control. These tests will save you cost over the long term. Check with your doctor to be sure in-home testing is appropriate, report your results regularly and call your doctor if you see any warning signs.
5. Only go to the hospital emergency room for true emergencies. If you need medical care when your regular doctor is not available, then about going to an urgent care center rather than a hospital emergency room. If you can often use a urgent care (UC) but avoiding the ER will probably save you money for your reasons. (1) The emergency room is usually used for a central visit or emergency care, and (2) your insurer might make you pay for the full cost of care. If you use an emergency room for a non-emergency, the ER will care at an urgent care center will likely be faster than at the ER. Call your plan's health hotline. If you are able to get advice on how, when and where to seek care in a non-emergency situation.

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Well, Work Well

How can you work better, longer and more effectively? It's all about how you work. Here are some tips to help you work better, longer and more effectively.

- Look for the best time to work. If you can, work when you are most productive. If you can't, work when you are least productive. If you can't, work when you are most productive.
- Work when you are most productive. If you can, work when you are most productive. If you can't, work when you are least productive. If you can't, work when you are most productive.
- Work when you are most productive. If you can, work when you are most productive. If you can't, work when you are least productive. If you can't, work when you are most productive.
- Work when you are most productive. If you can, work when you are most productive. If you can't, work when you are least productive. If you can't, work when you are most productive.
- Work when you are most productive. If you can, work when you are most productive. If you can't, work when you are least productive. If you can't, work when you are most productive.

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Employee Engagement: Engaging with employees shows them you care, and you have their best interest at heart. An example of a cohesive engagement strategy comes from a client that has employees in multiple locations. They were struggling with consistency in communication and employee concerns at remote locations. The employees at these locations have an increased need for assistance, repeated questions and communicated frustrations with the plan that did not match those of the main office. The main office often had in-person meetings and there was no current strategy in place to engage with the employees outside of the manager at the location communicating and emailed details from the main office.

We developed a strategy to use their payroll and benefits enrollment system, which had the ability to add the electronic files of the employee benefits guide. This included communication through plan component video clips that educated on the different parts of the plan (i.e., medical, dental, vision, life, etc.), electronic delivery of specific flyers (timed and targeted) throughout the year and a mobile app option for easy access to their selected plan components.

This use of technology improved remote employee satisfaction and decreased the time commitment impact on the HR team for repetitive questions.

The Ollis Edge 360 model makes managing the employee benefits program easy. Providing documented accountability measurements, it ensures customer satisfaction and ease of implementation. The Ollis Edge 360 Model does four main things to ensure customer satisfaction:

1. We follow up every meeting with a letter (The As We Agreed Letter “AWA”), identifying key areas discussed and next steps (Actions Items) with who is responsible for completing specific items and by when. These letters serve as proof of our accountability to our clients, agreed upon activities to be completed by the client and a work order for both of us to follow to improve outcomes.
2. The Preferred Client Agreement (PCA) is updated annually. This document is a mutually agreed upon calendar that assists us in the implementation of these risk management strategies. The structured process to our annual plan provides our clients and our team with expected implementation dates, resources, and analysis months in advance to eliminate the guess work.
3. Annual Strategic Assessment Review and Plan Improvement Meetings. These meetings provide an overview of key drivers of exposure to your organization, risk management strategies we have addressed together, along with plan performance and data analysis reviews. We update the identified areas of focus to measure success and use the assessment (below) as a continuously evolving document over time.

These three items culminate to our Ollis Edge 360 Plan™ stewardship report. This record serves as the documentation of improvement long term. It includes services implemented, enhancements to the plan and the impact they had year over year on the program. The stewardship report provides proof of our overall strategy, success against our measurements and reducing risk/controlling costs.

Section 5 – References

5.1. Provide at least five (5) references for which the broker, consultant, and/or firm has performed services within the past two (2) years that are similar to the requirements in the Scope of Services.

5.1.1. At least three of the references should be from government entities for work performed that is similar to that specified in this RFQ.

1. City of Lebanon
2. City of Cassville
3. City of Bolivar
4. Taney County
5. Branson R-IV School District

5.2. Provide the reference contact name, address, e-mail address, telephone numbers, and a summary and date of the services provided.

City of Lebanon

401 S. Jefferson Ave.
Lebanon, MO 65536
Michael Schumacher
mschumacher@lebanonmo.org
417-532-2156

Services Provided:

Employee Benefits: 2023 to present

City of Cassville

300 Main St
Cassville MO 65625
Steve Walensky
swalensky@cityofcassville.com
417-847-4441

Services Provided:

Employee Benefits: 2017 to present

Property & Casualty: 2022 to present

City of Bolivar

PO Box 9
Bolivar, MO 65613
Tracy Slagle
cityadmin@bolivar.mo.us
417-777-7943

Services Provided:

Employee Benefits: 2019 to present

Property & Casualty: 2015 to present

Taney County

PO Box 703
Forsyth, MO 65653
Dawn Muller
dawn.muller@taneycountymo.gov
417-546-7285

Services Provided:

Employee Benefits: 2016 to present

Property & Casualty: 2016 to present

Branson R-IV School District

1756 Bee Creek Road
Branson, MO 65616
Dr. Nathan Moore
mooren@branson.k12.mo.us

417-334-6541 Ext. 9003

Services Provided:

Employee Benefits: 2003 to present

Property & Casualty: 2003 to present

**Relationship exceeds records*

Section 6 – Technical Approach

We believe an employee benefits program is a continuous long-term plan that has great impact on the success of an organization. From the initial renewal period, through the effective date of the new plan year and most importantly the time between those to dates, a measured plan with effective, targeted communication is the link to connect the employees to the plan long term.

To ensure account support and administrative services are continuous and at the forefront of our plan, we have implemented Agency Wide Standards to focus on concierge response.

A few core Items included in our standards are:

1. Calls and emails answered as received is the priority. Our goal is to make sure that if an administrator or employee contacts our office, we answer the call or acknowledge receipt of the email when received.
2. There are instances where our team members are in trainings or other meetings and in those times where the call or email is unable to be addressed at the time of receipt, we have a maximum response time of 2 hours following the receipt of the request.
3. When in trainings/meetings, on PTO or out sick, all email and voicemail will include the name and contact information of the backup person to contact and our claims department as well.

In addition to these standards, it is important to note that Ollis/Akers/Arney is 100% employee owned. Everyone you or your employees will interact with is an employee owner. Our culture is focused on the responsibility as an owner to ensure our customers are addressed in a way that demonstrates our urgency for their situation, our personal responsibility for their financial impact/situation and provide professional communication.

Below are components of our account services and administrative support:

Claims Management

Ollis/Akers/Arney is unique in our marketplace in that we have an on-staff designated claims team to help with employer and employee claims resolution. This added level of service allows for specialization and efficiency in the often confusing and time-consuming process of working through claims, procedure approvals and billing concerns.

Network and Partner Analysis/Situation Analysis

You face many employee benefit challenges, including internal resources, time management, employee education, compliance with federal and state legislation, trend increases, pharmacy costs and increased litigation activity. This demanding environment dictates a change in the way you purchase and manage your insurance programs. In order to compete in your marketplace, you must adopt a total-cost-of-employee-benefits management philosophy based on data-driven decisions and globally positioned communications. We specialize in evaluating, negotiating with, and recommending insurers and providers to our clients, and we employ rigorous selection criteria and performance objectives when considering a vendor.

Plan Implementation

Securing the best insurance package for your business begins with planning. Analyzing all your risks is critical to the successful implementation of your employer group benefits. Ollis/Akers/Arney will partner with you by providing ongoing assistance, consultation and service that will help you control your insurance expenses, choose the best plan to fit your company's needs and promote health care consumerism.

Data Analysis

Data analysis allows you to manage and reduce your claims activity. By analyzing your losses with a sophisticated data analysis tool, we can help you develop cost containment strategies and employee communication campaigns that will target areas with the highest potential to reduce high dollar claims and high utilization.

Communications

Understanding the increased complexity of employee benefits is a challenge. Staying abreast of the issues you face and developing strategies to meet the constant demands of business can give you a competitive edge. Ollis/Akers/Arney's communication programs will help you stay on top of the changes affecting the employee benefits industry.

Compliance Resources

Do you find it difficult to keep up with legislation affecting insurance, your industry, and your business? Ollis/Akers/Arney can provide *Legislative Brief* educational articles to help you understand important regulations and stay in compliance. Our materials cover health care reform, COBRA, HIPAA, FMLA, Medicare Part D, ADA, state-specific legislation and more.

Employee Satisfaction

Employee satisfaction is paramount to retaining top employees. Ollis/Akers/Arney can help you measure employee satisfaction and engagement, plus develop strategies to improve these areas. In addition, you'll have access to fully customizable benefits statements to educate employees on the full value of their benefits and increase employee appreciation of their total compensation.

Enrollment Tools

Open enrollment is an overwhelming time for HR departments and employees alike. Our educational materials, online enrollment tools and communications can help streamline and simplify the process for your company and employees.

Employee Benefit Communications

Many employees don't take full advantage of their benefits because they don't understand them. Educate employees about your benefits and how to best use their plan with a range of materials from Ollis/Akers/Arney. Plus, our communications can help employees understand how various laws impact them and their families, such as health care reform, COBRA and FMLA.

Managing Health Care Costs

We all know that health care costs continue to be a serious problem; Ollis/Akers/Arney can help. If you have or plan to implement an HSA or HRA plan, we have the resources to support you every step of the way, from design to implementation to employee education. Plus, we offer materials to help employees become smarter health care consumers and to help promote consumerism strategies that can drive costs down.

Plan Design Resources

Choosing the right plan design is vital, both in terms of cost and in order to stay competitive with your recruiting and retention efforts. We offer a series of educational articles covering various plan design types and topics, including voluntary benefits. In addition, you'll have access to valuable benchmarking information, so you can see how your plan offerings compare to other employers.

Education & Training

We provide exceptional service through our education and training opportunities. Our employee seminars are designed to help educate employees, promote health care consumerism and reduce high claim utilization and high dollar claim expenses. They also provide an atmosphere for team building. Together, we can determine the

topics that best suit your needs. We also will provide you with educational articles and newsletters to keep you informed of hot benefits and HR-related topics.

Ollis/Akers/Arney EDGE™ Client Portal

We offer our clients “EDGE”, a Web-based client portal that allows you to access information and resources from our agency online, participate in Employee Benefit surveys to find out how you compare to others from round the country, and easily access informative print ready electronic material. These fliers/newsletters cover many different areas of employee benefits from compliance to wellness education. Some Examples are shown below:

Legislative Briefs

Employee Benefit Compliance Chart: Notice and Disclosure Rules

A table titled "LEGISLATIVE BRIEF" with the subtitle "Employee Benefit Compliance Chart: Notice and Disclosure Rules". It contains a table with columns for "Topic", "Effective Date", and "Description". The table lists various legislative updates related to employee benefit compliance, including changes to ERISA, COBRA, and ACA.

HR Tools

HR Toolkit - Interviewing



Know Your Employee Benefits

Is Your Drug Plan Hard to Swallow?



Handbook & Policies

Employee Handbook



Employer Education Articles & Newsletters

Benefits Bulletin



Live Well, Work Well

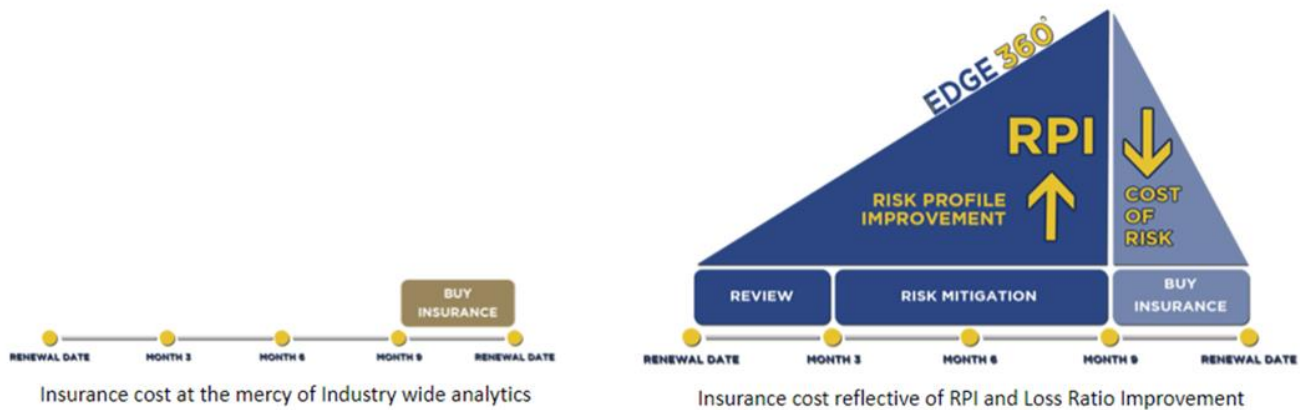
Healthy Portion Sizes



6.2. Include, for example, an explanation of the submitter's process of presenting the City's insurance needs to the open market.

As described in section 4.2, the Ollis EDGE 360 is a documented and measured program to improve your risk profile. This information compiles a "STORY" for the City of Republic to be told to the insurance marketplace.

As shown below, we work with you throughout the year to improve your program. We then compile the results of your program and craft your "STORY" between 90 to 120 days prior to renewal. This information allows for additional considerations, improves the underwriter's knowledge of your organization and creates "out of the box" concepts to improve the overall options available for your organization.



Focusing on topics and programs outside of the traditional model has provided our client partners with documented results in improving employee value perception around the program, identifying, and reducing controllable claims through education and innovative plan designs, and attraction, retention, and engagement of employees.

Ollis/Akers/Arney's Employee Benefits Department is sought out by the top industry carriers due to this philosophy and approach to benefits. We have developed and negotiated program design and pricing improvements for the betterment of our community and business leaders.

- Negotiated the first rate cap lock with Cox Health Plans
- Selected by Anthem as one of only 11 agencies across the State for the initial Multi-Employer Welfare Arrangement offering
- Negotiated an Exclusive program for employers with more than 100 employee that provides budget stability through a multi-year rate guaranty with Mercy.
- Unique data analysis on cost of service vs. quality of care by Doctor, facility and health systems
- RX and Medical cost and reimbursement analysis with ability to provide budgetary impact recommendations
- Incorporated a direct primary care option into the fully insured carrier offering for additional discounts to provide a unique employee experience.

Securing the best insurance package for your business begins with planning. Analyzing all your risks is critical to the successful implementation of your employer group benefits. Ollis/Akers/Arney will partner with you by providing ongoing assistance, consultation and service that will help you control your insurance expenses, choose the best plan to fit your company's needs and promote health care consumerism.

At each renewal, our marketing efforts are included on the renewal proposal. Along with the pricing and terms, the renewal proposal includes an analysis of carrier options, and a recommendation of carrier based on the coverage needs of the City.

SAMPLE

Taney County Medical Coverage/Rate Comparison											
		Current Renewal		Option 2		Option 3		Option 4			
		Cox Health Plans		Cox Health Plans		Cox Health Plans		Cox Health Plans		Cox Health Plans	
		Base Plan: Partners 70 1000 Ded	Buy-Up Plan: Partners 70 500 Ded	Base Plan: Partners 70 1000 Ded	Buy-Up Plan: Partners 70 500 Ded	Base Plan: Partners 70 1000 Ded	Buy-Up Plan: Partners 70 500 Ded	Base Plan: Partners 70 1500 Ded	Buy-Up Plan: Partners 70 1000 Ded	Base Plan: Partners 70 3500 Ded	Buy-Up Plan: Partners 70 2500 Ded
Medical Coverage:											
Individual Deductible		\$1,000	\$500	\$1,000	\$500	\$1,000	\$500	\$1,500	\$1,000	\$3,500	\$2,500
Family Deductible		\$3,000	\$1,500	\$3,000	\$1,500	\$3,000	\$1,500	\$4,500	\$3,000	\$10,500	\$7,500
Pocket		\$3,500	\$3,000	\$3,500	\$3,000	\$4,000	\$4,000	\$5,000	\$4,500	\$5,100	\$5,600
Pocket		\$8,000	\$6,500	\$8,000	\$6,500	\$10,000	\$8,500	\$11,500	\$10,000	\$13,700	\$13,700
Out of Pocket includes Deductible		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Coinsurance %		30%	30%	30%	30%	30%	30%	30%	30%	30%	30%
Physician's Co-Pay		\$30	\$20	\$30	\$20	\$40	\$30	\$30	\$20	\$40	\$30
Specialists Co-Pay		\$30	\$20	\$30	\$20	\$40	\$30	\$30	\$20	\$40	\$30
Inpatient Hospital		30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded
Outpatient Hospital		30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded	30% after ded
Urgent Care		\$50 copay	\$50 copay	\$50 copay	\$50 copay	\$75 copay	\$75 copay	\$75 copay	\$75 copay	\$75 copay	\$75 copay
Emergency Room		\$150 copay	\$150 copay	\$150 copay	\$150 copay	\$200 copay	\$200 copay	\$200 copay	\$200 copay	\$200 copay	\$200 copay
Rx Deductible		N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Rx Copays tier 1/tier 2/tier		\$10/25/50/100	\$10/25/50/100	\$10/25/50/100	\$10/25/50/100	\$10/35/75/100	\$10/35/75/100	\$10/35/75/100	\$10/35/75/100	\$10/35/75/100	\$10/35/75/100
Copays included in Out of Pocket		Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes
Preferred Network		Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems	Cox Health Systems
Rates:											
Employee	159	\$502.00	\$536.00	\$557.00	\$598.00	\$534.00	\$573.00	\$520.00	\$539.00	\$447.00	\$472.00
Employee/Spouse	27	\$1030.00	\$1098.00	\$1143.00	\$1220.00	\$1095.00	\$1174.00	\$1067.00	\$1105.00	\$916.00	\$967.00
Employee/Children	56	\$954.00	\$911.00	\$948.00	\$1012.00	\$908.00	\$973.00	\$885.00	\$936.00	\$760.00	\$802.00
Family	7	\$1457.00	\$1554.00	\$1636.00	\$1726.00	\$1543.00	\$1661.00	\$1509.00	\$1563.00	\$1236.00	\$1368.00
Monthly Medical Premium:		\$165,651.00	\$176,764.00	\$183,958.00	\$198,266.00	\$176,159.00	\$188,873.00	\$171,648.00	\$177,818.00	\$147,410.00	\$155,644.00
Percentage Increase:		\$342,416.00		\$380,124.00		\$355,032.00		\$349,466.00		\$383,054.00	
				11.02%		6.61%		2.06%		-11.58%	

THIS IS ONLY A SUMMARY OF COVERAGES.
While every effort has been made to ensure the accuracy of the information provided, in rare occasions errors in the transfer of information may occur.
Out of Network benefits are available, for details please refer to the Summary of Coverage
Other Carriers Quoted: Anthem, Aetna, UHC

SAMPLE

SAMPLE

Taney County

Vision Coverage/Rate Comparison

	Current & Renewal	Current & Renewal	Current & Renewal	Current & Renewal	Option 2	Option 3
	VCD	VCD	VCD	VCD	MetLife	MetLife
Vision Coverage:	Exam Only	Gold Materials Only 130 PK Plus	Gold Exam + Materials 130 PK Plus	Silver Exam + Materials 130 PK Plus	Option 1 Exam & Materials	Option 2 Exam & Materials
Frequency	12 months	N/A	12 months	12 months	12 months	12 months
Exams	12 months	N/A	12 months	12 months	12 months	12 months
Lenses	N/A	12 months	12 months	12 months	12 months	12 months
Frames	N/A	12 months	12 months	12 months	12 months	12 months
Contact Lenses	N/A	12 months	12 months	12 months	12 months	12 months
Copays						
Exams	\$15	N/A	\$15	\$15	\$15	\$15
Materials	N/A	\$15	\$15	\$15	\$15	\$15
Allowances						
Well Vision Exam	\$15 Copay	N/A Copay	\$15 Copay	\$15 Copay	\$15 Copay	\$15 Copay
Lenses	N/A Copay	N/A Copay	\$15 Copay	\$15 Copay	\$15 Copay	\$15 Copay
Lenses	N/A Copay	N/A Copay	\$15 Copay	\$15 Copay	\$15 Copay	\$15 Copay
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Carrier Analysis/Situation Effective Market Place and Program Analysis

You face many employee benefit challenges, including internal resources, time management, employee education, compliance with federal and state legislation, trend increases, pharmacy costs and increased litigation activity. This demanding environment dictates a change in the way you purchase and manage your insurance programs.

To compete in your marketplace, you must adopt a total-cost-of-employee-benefits management philosophy based on data-driven decisions and globally positioned communications. We specialize in evaluating, negotiating with, and recommending insurers and providers to our clients, and we employ rigorous selection criteria and performance objectives when considering a vendor.

After each meeting, written correspondence is provided to recap the meeting objectives and outline any changes that will be implemented.

As part of our review process, we analyze the ongoing plan performance and forecast plan impacts based on claims experience and benchmarking data. Ollis/Aker/Arney supplies the client with a summary of the information and our analysis of the plan as part of this reporting within our exclusive program.

In addition to standard carrier reporting and analysis, Ollis/Akers/Arney has access to proprietary analysis tools to perform predictive population management, prescription management, risk management, non-network management, platform quality review, and centers of excellence and national network management including smart interventions. This reporting provides an overview of specific data points that are tracked and measured over time and further compared to standard benchmarks to assess your unique risk profile compared to industry averages.

Understanding your current plans performance and the value it is providing to your organization, as well as your staff, is critical to the success of the program. Ollis/Akers/Arney has an in-depth reporting analysis designed exclusively for our clients. This report provides valuable analysis of the performance of the program and identifies areas for improvement and employee education.

Example pages from the reports are below:



6.3. Describe the submitter's capabilities and the ability to comply with deadlines and timelines identified in the Scope of Services.

The Ollis Edge 360 model is unique in our industry and exclusively offered to our clients. This model has documented accountability measurements in place to ensure customer satisfaction is at the front of each partnership and that deadlines/timelines are met.

The Ollis Edge 360 Model does four main things to ensure customer satisfaction:

1. We follow up every meeting with a letter (The As We Agreed Letter "AWA"), identifying key areas discussed and next steps (Actions Items) with who is responsible for completing specific items and by when. These letters serve as proof of our accountability to our clients, agreed upon activities to be completed by the client and a work order for both of us to follow to improve outcomes.
2. The Preferred Client Agreement (PCA) is updated annually. This document is a mutually agreed upon calendar that assists us in the implementation of these risk management strategies in a documented timeline. The structured process to our annual plan provides our clients and our team with expected implementation dates, resources, and analysis months in advance to eliminate the guess work or last-minute rush that many business leaders face today.

PREFERRED CLIENT AGREEMENT

This schedule of activities demonstrates the on-going plan of risk management and loss control we will provide to your firm. The plan will provide both of us with an established schedule of dates for updating your TCOR Index, reviewing your insurance coverage, monitoring your exposures, & general handling of on-going support & services.

DATE DUE	SERVICE	TEAM MEMBER RESPONSIBLE
2/16/16	<ul style="list-style-type: none"> Medical review with Anthem Medical Director, Cox Health Network Partner, & Ollis/Akers/Arney wellness and primary advisors Online H.R. Administration and Benefits Enrollment technology (Maxwell Health) Initial Meeting and Implementation Calendar scheduling ACA Compliance reporting program implementation and Zywave Implementation and Training Schedule Wellness Program Timeline and Addition to P.C.A. 	
3/15/16	Employee Survey & Planning Session Meeting	
4/4/16 – 4/8/16	Employee Survey	
4/11/16 – 4/15/16	Employee Meetings	
5/3/16	Employee Survey / Meeting Results with H.R. Department	
5/13/16	H.R. Committee Meeting <ul style="list-style-type: none"> Claims & Plan Performance Employee Survey / Meeting results Plan Design & Funding options 	
7/1/16	Online Technology Beta (Live for H.R. Department review and use)	
8/1/16	Receive preliminary projections and accompanying reports	
8/15/16	Receive full renewal proposal and accompanying reports	
8/18/16	Meeting with City Administrator and H.R. to review final Anthem offer	
8/19/16	H.R. Committee Meeting to determine Bid/No Bid (Note: This is the 3 rd Friday of the month as opposed to the normal 2 nd Friday)	
9/15/16	Meeting with City Administrator & H.R. department to review insurance bids	
9/16/16	H.R. Committee meeting to finalize recommendation to Board of Alderman	
10/1/16	Maxwell Health training for employees	
10/19/16 – 10/23/16	<ul style="list-style-type: none"> Open Enrollment begins Employee Benefits Education meetings with additional assistance for online enrollment 	
11/7/16	End of Open Enrollment	

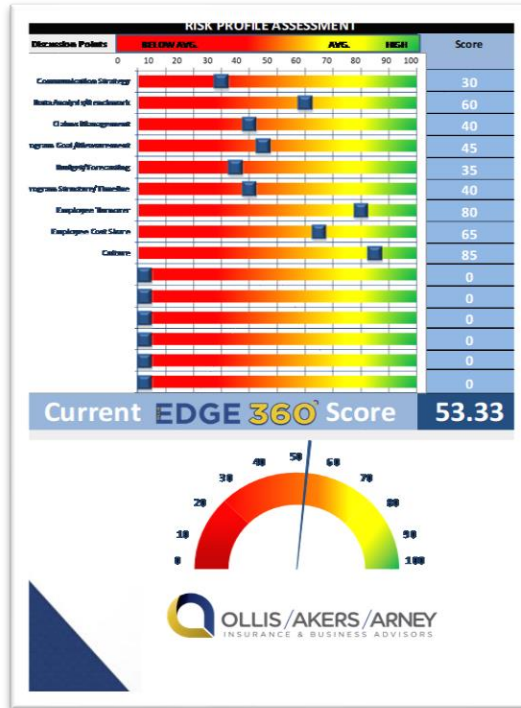


Risk Advisor

Client

Date

3. The Risk Profile Assessment is an annual strategic assessment review and plan improvement measurement. This document provides an overview of key drivers of exposure to your organization and employee engagement strategies, along with plan performance and data analysis reviews. We update the identified areas of focus to measure success and use the assessment (below) as a continuously evolving document over time.



4. These three items culminate to our Ollis Edge 360 Plan™ stewardship report. This record serves as documentation of improvement long term. It includes services implemented, enhancements to the plan and the impact they had year over year on the program. The stewardship report provides proof of our overall strategy, success against our measurements and reducing risk/controlling costs for your organization long term.

Section 7 – E-Verify & Other Information

Item 7.

7.1. For any contract for services greater than \$5,000, the successful bidder shall comply with § 285.530, RSMo, as amended, and:

7.1.1. Provide by sworn affidavit affirmation that it does not knowingly employ any person which is an unauthorized alien and

7.1.2. Provide documentation affirming its enrollment and participation in a federal work authorization program with respect to the employees working in connection with this contract.

7.2. The required documentation affirming enrollment must be from the federal work authorization program provider.

7.3. Responses must include the signed and notarized Work Authorization Affidavit and the electronic signature page from the E-Verify program. A letter from the bidder or respondent reciting compliance is not sufficient.

Affidavit and complete documentation of enrollment/participation in the federal work authorization program on the following pages.

City of Republic
213 North Main Street
Republic, MO 65738

Attachment 1

E-VERIFY AFFIDAVIT

Project Name: City of Republic
Republic, Missouri

Contractor

Richard Ollis, being
first duly sworn, deposes and says that he/she
is Chief Executive Officer
of Ollis/Akers/Arney (sole owner, a partner, president, secretary, etc..) the party
making the foregoing Bid is a participating Employer in the Department of Homeland Security (DHS) E-
Verify program for Employment Verification. The Bidder has full understanding of the requirements set
forth in the E-Verify Memorandum of Understanding (MOU), and the Bidder does not knowingly employ
illegal aliens. Upon award of Bid and at the Contract Execution, the successful Bidder shall provide
City of Republic with the following documentation:

1. E-Verify Memorandum of Understanding (MOU)
2. E-Verify Company Profile Page

Signed:

Richard Ollis

Contractor

Chief Executive Officer
Title

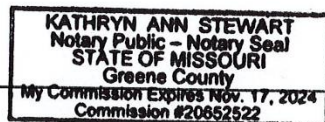
2274 East Sunshine St.
Springfield, MO 65804 Address

173938
Company ID Number

State of
County of

On this 18th day of April in the year 2023, before me, the undersigned notary public,
personally appeared Richard Ollis, known to me to be the person(s) whose name(s) is/are
subscribed to the within instrument and acknowledged that he/she/they executed the same for the
purposes therein contained. In witness whereof, I hereunto set my hand and official seal.

Seal of Notary:



Kathryn Ann Stewart
Notary Public



Company ID Number: 173938

THE E-VERIFY MEMORANDUM OF UNDERSTANDING FOR EMPLOYERS

ARTICLE I PURPOSE AND AUTHORITY

The parties to this agreement are the Department of Homeland Security (DHS) and Ollis and Company (Employer). The purpose of this agreement is to set forth terms and conditions which the Employer will follow while participating in E-Verify.

E-Verify is a program that electronically confirms an employee's eligibility to work in the United States after completion of Form I-9, Employment Eligibility Verification (Form I-9). This Memorandum of Understanding (MOU) explains certain features of the E-Verify program and describes specific responsibilities of the Employer, the Social Security Administration (SSA), and DHS.

Authority for the E-Verify program is found in Title IV, Subtitle A, of the Illegal Immigration Reform and Immigrant Responsibility Act of 1996 (IIRIRA), Pub. L. 104-208, 110 Stat. 3009, as amended (8 U.S.C. § 1324a note). The Federal Acquisition Regulation (FAR) Subpart 22.18, "Employment Eligibility Verification" and Executive Order 12989, as amended, provide authority for Federal contractors and subcontractors (Federal contractor) to use E-Verify to verify the employment eligibility of certain employees working on Federal contracts.

ARTICLE II RESPONSIBILITIES

A. RESPONSIBILITIES OF THE EMPLOYER

1. The Employer agrees to display the following notices supplied by DHS in a prominent place that is clearly visible to prospective employees and all employees who are to be verified through the system:
 - a. Notice of E-Verify Participation
 - b. Notice of Right to Work
2. The Employer agrees to provide to the SSA and DHS the names, titles, addresses, and telephone numbers of the Employer representatives to be contacted about E-Verify. The Employer also agrees to keep such information current by providing updated information to SSA and DHS whenever the representatives' contact information changes.
3. The Employer agrees to grant E-Verify access only to current employees who need E-Verify access. Employers must promptly terminate an employee's E-Verify access if the employer is separated from the company or no longer needs access to E-Verify.



Company ID Number: 173938

4. The Employer agrees to become familiar with and comply with the most recent version of the E-Verify User Manual.
 5. The Employer agrees that any Employer Representative who will create E-Verify cases will complete the E-Verify Tutorial before that individual creates any cases.
 - a. The Employer agrees that all Employer representatives will take the refresher tutorials when prompted by E-Verify in order to continue using E-Verify. Failure to complete a refresher tutorial will prevent the Employer Representative from continued use of E-Verify.
 6. The Employer agrees to comply with current Form I-9 procedures, with two exceptions:
 - a. If an employee presents a "List B" identity document, the Employer agrees to only accept "List B" documents that contain a photo. (List B documents identified in 8 C.F.R. § 274a.2(b)(1)(B)) can be presented during the Form I-9 process to establish identity.) If an employee objects to the photo requirement for religious reasons, the Employer should contact E-Verify at 888-464-4218.
 - b. If an employee presents a DHS Form I-551 (Permanent Resident Card), Form I-766 (Employment Authorization Document), or U.S. Passport or Passport Card to complete Form I-9, the Employer agrees to make a photocopy of the document and to retain the photocopy with the employee's Form I-9. The Employer will use the photocopy to verify the photo and to assist DHS with its review of photo mismatches that employees contest. DHS may in the future designate other documents that activate the photo screening tool.
- Note: Subject only to the exceptions noted previously in this paragraph, employees still retain the right to present any List A, or List B and List C, document(s) to complete the Form I-9.
7. The Employer agrees to record the case verification number on the employee's Form I-9 or to print the screen containing the case verification number and attach it to the employee's Form I-9.
 8. The Employer agrees that, although it participates in E-Verify, the Employer has a responsibility to complete, retain, and make available for inspection Forms I-9 that relate to its employees, or from other requirements of applicable regulations or laws, including the obligation to comply with the antidiscrimination requirements of section 274B of the INA with respect to Form I-9 procedures.
 - a. The following modified requirements are the only exceptions to an Employer's obligation to not employ unauthorized workers and comply with the anti-discrimination provision of the INA: (1) List B identity documents must have photos, as described in paragraph 6 above; (2) When an Employer confirms the identity and employment eligibility of newly hired employee using E-Verify procedures, the Employer establishes a rebuttable presumption that it has not violated section 274A(a)(1)(A) of the Immigration and Nationality Act (INA) with respect to the hiring of that employee; (3) If the Employer receives a final nonconfirmation for an employee, but continues to employ that person, the Employer must notify DHS and the Employer is subject to a civil money penalty between \$550 and \$1,100 for each failure to notify DHS of continued employment following a final nonconfirmation; (4) If the Employer continues to employ an employee after receiving a final nonconfirmation, then the Employer is subject to a rebuttable presumption that it has knowingly



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employed an unauthorized alien in violation of section 274A(a)(1)(A); and (5) no E-Verify participant is civilly or criminally liable under any law for any action taken in good faith based on information provided through the E-Verify.

b. DHS reserves the right to conduct Form I-9 compliance inspections, as well as any other enforcement or compliance activity authorized by law, including site visits, to ensure proper use of E-Verify.

9. The Employer is strictly prohibited from creating an E-Verify case before the employee has been hired, meaning that a firm offer of employment was extended and accepted and Form I-9 was completed. The Employer agrees to create an E-Verify case for new employees within three Employer business days after each employee has been hired (after both Sections 1 and 2 of Form I-9 have been completed), and to complete as many steps of the E-Verify process as are necessary according to the E-Verify User Manual. If E-Verify is temporarily unavailable, the three-day time period will be extended until it is again operational in order to accommodate the Employer's attempting, in good faith, to make inquiries during the period of unavailability.

10. The Employer agrees not to use E-Verify for pre-employment screening of job applicants, in support of any unlawful employment practice, or for any other use that this MOU or the E-Verify User Manual does not authorize.

11. The Employer must use E-Verify for all new employees. The Employer will not verify selectively and will not verify employees hired before the effective date of this MOU. Employers who are Federal contractors may qualify for exceptions to this requirement as described in Article II.B of this MOU.

12. The Employer agrees to follow appropriate procedures (see Article III below) regarding tentative nonconfirmations. The Employer must promptly notify employees in private of the finding and provide them with the notice and letter containing information specific to the employee's E-Verify case. The Employer agrees to provide both the English and the translated notice and letter for employees with limited English proficiency to employees. The Employer agrees to provide written referral instructions to employees and instruct affected employees to bring the English copy of the letter to the SSA. The Employer must allow employees to contest the finding, and not take adverse action against employees if they choose to contest the finding, while their case is still pending. Further, when employees contest a tentative nonconfirmation based upon a photo mismatch, the Employer must take additional steps (see Article III.B. below) to contact DHS with information necessary to resolve the challenge.

13. The Employer agrees not to take any adverse action against an employee based upon the employee's perceived employment eligibility status while SSA or DHS is processing the verification request unless the Employer obtains knowledge (as defined in 8 C.F.R. § 274a.1(l)) that the employee is not work authorized. The Employer understands that an initial inability of the SSA or DHS automated verification system to verify work authorization, a tentative nonconfirmation, a case in continuance (indicating the need for additional time for the government to resolve a case), or the finding of a photo mismatch, does not establish, and should not be interpreted as, evidence that the employee is not work authorized. In any of such cases, the employee must be provided a full and fair opportunity to contest the finding, and if he or she does so, the employee may not be terminated or suffer any adverse employment consequences based upon the employee's perceived employment eligibility status.



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(including denying, reducing, or extending work hours, delaying or preventing training, requiring an employee to work in poorer conditions, withholding pay, refusing to assign the employee to a Federal contract or other assignment, or otherwise assuming that he or she is unauthorized to work) until and unless secondary verification by SSA or DHS has been completed and a final nonconfirmation has been issued. If the employee does not choose to contest a tentative nonconfirmation or a photo mismatch or if a secondary verification is completed and a final nonconfirmation is issued, then the Employer can find the employee is not work authorized and terminate the employee's employment. Employers or employees with questions about a final nonconfirmation may call E-Verify at 1-888-464-4218 (customer service) or 1-888-897-7781 (worker hotline).

14. The Employer agrees to comply with Title VII of the Civil Rights Act of 1964 and section 274B of the INA as applicable by not discriminating unlawfully against any individual in hiring, firing, employment eligibility verification, or recruitment or referral practices because of his or her national origin or citizenship status, or by committing discriminatory documentary practices. The Employer understands that such illegal practices can include selective verification or use of E-Verify except as provided in part D below, or discharging or refusing to hire employees because they appear or sound "foreign" or have received tentative nonconfirmations. The Employer further understands that any violation of the immigration-related unfair employment practices provisions in section 274B of the INA could subject the Employer to civil penalties, back pay awards, and other sanctions, and violations of Title VII could subject the Employer to back pay awards, compensatory and punitive damages. Violations of either section 274B of the INA or Title VII may also lead to the termination of its participation in E-Verify. If the Employer has any questions relating to the anti-discrimination provision, it should contact OSC at 1-800-255-8155 or 1-800-237-2515 (TDD).

15. The Employer agrees that it will use the information it receives from E-Verify only to confirm the employment eligibility of employees as authorized by this MOU. The Employer agrees that it will safeguard this information, and means of access to it (such as PINS and passwords), to ensure that it is not used for any other purpose and as necessary to protect its confidentiality, including ensuring that it is not disseminated to any person other than employees of the Employer who are authorized to perform the Employer's responsibilities under this MOU, except for such dissemination as may be authorized in advance by SSA or DHS for legitimate purposes.

16. The Employer agrees to notify DHS immediately in the event of a breach of personal information. Breaches are defined as loss of control or unauthorized access to E-Verify personal data. All suspected or confirmed breaches should be reported by calling 1-888-464-4218 or via email at E-Verify@dhs.gov. Please use "Privacy Incident – Password" in the subject line of your email when sending a breach report to E-Verify.

17. The Employer acknowledges that the information it receives from SSA is governed by the Privacy Act (5 U.S.C. § 552a(i)(1) and (3)) and the Social Security Act (42 U.S.C. 1306(a)). Any person who obtains this information under false pretenses or uses it for any purpose other than as provided for in this MOU may be subject to criminal penalties.

18. The Employer agrees to cooperate with DHS and SSA in their compliance monitoring and evaluation of E-Verify, which includes permitting DHS, SSA, their contractors and other agents, upon



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reasonable notice, to review Forms I-9 and other employment records and to interview it and its employees regarding the Employer's use of E-Verify, and to respond in a prompt and accurate manner to DHS requests for information relating to their participation in E-Verify.

19. The Employer shall not make any false or unauthorized claims or references about its participation in E-Verify on its website, in advertising materials, or other media. The Employer shall not describe its services as federally-approved, federally-certified, or federally-recognized, or use language with a similar intent on its website or other materials provided to the public. Entering into this MOU does not mean that E-Verify endorses or authorizes your E-Verify services and any claim to that effect is false.

20. The Employer shall not state in its website or other public documents that any language used therein has been provided or approved by DHS, USCIS or the Verification Division, without first obtaining the prior written consent of DHS.

21. The Employer agrees that E-Verify trademarks and logos may be used only under license by DHS/USCIS (see [M-795 \(Web\)](#)) and, other than pursuant to the specific terms of such license, may not be used in any manner that might imply that the Employer's services, products, websites, or publications are sponsored by, endorsed by, licensed by, or affiliated with DHS, USCIS, or E-Verify.

22. The Employer understands that if it uses E-Verify procedures for any purpose other than as authorized by this MOU, the Employer may be subject to appropriate legal action and termination of its participation in E-Verify according to this MOU.

B. RESPONSIBILITIES OF FEDERAL CONTRACTORS

1. If the Employer is a Federal contractor with the FAR E-Verify clause subject to the employment verification terms in Subpart 22.18 of the FAR, it will become familiar with and comply with the most current version of the E-Verify User Manual for Federal Contractors as well as the E-Verify Supplemental Guide for Federal Contractors.

2. In addition to the responsibilities of every employer outlined in this MOU, the Employer understands that if it is a Federal contractor subject to the employment verification terms in Subpart 22.18 of the FAR it must verify the employment eligibility of any "employee assigned to the contract" (as defined in FAR 22.1801). Once an employee has been verified through E-Verify by the Employer, the Employer may not create a second case for the employee through E-Verify.

a. An Employer that is not enrolled in E-Verify as a Federal contractor at the time of a contract award must enroll as a Federal contractor in the E-Verify program within 30 calendar days of contract award and, within 90 days of enrollment, begin to verify employment eligibility of new hires using E-Verify. The Employer must verify those employees who are working in the United States, whether or not they are assigned to the contract. Once the Employer begins verifying new hires, such verification of new hires must be initiated within three business days after the hire date. Once enrolled in E-Verify as a Federal contractor, the Employer must begin verification of employees assigned to the contract within 90 calendar days after the date of enrollment or within 30 days of an employee's assignment to the contract, whichever date is later.



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- b. Employers enrolled in E-Verify as a Federal contractor for 90 days or more at the time of a contract award must use E-Verify to begin verification of employment eligibility for new hires of the Employer who are working in the United States, whether or not assigned to the contract, within three business days after the date of hire. If the Employer is enrolled in E-Verify as a Federal contractor for 90 calendar days or less at the time of contract award, the Employer must, within 90 days of enrollment, begin to use E-Verify to initiate verification of new hires of the contractor who are working in the United States, whether or not assigned to the contract. Such verification of new hires must be initiated within three business days after the date of hire. An Employer enrolled as a Federal contractor in E-Verify must begin verification of each employee assigned to the contract within 90 calendar days after date of contract award or within 30 days after assignment to the contract, whichever is later.
- c. Federal contractors that are institutions of higher education (as defined at 20 U.S.C. 1001(a)), state or local governments, governments of Federally recognized Indian tribes, or sureties performing under a takeover agreement entered into with a Federal agency under a performance bond may choose to only verify new and existing employees assigned to the Federal contract. Such Federal contractors may, however, elect to verify all new hires, and/or all existing employees hired after November 6, 1986. Employers in this category must begin verification of employees assigned to the contract within 90 calendar days after the date of enrollment or within 30 days of an employee's assignment to the contract, whichever date is later.
- d. Upon enrollment, Employers who are Federal contractors may elect to verify employment eligibility of all existing employees working in the United States who were hired after November 6, 1986, instead of verifying only those employees assigned to a covered Federal contract. After enrollment, Employers must elect to verify existing staff following DHS procedures and begin E-Verify verification of all existing employees within 180 days after the election.
- e. The Employer may use a previously completed Form I-9 as the basis for creating an E-Verify case for an employee assigned to a contract as long as:
 - i. That Form I-9 is complete (including the SSN) and complies with Article II.A.6,
 - ii. The employee's work authorization has not expired, and
 - iii. The Employer has reviewed the Form I-9 information either in person or in communications with the employee to ensure that the employee's Section 1, Form I-9 attestation has not changed (including, but not limited to, a lawful permanent resident alien having become a naturalized U.S. citizen).
- f. The Employer shall complete a new Form I-9 consistent with Article II.A.6 or update the previous Form I-9 to provide the necessary information if:
 - i. The Employer cannot determine that Form I-9 complies with Article II.A.6,
 - ii. The employee's basis for work authorization as attested in Section 1 has expired or changed, or
 - iii. The Form I-9 contains no SSN or is otherwise incomplete.

Note: If Section 1 of Form I-9 is otherwise valid and up-to-date and the form otherwise complies with



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Article II.C.5, but reflects documentation (such as a U.S. passport or Form I-551) that expired after completing Form I-9, the Employer shall not require the production of additional documentation, or use the photo screening tool described in Article II.A.5, subject to any additional or superseding instructions that may be provided on this subject in the E-Verify User Manual.

g. The Employer agrees not to require a second verification using E-Verify of any assigned employee who has previously been verified as a newly hired employee under this MOU or to authorize verification of any existing employee by any Employer that is not a Federal contractor based on this Article.

3. The Employer understands that if it is a Federal contractor, its compliance with this MOU is a performance requirement under the terms of the Federal contract or subcontract, and the Employer consents to the release of information relating to compliance with its verification responsibilities under this MOU to contracting officers or other officials authorized to review the Employer's compliance with Federal contracting requirements.

C. RESPONSIBILITIES OF SSA

1. SSA agrees to allow DHS to compare data provided by the Employer against SSA's database. SSA sends DHS confirmation that the data sent either matches or does not match the information in SSA's database.

2. SSA agrees to safeguard the information the Employer provides through E-Verify procedures. SSA also agrees to limit access to such information, as is appropriate by law, to individuals responsible for the verification of Social Security numbers or responsible for evaluation of E-Verify or such other persons or entities who may be authorized by SSA as governed by the Privacy Act (5 U.S.C. § 552a), the Social Security Act (42 U.S.C. 1306(a)), and SSA regulations (20 CFR Part 401).

3. SSA agrees to provide case results from its database within three Federal Government work days of the initial inquiry. E-Verify provides the information to the Employer.

4. SSA agrees to update SSA records as necessary if the employee who contests the SSA tentative nonconfirmation visits an SSA field office and provides the required evidence. If the employee visits an SSA field office within the eight Federal Government work days from the date of referral to SSA, SSA agrees to update SSA records, if appropriate, within the eight-day period unless SSA determines that more than eight days may be necessary. In such cases, SSA will provide additional instructions to the employee. If the employee does not visit SSA in the time allowed, E-Verify may provide a final nonconfirmation to the employer.

Note: If an Employer experiences technical problems, or has a policy question, the employer should contact E-Verify at 1-888-464-4218.

D. RESPONSIBILITIES OF DHS

1. DHS agrees to provide the Employer with selected data from DHS databases to enable the Employer to conduct, to the extent authorized by this MOU:

a. Automated verification checks on alien employees by electronic means, and



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- b. Photo verification checks (when available) on employees.
2. DHS agrees to assist the Employer with operational problems associated with the Employer's participation in E-Verify. DHS agrees to provide the Employer names, titles, addresses, and telephone numbers of DHS representatives to be contacted during the E-Verify process.
3. DHS agrees to provide to the Employer with access to E-Verify training materials as well as an E-Verify User Manual that contain instructions on E-Verify policies, procedures, and requirements for both SSA and DHS, including restrictions on the use of E-Verify.
4. DHS agrees to train Employers on all important changes made to E-Verify through the use of mandatory refresher tutorials and updates to the E-Verify User Manual. Even without changes to E-Verify, DHS reserves the right to require employers to take mandatory refresher tutorials.
5. DHS agrees to provide to the Employer a notice, which indicates the Employer's participation in E-Verify. DHS also agrees to provide to the Employer anti-discrimination notices issued by the Office of Special Counsel for Immigration-Related Unfair Employment Practices (OSC), Civil Rights Division, U.S. Department of Justice.
6. DHS agrees to issue each of the Employer's E-Verify users a unique user identification number and password that permits them to log in to E-Verify.
7. DHS agrees to safeguard the information the Employer provides, and to limit access to such information to individuals responsible for the verification process, for evaluation of E-Verify, or to such other persons or entities as may be authorized by applicable law. Information will be used only to verify the accuracy of Social Security numbers and employment eligibility, to enforce the INA and Federal criminal laws, and to administer Federal contracting requirements.
8. DHS agrees to provide a means of automated verification that provides (in conjunction with SSA verification procedures) confirmation or tentative nonconfirmation of employees' employment eligibility within three Federal Government work days of the initial inquiry.
9. DHS agrees to provide a means of secondary verification (including updating DHS records) for employees who contest DHS tentative nonconfirmations and photo mismatch tentative nonconfirmations. This provides final confirmation or nonconfirmation of the employees' employment eligibility within 10 Federal Government work days of the date of referral to DHS, unless DHS determines that more than 10 days may be necessary. In such cases, DHS will provide additional verification instructions.

ARTICLE III

REFERRAL OF INDIVIDUALS TO SSA AND DHS

A. REFERRAL TO SSA

1. If the Employer receives a tentative nonconfirmation issued by SSA, the Employer must print the notice as directed by E-Verify. The Employer must promptly notify employees in private of the finding and provide them with the notice and letter containing information specific to the employee's E-Verify

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case. The Employer also agrees to provide both the English and the translated notice and letter for employees with limited English proficiency to employees. The Employer agrees to provide written referral instructions to employees and instruct affected employees to bring the English copy of the letter to the SSA. The Employer must allow employees to contest the finding, and not take adverse action against employees if they choose to contest the finding, while their case is still pending.

2. The Employer agrees to obtain the employee's response about whether he or she will contest the tentative nonconfirmation as soon as possible after the Employer receives the tentative nonconfirmation. Only the employee may determine whether he or she will contest the tentative nonconfirmation.
3. After a tentative nonconfirmation, the Employer will refer employees to SSA field offices only as directed by E-Verify. The Employer must record the case verification number, review the employee information submitted to E-Verify to identify any errors, and find out whether the employee contests the tentative nonconfirmation. The Employer will transmit the Social Security number, or any other corrected employee information that SSA requests, to SSA for verification again if this review indicates a need to do so.
4. The Employer will instruct the employee to visit an SSA office within eight Federal Government work days. SSA will electronically transmit the result of the referral to the Employer within 10 Federal Government work days of the referral unless it determines that more than 10 days is necessary.
5. While waiting for case results, the Employer agrees to check the E-Verify system regularly for case updates.
6. The Employer agrees not to ask the employee to obtain a printout from the Social Security Administration number database (the Numident) or other written verification of the SSN from the SSA.

B. REFERRAL TO DHS

1. If the Employer receives a tentative nonconfirmation issued by DHS, the Employer must promptly notify employees in private of the finding and provide them with the notice and letter containing information specific to the employee's E-Verify case. The Employer also agrees to provide both the English and the translated notice and letter for employees with limited English proficiency to employees. The Employer must allow employees to contest the finding, and not take adverse action against employees if they choose to contest the finding, while their case is still pending.
2. The Employer agrees to obtain the employee's response about whether he or she will contest the tentative nonconfirmation as soon as possible after the Employer receives the tentative nonconfirmation. Only the employee may determine whether he or she will contest the tentative nonconfirmation.
3. The Employer agrees to refer individuals to DHS only when the employee chooses to contest a tentative nonconfirmation.
4. If the employee contests a tentative nonconfirmation issued by DHS, the Employer will instruct the



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employee to contact DHS through its toll-free hotline (as found on the referral letter) within eight Federal Government work days.

5. If the Employer finds a photo mismatch, the Employer must provide the photo mismatch tentative nonconfirmation notice and follow the instructions outlined in paragraph 1 of this section for tentative nonconfirmations, generally.
6. The Employer agrees that if an employee contests a tentative nonconfirmation based upon a photo mismatch, the Employer will send a copy of the employee's Form I-551, Form I-766, U.S. Passport, or passport card to DHS for review by:
 - a. Scanning and uploading the document, or
 - b. Sending a photocopy of the document by express mail (furnished and paid for by the employer).
7. The Employer understands that if it cannot determine whether there is a photo match/mismatch, the Employer must forward the employee's documentation to DHS as described in the preceding paragraph. The Employer agrees to resolve the case as specified by the DHS representative who will determine the photo match or mismatch.
8. DHS will electronically transmit the result of the referral to the Employer within 10 Federal Government work days of the referral unless it determines that more than 10 days is necessary.
9. While waiting for case results, the Employer agrees to check the E-Verify system regularly for case updates.

ARTICLE IV SERVICE PROVISIONS

A. NO SERVICE FEES

1. SSA and DHS will not charge the Employer for verification services performed under this MOU. The Employer is responsible for providing equipment needed to make inquiries. To access E-Verify, an Employer will need a personal computer with Internet access.

ARTICLE V MODIFICATION AND TERMINATION

A. MODIFICATION

1. This MOU is effective upon the signature of all parties and shall continue in effect for as long as the SSA and DHS operates the E-Verify program unless modified in writing by the mutual consent of all parties.
2. Any and all E-Verify system enhancements by DHS or SSA, including but not limited to E-Verify checking against additional data sources and instituting new verification policies or procedures, will be covered under this MOU and will not cause the need for a supplemental MOU that outlines these changes.



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B. TERMINATION

1. The Employer may terminate this MOU and its participation in E-Verify at any time upon 30 days prior written notice to the other parties.
2. Notwithstanding Article V, part A of this MOU, DHS may terminate this MOU, and thereby the Employer's participation in E-Verify, with or without notice at any time if deemed necessary because of the requirements of law or policy, or upon a determination by SSA or DHS that there has been a breach of system integrity or security by the Employer, or a failure on the part of the Employer to comply with established E-Verify procedures and/or legal requirements. The Employer understands that if it is a Federal contractor, termination of this MOU by any party for any reason may negatively affect the performance of its contractual responsibilities. Similarly, the Employer understands that if it is in a state where E-Verify is mandatory, termination of this by any party MOU may negatively affect the Employer's business.
3. An Employer that is a Federal contractor may terminate this MOU when the Federal contract that requires its participation in E-Verify is terminated or completed. In such cases, the Federal contractor must provide written notice to DHS. If an Employer that is a Federal contractor fails to provide such notice, then that Employer will remain an E-Verify participant, will remain bound by the terms of this MOU that apply to non-Federal contractor participants, and will be required to use the E-Verify procedures to verify the employment eligibility of all newly hired employees.
4. The Employer agrees that E-Verify is not liable for any losses, financial or otherwise, if the Employer is terminated from E-Verify.

ARTICLE VI PARTIES

- A. Some or all SSA and DHS responsibilities under this MOU may be performed by contractor(s), and SSA and DHS may adjust verification responsibilities between each other as necessary. By separate agreement with DHS, SSA has agreed to perform its responsibilities as described in this MOU.
- B. Nothing in this MOU is intended, or should be construed, to create any right or benefit, substantive or procedural, enforceable at law by any third party against the United States, its agencies, officers, or employees, or against the Employer, its agents, officers, or employees.
- C. The Employer may not assign, directly or indirectly, whether by operation of law, change of control or merger, all or any part of its rights or obligations under this MOU without the prior written consent of DHS, which consent shall not be unreasonably withheld or delayed. Any attempt to sublicense, assign, or transfer any of the rights, duties, or obligations herein is void.
- D. Each party shall be solely responsible for defending any claim or action against it arising out of or related to E-Verify or this MOU, whether civil or criminal, and for any liability wherefrom, including (but not limited to) any dispute between the Employer and any other person or entity regarding the applicability of Section 403(d) of IIRIRA to any action taken or allegedly taken by the Employer.
- E. The Employer understands that its participation in E-Verify is not confidential information and may be disclosed as authorized or required by law and DHS or SSA policy, including but not limited to,



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Congressional oversight, E-Verify publicity and media inquiries, determinations of compliance with Federal contractual requirements, and responses to inquiries under the Freedom of Information Act (FOIA).

F. The individuals whose signatures appear below represent that they are authorized to enter into this MOU on behalf of the Employer and DHS respectively. The Employer understands that any inaccurate statement, representation, data or other information provided to DHS may subject the Employer, its subcontractors, its employees, or its representatives to: (1) prosecution for false statements pursuant to 18 U.S.C. 1001 and/or; (2) immediate termination of its MOU and/or; (3) possible debarment or suspension.

G. The foregoing constitutes the full agreement on this subject between DHS and the Employer.

To be accepted as an E-Verify participant, you should only sign the Employer's Section of the signature page. If you have any questions, contact E-Verify at 1-888-464-4218.



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Approved by:

Employer Ollis and Company	
Name (Please Type or Print) Richard Pogue	Title
Signature Electronically Signed	Date 12/26/2008
Department of Homeland Security – Verification Division	
Name (Please Type or Print) USCIS Verification Division	Title
Signature Electronically Signed	Date 12/26/2008



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Information Required for the E-Verify Program	
Information relating to your Company:	
Company Name	Ollis and Company
Company Facility Address	2274 E. Sunshine Springfield, MO 65804
Company Alternate Address	PO Box 10346 Springfield, MO 65808
County or Parish	GREENE
Employer Identification Number	440600671
North American Industry Classification Systems Code	524
Parent Company	N/A
Number of Employees	20 to 99
Number of Sites Verified for	1 site(s)



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Are you verifying for more than 1 site? If yes, please provide the number of sites verified for in each State:

MO

1



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Information relating to the Program Administrator(s) for your Company on policy questions or operational problems:

Name Chervl Maher
Phone Number 4178818333
Fax
Email chervl.maher@ollisco.com

Name Richard Poque
Phone Number 4178818333
Fax
Email dick.poque@ollisco.com

Name Valerie Adams
Phone Number 4178818339108
Fax
Email valerie.adams@ollisco.com



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This list represents the first 20 Program Administrators listed for this company.

Section 8 – Sample Documents

8.1. The Broker, Consultant, and/or Firm are encouraged to provide examples of documents, reports, reviews, correspondence, or other records used for similar engagements with other municipal/government agencies.

Our communication is purposeful and is designed to coordinate and educate with clarity. The Ollis Edge 360 model is exclusively offered to our clients. This model has documented accountability measurements in place to ensure customer satisfaction is at the front of each partnership and that deadlines/timelines are met.

As mentioned earlier in this RFQ, we have several proprietary documents for clarity within the partnership.

These include:

The follow up after every meeting with a letter (The As We Agreed Letter “AWA”), identifying key areas discussed and next steps (Actions Items) with who is responsible for completing specific items and by when. These letters serve as proof of our accountability to our clients, agreed upon activities to be completed by the client and a work order for both of us to follow to improve outcomes.

The Preferred Client Agreement (PCA) is updated annually. This document is a mutually agreed upon calendar that assists us in the implementation of these risk management strategies in a documented timeline.

PREFERRED CLIENT AGREEMENT

This schedule of activities demonstrates the on-going plan of risk management and loss control we will provide to your firm. The plan will provide both of us with an established schedule of dates for updating your TCOR Index, reviewing your insurance coverage, monitoring your exposures, & general handling of on-going support & services.

DATE DUE	SERVICE	TEAM MEMBER RESPONSIBLE
2/16/16	<ul style="list-style-type: none"> Medical review with Anthem Medical Director, Cox Health Network Partner, & Ollis/Akers/Arney wellness and primary advisors Online H.R. Administration and Benefits Enrollment technology (Maxwell Health) Initial Meeting and implementation Calendar scheduling ACA Compliance reporting program implementation and Zywave Implementation and Training Schedule Wellness Program Timeline and Addition to P.C.A. 	
3/15/16	Employee Survey & Planning Session Meeting	
4/4/16 – 4/8/16	Employee Survey	
4/11/16 – 4/15/16	Employee Meetings	
5/3/16	Employee Survey / Meeting Results with H.R. Department	
5/13/16	H.R. Committee Meeting <ul style="list-style-type: none"> Claims & Plan Performance Employee Survey / Meeting results Plan Design & Funding options 	
7/1/16	Online Technology Beta (Live for H.R. Department review and use)	
8/1/16	Receive preliminary projections and accompanying reports	
8/15/16	Receive full renewal proposal and accompanying reports	
8/18/16	Meeting with City Administrator and H.R. to review final Anthem offer	
8/19/16	H.R. Committee Meeting to determine Bid/No Bid (Note: This is the 3 rd Friday of the month as opposed to the normal 2 nd Friday)	
9/15/16	Meeting with City Administrator & H.R. department to review insurance bids	
9/16/16	H.R. Committee meeting to finalize recommendation to Board of Alderman	
10/1/16	Maxwell Health training for employees	
10/19/16 – 10/23/16	<ul style="list-style-type: none"> Open Enrollment begins Employee Benefits Education meetings with additional assistance for online enrollment 	
11/7/16	End of Open Enrollment	

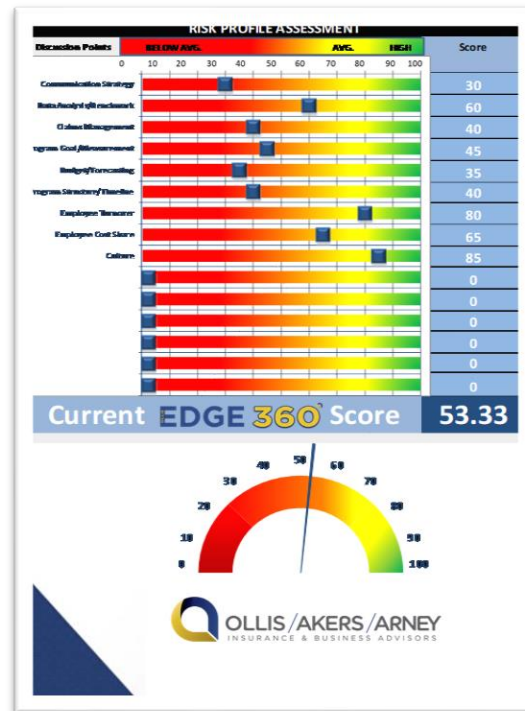


Risk Advisor

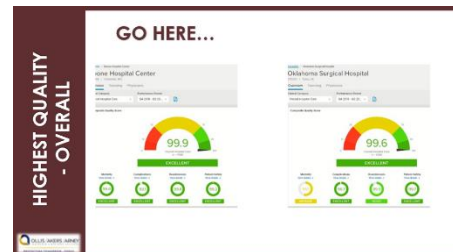
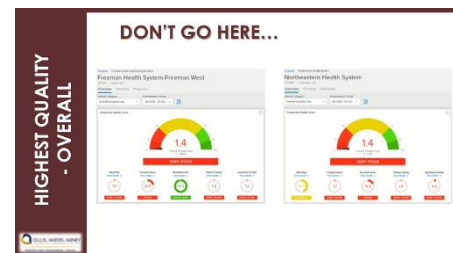
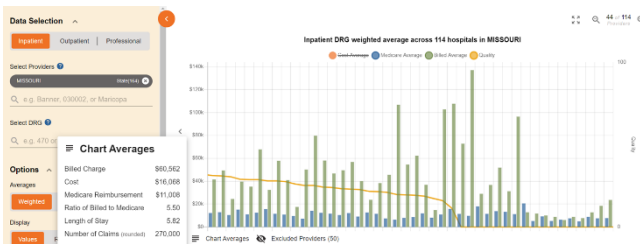
Client

Date

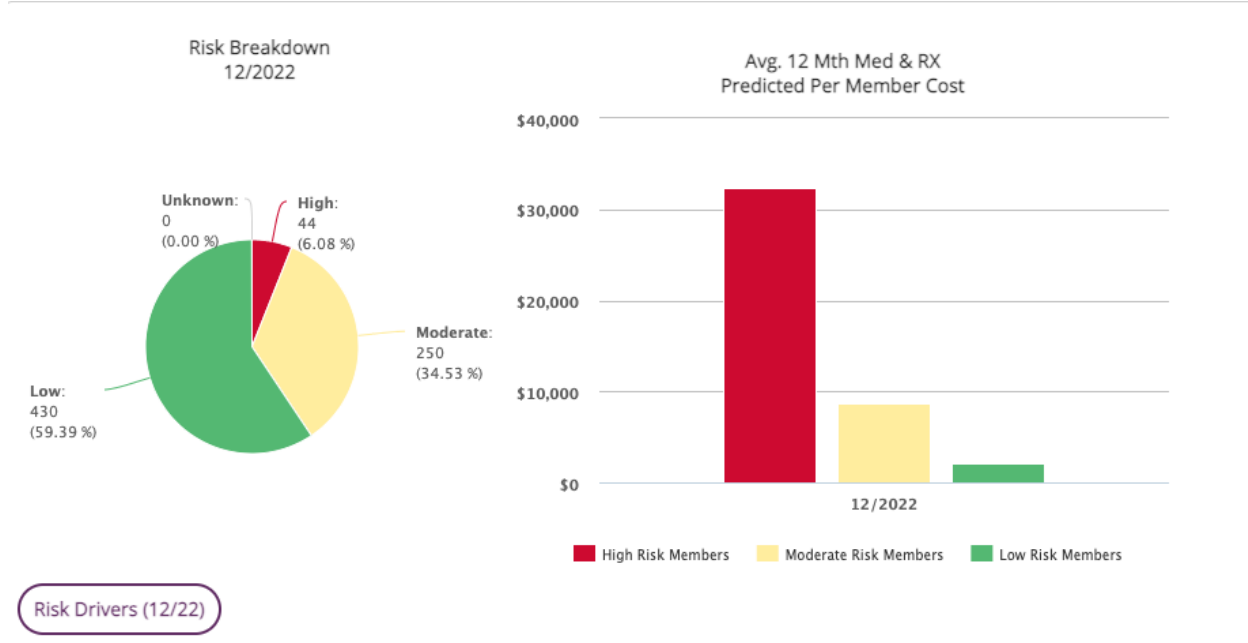
The Risk Profile Assessment is an annual strategic assessment review and plan improvement measurement. This document provides an overview of key drivers of exposure to your organization and employee engagement strategies, along with plan performance and data analysis reviews. We update the identified areas of focus to measure success and use the assessment (below) as a continuously evolving document over time.



We also provide options for quality and cost of care purposes with unique program designs. This changes the game of health care from in-network/out of network to quality and cost of service.



Focusing on High-Risk Members and Implementing Proactive Cost-Containment Strategies



High:
44
(6.08%)

High Risk Members

Risk is calculated based on members with Active enrollment as of the last day of the selected month.

	Members (12/22)	% of Total Members (12/22)	Avg Risk Score (12/22)	Average Member Cost 12 Mth Prediction Medical & Pharmacy (12/22)	Total Group Cost 12 Mth Prediction Medical & Pharmacy (12/22)
Predicted Risk Levels					
High Risk Members	<u>44</u>	6.08%	31.40	\$32,375.36	\$1,424,516.04
Moderate Risk Members	<u>250</u>	34.53%	17.75	\$8,743.06	\$2,185,765.53
Low Risk Members	<u>430</u>	59.39%	2.49	\$2,116.95	\$910,290.36
Unknown Risk (Less than 30 Days Enrollment) Members	0	0.00%	0.00	\$0.00	\$0.00
All Members	<u>724</u>	100.00%	9.53	\$6,243.88	\$4,520,571.93

Predicted Events					
Hospital Admission in the Next 6 Months (>20% Likelihood)	<u>3</u>	0.41%	20.49	\$16,467.17	\$49,401.50
Hospital Admission in the Next 12 Months (>20% Likelihood)	<u>9</u>	1.24%	27.95	\$35,904.99	\$323,144.89
Hospital Re-Admission in the Next 30 Days (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
Hospital Re-Admission in the Next 60 Days (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
Hospital Admission >= 3 Day Length of Stay	<u>7</u>	0.97%	32.14	\$45,071.91	\$315,503.38
Emergency Room Visit (>20% Likelihood)	<u>140</u>	19.34%	16.01	\$12,297.54	\$1,721,655.36
Myocardial Infarction (>20% Likelihood)	<u>1</u>	0.14%	32.46	\$17,801.53	\$17,801.53
Stroke (>20% Likelihood)	<u>5</u>	0.69%	32.41	\$23,843.08	\$119,215.41
Bone Fracture (>20% Likelihood)	<u>1</u>	0.14%	32.25	\$15,630.40	\$15,630.40
Diabetes (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
End Stage Renal Disease (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
Hepatitis C (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
Cancer in the Next 12 Months (>20% Likelihood)	0	0.00%	0.00	\$0.00	\$0.00
Cancer in the Next 10 Years (>20% Likelihood)	<u>130</u>	17.96%	22.93	\$13,455.71	\$1,749,241.85
Members Predicted to spend >= \$5,000 (Pharmacy)	<u>62</u>	8.56%	27.03	\$35,435.73	\$2,197,015.35
Members Predicted to spend >= \$10,000 (Medical)	<u>21</u>	2.90%	29.81	\$37,559.18	\$788,742.80
Members Predicted to spend >= \$50,000 (Medical & Pharmacy)	<u>8</u>	1.10%	35.32	\$64,409.14	\$515,273.14

Using Data Analytics to Identify Care Gaps in Treating Costly Conditions: Chronic Kidney Disease

Note: Every selected rule will be exported as a clustered column chart in excel.

Category		% Compliant (T1)	Care Gaps Met (T1)	Care Gaps Not Met (T1)	Total (T1)	% Compliant (T2)	Care Gaps Met (T2)	Care Gaps Not Met (T2)	Total (T2)	% Compliant Change
Asthma		0.00%	0	0	0	100.00%	14	0	14	0.00%
Chronic Kidney Disease		0.00%	0	0	0	100.00%	19	0	19	0.00%
4	Rule	% Compliant (T1)	Care Gaps Met (T1)	Care Gaps Not Met (T1)	Total (T1)	% Compliant (T2)	Care Gaps Met (T2)	Care Gaps Not Met (T2)	Total (T2)	% Compliant Change
	<input type="checkbox"/> CKD: One Office Visit within the previous 12 Months for Members with Diagnosis of Chronic Kidney Disease	0.00%	0	0	0	100.00%	2	0	2	0.00%
	<input type="checkbox"/> CKD: One Office Visit within the Previous 12 Months for Members with a Diagnosis of Chronic Kidney Disease Stage 1, Stage 2, or Undefined	0.00%	0	0	0	100.00%	2	0	2	0.00%
	<input type="checkbox"/> CKD: One Office Visit within the Previous 12 Months for Members with a Diagnosis of Chronic Kidney Disease Stage 3	0.00%	0	0	0	100.00%	5	0	5	0.00%
	<input type="checkbox"/> CKD: One Office Visit within the Previous 12 Months for Members with a Diagnosis of Chronic Kidney Disease Stage 4	0.00%	0	0	0	0.00%	0	0	0	0.00%
	<input type="checkbox"/> CKD: One Office Visit within the Previous 12 Months for Members with a Diagnosis of Chronic Kidney Disease Stage 5 or ESRD	0.00%	0	0	0	0.00%	0	0	0	0.00%
	<input type="checkbox"/> CKD: One Nephrology Office Visit within the Previous 12 Months for Members with Diagnosis of Kidney Transplant	0.00%	0	0	0	0.00%	0	0	0	0.00%

Using Data Analytics to Identify Care Gaps in Treating Costly Conditions: Diabetes

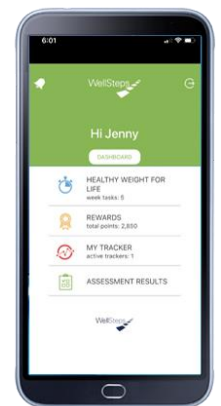
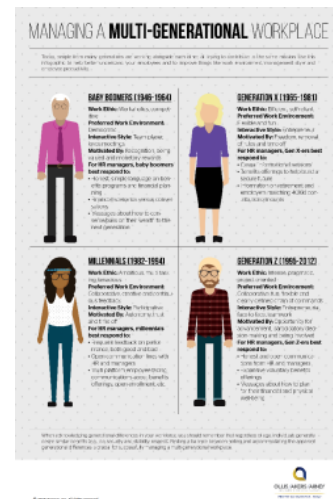
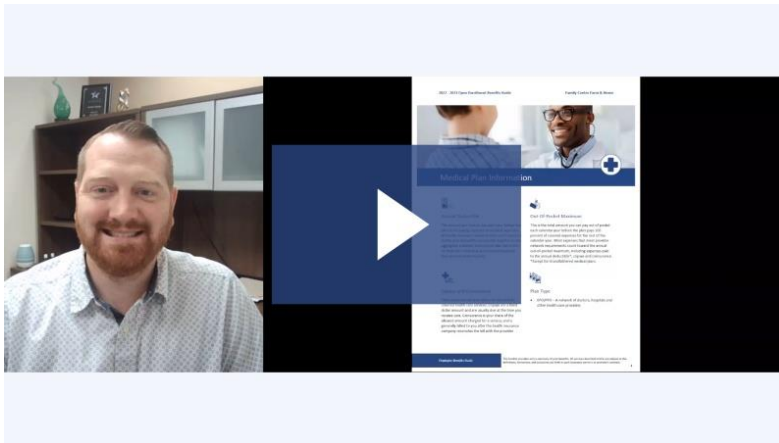
Note: Every selected rule will be exported as a clustered column chart in excel.

Category	% Compliant (T1)	Care Gaps Met (T1)	Care Gaps Not Met (T1)	Total (T1)	% Compliant (T2)	Care Gaps Met (T2)	Care Gaps Not Met (T2)	Total (T2)	% Compliant Change
Asthma	0.00%	0	0	0	100.00%	14	0	14	0.00%
Chronic Kidney Disease	0.00%	0	0	0	100.00%	19	0	19	0.00%
Coronary Artery Disease	0.00%	0	0	0	86.36%	19	3	22	0.00%
Diabetes	0.00%	0	0	0	61.94%	262	161	423	0.00%

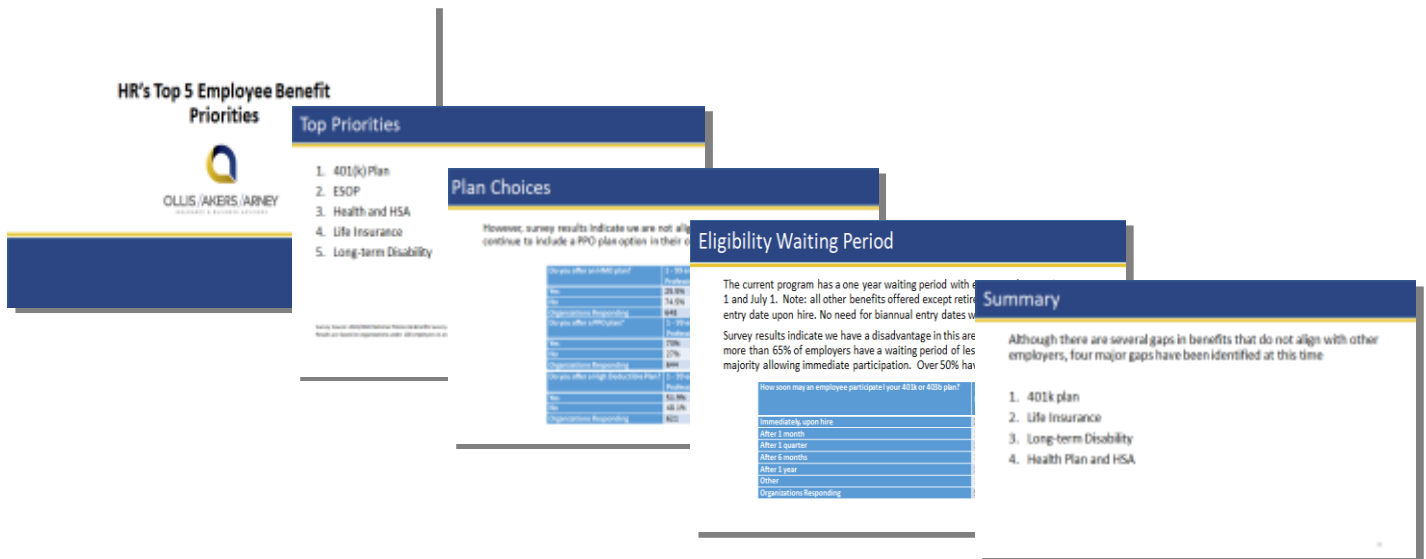
Rule	% Compliant (T1)	Care Gaps Met (T1)	Care Gaps Not Met (T1)	Total (T1)	% Compliant (T2)	Care Gaps Met (T2)	Care Gaps Not Met (T2)	Total (T2)	% Compliant Change
<input type="checkbox"/> DIA: One Office Visit within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	100.00%	47	0	47	0.00%
<input type="checkbox"/> DIA: Two Office Visits within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	100.00%	47	0	47	0.00%
<input type="checkbox"/> DIA: One HbA1c Screening Test within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	100.00%	47	0	47	0.00%
<input type="checkbox"/> DIA: Two HbA1c Screening Tests within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	82.98%	39	8	47	0.00%
<input type="checkbox"/> DIA: Most Recent HbA1c Test Result <7.0% within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	0.00%	0	47	47	0.00%
<input type="checkbox"/> DIA: Most Recent HbA1c Test Result <8.0% within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	0.00%	0	47	47	0.00%
<input type="checkbox"/> DIA: One LDL Test within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	76.60%	36	11	47	0.00%
<input type="checkbox"/> DIA: One Diabetic Retinal Eye Exam within the Previous 24 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	0.00%	0	47	47	0.00%
<input type="checkbox"/> DIA: Screening for Kidney Disorders within the Previous 12 Months for Members with Diagnosis of Diabetes	0.00%	0	0	0	97.87%	46	1	47	0.00%

Tailored Communications - The Ollis/Akers/Arney team helps you tackle employee communication challenges. With strategic planning and a thorough understanding of your communication objectives, we provide custom communication materials that will help both you and your employees understand your plans and the issues influencing your benefits decisions. Due to the vast depth of knowledge, expertise, and experience present within our advisory and support team, we are able to put together a comprehensive yet simplistic communication strategy for your employees.

We understand employees best receive information in a variety of ways. The current workforce is full of experienced workers along with workers new to the workforce. Our team works alongside your staff to help you better understand this unique age and experience gap, which leads to improved work environment and a better understanding of the benefits program.



Benchmark detail - Another example of the use of benchmarking and analysis to elevate a client's employee benefits program is with a complete review of their program including Medical, Dental, Vision, Retirement, Paid Time Off (PTO), Long-Term Disability (LTD), Short-Term Disability (STD), Life, and emerging trends in benefits, etc. Using the Ollis/Akers/Arney exclusive model and a combination of current industry reports, we identified for the client, program advantages and disadvantages to attracting and retaining employees. The analysis reviewed the types of benefits offered, eligibility, vesting, accruals, plan limits and more. A sample of the report is below with the positioning of their program against the competition and recommendations for improvement.





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Ethics and Service*
BBB Serving Eastern & Southwest Missouri &
Southern Illinois





AGENDA ITEM ANALYSIS

Project/Issue Name: 23-R-37 A Resolution of the City Council Approving the Independent Audit Report for the Fiscal Year Ending December 31, 2022.

Submitted By: Bob Ford Finance Director and presented by Jon Cummings, CPA, CGMA/KPM CPAs & Advisors

Date: June 20, 2023

Issue Statement

The City of Republic is required to undergo an independent audit at least once per year.

Discussion and/or Analysis

KPM CPAs, PC, conducted two separate engagements for the City of Republic for the fiscal year ended December 31, 2022 ("FY 2022").

1. The audit of the City's financial accounting and reporting practices for FY 2022.
2. The examination of the City's compliance with regards to "Requirements That Would Otherwise be Required to Undergo a Single audit or Program-Specific audit as a Result of Receiving Coronavirus State and Local Fiscal Recovery Funds."

Audit

The audit report is designed to report on the financial condition of the City and demonstrates the city's financial accountability to its citizens. Included in the document is the "Independent Auditor's Report," (the "Auditor's Opinion"). The basic financial statements are presented through two views:

1. Government-wide statements, which focus on the City of Republic as a whole entity; and
2. Major individual funds, through the presentation of fund financial statements.

Additionally, this report includes the Management Discussion & Analysis, which provides a preview of the FY 2023 Budget.

Opinion - The auditor's opinion is that the city's financial statements present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, and each major fund of the City of Republic, Missouri as of December 31, 2022, and the respective changes in financial position, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

CSLFRF Compliance Examination

KPM also performed an examination of the compliance requirements "activities allowed or unallowed" and "allowable cost/cost principles" (the specified requirements) as described in Part IV "Requirements for an Alternative Compliance Examination Engagement for Recipients That Would Otherwise be Required to Undergo a Single Audit or Program-Specific Audit as a Result of Receiving Coronavirus State and Local Fiscal Recovery Funds" of the CSLFRF section of the 2022 OMB Compliance Supplement, including Addendum 1 and Addendum 2 (referred to herein as "Requirements for an Alternative CSLFRF Compliance Examination Engagement") as of December 31, 2022, for the purpose of expressing an opinion about whether the City of Republic, Missouri, complied with the above-mentioned compliance requirements, in all material respects.

Opinion - KPM found that the City complied, in all material respects, with the specified requirements as outlined in the "Requirements That Would Otherwise be Required to Undergo a Single audit or Program-Specific audit as a Result of Receiving Coronavirus State and Local Fiscal Recovery Funds."

Recommended Action

City Staff recommends that City Council approve the Audit Report and the CSLFRF Compliance Examination for the fiscal year-end for December 31, 2022, as presented.

**A RESOLUTION OF THE CITY COUNCIL APPROVING THE INDEPENDENT AUDIT REPORT
FOR THE FISCAL YEAR ENDING DECEMBER 31, 2022**

WHEREAS, the City of Republic, Missouri ("City" or "Republic") is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, pursuant to Section 3.9 of the City Charter, the City is required to submit to an independent annual financial audit ("Audit");

WHEREAS, the City selected the independent audit firm of KPM CPAs, PC ("KPM"), which meets the requirements set forth in the Charter, to perform the Audit for the fiscal year ending December 31, 2022; and

WHEREAS, KPM has completed the Audit for the fiscal year beginning January 1, 2022 and ending December 31, 2022 and provided the report from such Audit to the City; and

WHEREAS, in accord with City Charter, such report is maintained in the Office of the City Clerk and is available for public viewing.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

Section 1. The audit report prepared by the certified public accounting firm of KPM CPAs, PC, for the fiscal year beginning January 1, 2022 and ending December 31, 2022, attached to this Resolution and labeled "Exhibit A," is approved and accepted, and shall be made available for public viewing at the Office of the City Clerk.

Section 2. City Administrator, or his designee, on behalf of the City, is authorized to take the necessary steps to implement this Resolution.

Section 3. The WHEREAS clauses are hereby specifically incorporated herein by reference.

Section 4. This Resolution shall take effect and be in force from and after its passage as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this _____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:

A handwritten signature in blue ink, appearing to read 'M. McCullough', is written over a horizontal line.

Megan McCullough, City Attorney

Final Passage and Vote:

Independent Accountants' Report

Honorable Mayor and City Council
City of Republic
Republic, Missouri

We have examined the City of Republic's compliance with the compliance requirements "activities allowed or unallowed" and "allowable cost/cost principles" (the specified requirements) as described in Part IV "Requirements for an Alternative Compliance Examination Engagement for Recipients That Would Otherwise be Required to Undergo a Single Audit or Program-Specific Audit as a Result of Receiving Coronavirus State and Local Fiscal Recovery Funds" of the CSLFRF section of the 2022 OMB Compliance Supplement, including Addendum 1 and Addendum 2 (referred to herein as "Requirements for an Alternative CSLFRF Compliance Examination Engagement") during the year ended December 31, 2022. Management of the City of Republic is responsible for City's compliance with the specified requirements. Our responsibility is to express an opinion on the City of Republic's compliance with the specified requirements based on our examination.

Our examination was conducted in accordance with attestation standards established by the AICPA; the standards applicable to attestation engagements contained in *Government Auditing Standards*, issued by the Comptroller General of the United States; and in the "Requirements for an Alternative CSLFRF Compliance Examination Engagement." Those standards and requirements require that we plan and perform the examination to obtain reasonable assurance about whether the City of Republic complied, in all material respects, with the specified requirements referenced above. An examination involves performing procedures to obtain evidence about whether the City complied with the specified requirements. The nature, timing, and extent of the procedures selected depend on our judgment, including an assessment of the risks of material noncompliance, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our opinion.

We are required to be independent and meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

Our examination does not provide a legal determination on the City of Republic's compliance with specified requirements.

In our opinion, the City of Republic complied, in all material respects, with the specified requirements referenced above during the year ended December 31, 2022.

Other Reporting Required by Government Auditing Standards

In accordance with *Government Auditing Standards*, we are required to report all deficiencies that are considered to be significant deficiencies or material weaknesses in internal control; fraud, and noncompliance with provisions of laws, regulations, contracts, or grant agreements that have a material effect on the City of Republic's compliance with the specified requirements and any other instances that warrant the attention of those charged with governance. We are also required to obtain and report the views of responsible officials concerning the findings, conclusions, and recommendations, as well as any planned corrective actions. We performed our examination to express an opinion on the City of Republic's compliance with the specified requirements and not for the purpose of expressing an opinion on the internal control over the specified requirements or on compliance and other matters; accordingly, we express no such opinions. The results of our tests disclosed no matters that are required to be reported under *Government Auditing Standards*.

Intended Purpose

The purpose of this examination report is solely to express an opinion on whether the City of Republic complied, in all material respects, with the specified requirements referenced above during the year ended December 31, 2022. Accordingly, this report is not suitable for any other purpose.

KPM CPAs, PC
Springfield, Missouri
June 5, 2023

City of Republic, Missouri
Basic Financial Statements
Year Ended December 31, 2022

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Independent Auditors' Report

Honorable Mayor and City Council
City of Republic
Republic, Missouri

Report on the Audit of the Financial Statements

Opinions

We have audited the accompanying financial statements of the governmental activities, the business-type activities, and each major fund of the City of Republic, Missouri, as of and for the year ended December 31, 2022, and the related notes to the financial statements, which collectively comprise the City's basic financial statements as listed in the table of contents.

In our opinion, the financial statements referred to above present fairly, in all material respects, the respective financial position of the governmental activities, the business-type activities, and each major fund of the City of Republic, Missouri, as of December 31, 2022, and the respective changes in financial position and, where applicable, cash flows thereof for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinions

We conducted our audit in accordance with auditing standards generally accepted in the United States of America and the standards applicable to the financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States. Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of the City of Republic and to meet our other ethical responsibilities, in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinions.

Change in Accounting Principle

As described in Note 1 to the financial statements, in 2022, the City adopted new accounting guidance, GASB Statement No. 87 – *Leases*. Our opinion is not modified with respect to this matter.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America; and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the City's ability to continue as a going concern for twelve

months beyond the financial statement date, including any currently known information that may raise substantial doubt shortly thereafter.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinions. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards and *Government Auditing Standards* will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards and *Government Auditing Standards*, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the City's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the City's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control-related matters that we identified during the audit.

Required Supplementary Information

Accounting principles generally accepted in the United States of America require that the Management's Discussion and Analysis, budgetary comparison, and pension information be presented to supplement the basic financial statements. Such information is the responsibility of management and, although not a part of the basic financial statements, is required by the Governmental Accounting Standards Board who considers it to be an essential part of financial reporting for placing the basic financial statements in an appropriate operational, economic, or historical context. We have applied certain limited procedures to the required supplementary information in accordance with auditing standards generally accepted in the United States of America, which consisted of inquiries of management about the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We do not

express an opinion or provide any assurance on the information because the limited procedures do not provide us with sufficient evidence to express an opinion or provide any assurance.

Other Reporting Required by *Government Auditing Standards*

In accordance with *Government Auditing Standards*, we have also issued our report dated June 5, 2023, on our consideration of the City of Republic, Missouri's internal control over financial reporting and on our tests of its compliance with certain provisions of laws, regulations, contracts, and grant agreements and other matters. The purpose of that report is solely to describe the scope of our testing of internal control over financial reporting and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the City's internal control over financial reporting or on compliance. That report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the City of Republic, Missouri's internal control over financial reporting and compliance.

KPM CPAs, PC
Springfield, Missouri
June 5, 2023

Management's Discussion and Analysis

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City of Republic

Management's Discussion and Analysis

December 31, 2022

The management's discussion and analysis of the City of Republic's financial performance provides an overview of the City's financial activities for the fiscal year ended December 31, 2022. Please read it in conjunction with the City's financial statements.

Financial Highlights

The net position of the City's governmental activities increased by \$13,721,027 for the year as a result of current year activities. The net position of the City's business-type activities increased by \$2,477,864 for the year.

The assets and deferred outflows of the City exceeded its liabilities and deferred inflows as of December 31, 2022, by \$79.7 million (net position). Of this amount \$21 million was unrestricted and may be used to meet future obligations of the City.

Non-pension-related long-term liabilities of the City increased by \$46,010,163. This is mainly due to the issuance of the Series 2022 bonds and the MTFC Loan. The City's net pension liability increased by \$793,957.

Using this Annual Report

This annual report consists of a series of financial statements. The Statement of Net Position and the Statement of Activities provide information about the activities of the City as a whole and present a longer-term view of the City's finances. Fund financial statements tell how these services were financed in the short-term as well as what remains for future spending. Fund financial statements also report the City's operations in more detail than the government-wide statements by providing information about the City's most significant funds.

Government-Wide Financial Statements

One of the most important questions asked about the City's finances is, "Is the City as a whole better off or worse off as a result of the year's activities?" The Statement of Net Position and Statement of Activities report information about the City as a whole and about its activities in a way that helps answer this question. These statements include all assets, deferred outflows, liabilities, and deferred inflows using the accrual basis of accounting, which is similar to the accounting used by most private-sector companies. All of the current year's revenues and expenses are taken into account regardless of when cash is received or paid. These two statements report the City's net position and changes in it. The City's net position – the difference between assets, net deferred outflows/inflows of resources, and liabilities – is one way to measure the City's financial health, or financial position. Over time, increases or decreases in the City's net position are one indicator of whether its financial health is improving or deteriorating.

In the Statement of Net Position and the Statement of Activities, we divide the City into two kinds of activities:

Governmental Activities: Most of the City's basic services are reported here. Taxes are the primary source of financing for these activities.

Business-Type Activities: The City charges a fee to customers to help it cover all or most of the cost of certain services it provides. The City's water and sewer services are provided here.

City of Republic

Management's Discussion and Analysis

December 31, 2022

Fund Financial Statements

The fund financial statements provide detailed information about the City's funds and not the City as a whole. Some funds are required to be established by state law and by bond covenants. However, the City Council establishes many other funds to help it control and manage money for a particular purpose or to show that it is meeting legal responsibilities for using certain taxes and grants.

Governmental Funds: Most of the City's basic services are reported in governmental funds, which focus on how money flows into and out of those funds and the balances left at year-end that are available for spending. These funds are reported using an accounting method called modified accrual accounting, which measures cash and all other financial assets that can readily be converted to cash. The governmental fund statements provide a detailed short-term view of the City's general government operations and the basic services it provides. Governmental fund information helps the reader determine whether there are more or fewer financial resources that can be spent in the near future to finance the City's programs. The differences between governmental activities (reported in the Statement of Net Position and the Statement of Activities) and the governmental funds are shown in reconciliations following the fund financial statements.

Proprietary Funds: When the City charges customers for the services it provides – whether to outside customers or to other units of the City – these services are generally reported in proprietary funds. Proprietary funds are reported in the same way that all activities are reported in the Statement of Net Position and the Statement of Activities.

Notes to the Basic Financial Statements

The Notes to the Basic Financial Statements provide additional information that is essential to a full understanding of the data provided in the government-wide and fund financial statements.

City of Republic

Management's Discussion and Analysis

December 31, 2022

Government-Wide Financial Analysis

Net Position

The following table presents the condensed Statement of Net Position for the City as of December 31, 2022 and 2021:

	Governmental Activities	Business-Type Activities	Total December 31, 2022	Total December 31, 2021
Assets				
Current and other assets	\$ 20,856,445	\$ 46,392,720	\$ 67,249,165	\$ 19,900,397
Capital assets	38,581,544	37,008,902	75,590,446	58,238,068
	<u>59,437,989</u>	<u>83,401,622</u>	<u>142,839,611</u>	<u>78,138,465</u>
Deferred Outflows of Resources	647,559	583,284	1,230,843	1,027,590
Liabilities				
Current liabilities	3,252,547	3,236,686	6,489,233	4,867,123
Long-term liabilities	4,411,518	49,304,302	53,715,820	7,705,845
Net pension liability	1,089,709	1,158,997	2,248,706	1,454,749
	<u>8,753,774</u>	<u>53,699,985</u>	<u>62,453,759</u>	<u>14,027,717</u>
Deferred Inflows of Resources	372,336	1,532,425	1,904,761	1,625,295
Net Position				
Net investment in capital assets	32,827,439	25,469,575	58,297,014	48,640,989
Restricted	121,095	-	121,095	481,071
Unrestricted	18,010,904	3,282,921	21,293,825	14,390,983
	<u>\$ 50,959,438</u>	<u>\$ 28,752,496</u>	<u>\$ 79,711,934</u>	<u>\$ 63,513,043</u>

Total net position of the City increased by \$16,198,891 for the year due to current year activity. Total liabilities for the City have increased by \$48,760,094. The change in total liabilities is mainly due to the issuance of the Series 2022 bonds and the MTFC loan during the current year. The City's long-term liabilities increased by \$46,010,163. Restricted net position of the City totaled \$121,095 as of December 31, 2022.

City of Republic

Management's Discussion and Analysis

December 31, 2022

Changes in Net Position

	Governmental Activities	Business-Type Activities	Total Year Ended December 31, 2022	Total Year Ended December 31, 2021
Revenues and Transfers				
Program Revenues				
Charges for services	\$ 2,252,232	\$ 6,943,618	\$ 9,195,850	\$ 7,685,315
Operating grants and contributions	9,388	-	9,388	237,740
Capital grants and contributions	7,865,768	2,616,457	10,482,225	5,846,182
General Revenues				
Sales taxes	14,612,898	-	14,612,898	10,435,109
Ad valorem taxes	1,683,242	-	1,683,242	1,400,571
Motor vehicle and gas taxes	723,389	-	723,389	637,849
Other taxes	96,102	-	96,102	81,181
Franchise fees	958,501	-	958,501	764,519
County reimbursements	151,098	-	151,098	140,604
Interest	137,952	436,625	574,577	51,571
Other revenue	282,616	428,480	711,096	805,716
Transfers	351,191	(351,191)	-	-
Special Item				
(Loss) on asset disposal	-	-	-	(19,533)
Total Revenues, Transfers and Special Item	29,124,377	10,073,989	39,198,366	28,066,824
Expenses				
Administrative	2,478,930	-	2,478,930	1,181,913
Information technology	608,244	-	608,244	294,686
Human resources	-	-	-	241,692
Municipal court	127,767	-	127,767	144,335
Economic development	744,166	-	744,166	430,019
Police	2,957,917	-	2,957,917	2,192,327
Fire	2,378,185	-	2,378,185	1,909,958
Emergency management	20,820	-	20,820	20,820
Animal control	287,430	-	287,430	191,443
Street	2,078,897	-	2,078,897	1,680,893
Stormwater	7,750	-	7,750	95,826
Parks and recreation	3,583,915	-	3,583,915	3,642,140
Debt service	129,329	-	129,329	116,141
Water	-	2,195,440	2,195,440	2,232,310
Sewer	-	5,400,685	5,400,685	2,714,497
Total Expenses	15,403,350	7,596,125	22,999,475	17,089,000
Increase in Net Position	\$ 13,721,027	\$ 2,477,864	\$ 16,198,891	\$ 10,977,824

City of Republic

Management's Discussion and Analysis

December 31, 2022

Governmental Activities

Governmental activities increased the net position of the City by \$13,721,027. Tax revenues for the City were \$18,074,132, which is an increase of \$4,754,903 from the prior year. Program revenues for the functions totaled \$10,127,388, which is an increase of \$4,796,281 from the prior year. The following table shows the cost of the City's programs as well as each program's net cost (total cost less revenues generated by the activities). The net cost shows the financial burden that was placed on the taxpayers by each of these functions.

Net Cost of the City of Republic's Governmental Activities

	Total Cost of Services	Net Cost of Services
Administrative	\$ 2,478,930	\$ (576,087)
Information technology	608,244	608,244
Municipal court	127,767	(67,711)
Economic development	744,166	155,582
Police	2,957,917	2,903,948
Fire	2,378,185	2,370,917
Emergency management	20,820	20,820
Animal control	287,430	287,430
Street	2,078,897	(2,783,969)
Stormwater	7,750	7,750
Parks and recreation	3,583,915	2,219,709
Debt Service	129,329	129,329
	<u>\$ 15,403,350</u>	<u>\$ 5,275,962</u>

Business-Type Activities

Business-type activities increased the City's net position by \$2,477,864. This is down from the increase of the City's business-type activities of \$3,231,960 in the prior year.

Financial Analysis of the City's Funds

The combined fund balances of the City's governmental funds as of December 31, 2022, are \$18,259,257. The General Fund increased by \$3,546,921. The Street Fund increased by \$682,871. The Stormwater Fund decreased by \$2,002. The Fire Sales Tax Fund increased \$116,378. The Parks and Recreation Fund decreased \$235,540. The Capital Improvement Sales Tax Fund decreased \$4,011. The Major Grants Fund increased by \$1,798,096. The Capital Project Fund increased \$4,137. The Debt Service Fund decreased \$138,860.

General Fund Budgetary Highlights

Differences between the original, the final amended budget, and the actual results can be summarized as follows:

- The City's General Fund budget was amended in December 2022.

City of Republic

Management's Discussion and Analysis

December 31, 2022

- The City's original budgeted revenues and transfers in for the General Fund were \$11,519,416 and budgeted expenditures and transfers out were \$11,085,466, for the year ended December 31, 2022.
- The City's amended budgeted revenues and transfers in for the General Fund were \$16,256,858, and amended budgeted expenditures and transfers out were \$14,499,893, for the year ended December 31, 2022.

Capital Assets and Debt Administration

Capital Assets

Capital assets of the governmental activities were \$38,581,544 (net of accumulated depreciation) as of December 31, 2022. This represents a \$6,611,007 increase from the prior year. Net capital assets for business-type activities were \$37,008,902, as of December 31, 2022. This represents an increase of \$10,741,371 from the prior year. The increases are mainly due to infrastructure upgrades and a new facility being constructed.

Debt

Total debt of the governmental activities as of December 31, 2022, was \$6,295,100, which is a net increase of \$656,955 from the prior year. The increase is due to the issuance of the Series 2022 special obligation bonds in the amount of \$1,833,333 and the MTFC loan in the amount of \$685,692. Retirements of principal and amortization of premiums totaled \$2,000,537 during the year.

Total debt of business-type activities as of December 31, 2022, was \$50,998,164, which is a net increase of \$46,542,410 from the prior year. During the year, the City issued \$43,611,667 in Series 2022 special obligation bonds and received premiums of \$3,422,527, which will be amortized over the life of the bonds. Retirements of principal and amortization of premiums totaled \$524,739 during the year.

Economic Factors and Next Year's Budget

Next Year's Budget

The City of Republic continues to challenge the status quo as we enter FY 2023. During the FY 2023 the City will continue making great strides in wastewater improvements and public safety funding. We are also grateful for the voter approved renewal of two (2) Parks Sales Tax initiatives in August 2022. The sales tax growth is a direct result of the City's continual efforts in fostering partnerships within the economic development community.

The proposed \$63,714,991 budget (both operating and capital) for FY 2023 addresses funding for core operations and capital projects & investment needs of the City. This budget was adopted by the City Council on December 6, 2022 and establishes a plan for FY 2023 which is detailed in two documents:

- The operating budget; and
- The 2023-2027 Five-Year Capital Improvement Program (CIP).

City of Republic

Management's Discussion and Analysis

December 31, 2022

The budget contains 14 individual departmental budgets across four (4) funds:

- General Fund,
- Enterprise Fund,
- Capital Projects Fund, and
- Special Revenue Fund.

The CIP identifies all capital and infrastructure needs the City over the next five (5) years, including improvements to the American's Disabilities Act (ADA) of 1990.

In accordance with the Missouri State Statute Section 67.010, the budget is to be balanced and the total proposed expenditures are not to exceed the estimated revenues and any unencumbered fund balance, less any deficit estimated for the beginning of the budget year. Each budget will outline a multi-year presentation of planned and actual resources to allow for the comparative analysis of the financial conditions of the City, as required.

The FY 2023 revenues are anticipated to be \$37,213,976. The FY 2023 budgeted expenditures are anticipated to be \$63,714,991, resulting in a \$26,011,093 deficit, which will be funded by bond proceeds received in 2022 and unrestricted/unencumbered funds accumulated from prior years. Contacting the City's Financial Management

Water & Wastewater Rates

FY 2023 brings rate increases for both water and wastewater rates necessary to fund ongoing investment and annual debt service associated with the Series 2022 Debt Issuance secured to fund the wastewater treatment plant and ongoing capital improvement projects. Those increases are as follows:

1. Water
 - a. Inside City Limits
 - i. Monthly Base Charge will increase from \$7.56 to \$8.09 for 1,500 gallons.
 - ii. Surcharge will increase from \$3.56 to \$3.81 per 1,000 gallons.
 - b. Outside City Limits
 - i. Monthly Base Charge will increase from \$11.34 to \$12.13 for 1,500 gallons.
 - ii. Surcharge will increase from \$5.34 to \$5.71 per 1,000 gallons.
2. Wastewater
 - a. Inside City Limits
 - i. Monthly Base Charge will increase from \$18.80 to \$25.57 for 1,500 gallons.
 - ii. Surcharge will increase from \$11.17 to \$15.19 per 1,000 gallons.
 - b. Outside City Limits
 - i. Monthly Base Charge will increase from \$28.20 to \$38.35 for 1,500 gallons.
 - ii. Surcharge will increase from \$16.77 to \$22.81 per 1,000 gallons.

Capital

Capital expenditures are budgeted at \$31,365,526 for FY 2023 and comprise approximately 50% of the City's FY 2023 total expenditures. When resources are tight, capital spending is often prioritized and/or deferred if possible. However, capital improvements have long-term effects on City operations, as well as impacting both current and future operating budgets.

City of Republic

Management's Discussion and Analysis

December 31, 2022

Debt

The City continues to make great strides in securing funds for the Wastewater Treatment Plant upgrades through Special Obligation Funds (issued \$48.5 million in FY 2022) and State grant funds. The Parks & Recreation Department retired the debt on the Republic Aquatic Center in 2022 and anticipates borrowing an additional estimated \$10 million during FY 2023 to fund further expansion of the City's parks and pool.

Personnel

The FY 2023 budget:

- Includes wages and personnel benefits budgeted at \$15,353,149 for a total of 171 full-time employees, which is approximately 24 % of the overall budget.
- Includes a 5% COLA for all staff, effective January 1, 2023 to remain competitive relative to employment opportunities in the surrounding communities and entities.

The City participates in the Missouri Local Government Employees Retirement System (LAGERS), which is a defined benefit pension plan providing retirement, disability and death benefits to members and beneficiaries.

- In 2014, the City Council approved a change in the City's LAGERS program from the L-1 level to the L-3 level, increasing the employees' pension from a 1.0% multiplier to a 1.25% multiplier. The ensuing change resulted in an approximate 5.6% increase in LAGERS pension contributions on behalf of the employees.
- In 2019, the City assumed the employee's contribution rate of 4% and the employees no longer are required to contribute.
- No changes to the LAGERS benefit have been budgeted for 2023.

Effective April 1, 2022, the City further enhanced its retirement program by adding a 9% ICMA Deferred Compensation program provided by the City on behalf of each full-time employee. The City has budgeted \$908,035 to fund the same ICMA Deferred Compensation benefit for FY 2023.

For additional information or questions, please contact:

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Bob Ford, Finance Director
David Cameron, City Administrator
Jared Keeling, Assistant City Administrator
Lisa Addington, Chief of Staff

City of Republic

Statement of Net Position

December 31, 2022

	Governmental Activities	Business-Type Activities	Total
Assets			
Current			
Cash and cash equivalents - unrestricted	\$ 12,970,573	\$ 1,696,121	\$ 14,666,694
Ad valorem taxes receivable, net	1,383,682	-	1,383,682
Sales taxes receivable	2,102,052	-	2,102,052
Franchise taxes receivable	173,809	-	173,809
Utilities receivable, net	-	1,467,134	1,467,134
Intergovernmental receivable	1,257,657	-	1,257,657
Leases receivable	-	1,252,592	1,252,592
Other receivables	403,191	-	403,191
Prepaid insurance	166,615	41,856	208,471
Noncurrent			
Restricted cash and cash equivalents	2,398,866	41,935,017	44,333,883
Capital Assets			
Non-depreciable	9,135,266	8,878,800	18,014,066
Depreciable, net	29,446,278	28,130,102	57,576,380
Total Assets	59,437,989	83,401,622	142,839,611
Deferred Outflows of Resources			
Deferred pension outflows	647,559	583,284	1,230,843

See accompanying Notes to the Financial Statements

City of Republic

Statement of Net Position

December 31, 2022

	Governmental Activities	Business-Type Activities	Total
Liabilities			
Current			
Accounts payable	744,386	815,902	1,560,288
Retainage payable	334,051	-	334,051
Accrued expenses	238,512	43,417	281,929
Accrued interest payable	7,989	139,483	147,472
Police evidence payable	44,027	-	44,027
Deposits payable	-	544,022	544,022
Current maturities of long-term debt	1,883,582	1,693,862	3,577,444
	<u>3,252,547</u>	<u>3,236,686</u>	<u>6,489,233</u>
Noncurrent			
Bonds payable, net	2,136,469	45,629,013	47,765,482
Financed purchases	1,734,054	3,589,109	5,323,163
Compensated absences payable	540,995	86,180	627,175
Net pension liability	1,089,709	1,158,997	2,248,706
	<u>5,501,227</u>	<u>50,463,299</u>	<u>55,964,526</u>
Total Liabilities	<u>8,753,774</u>	<u>53,699,985</u>	<u>62,453,759</u>
Deferred Inflows of Resources			
Deferred pension inflows	372,336	290,984	663,320
Leases	-	1,241,441	1,241,441
Total Deferred Inflows of Resources	<u>372,336</u>	<u>1,532,425</u>	<u>1,904,761</u>
Net Position			
Net investment in capital assets	32,827,439	25,469,575	58,297,014
Restricted	121,095	-	121,095
Unrestricted	18,010,904	3,282,921	21,293,825
Total Net Position	<u>\$ 50,959,438</u>	<u>\$ 28,752,496</u>	<u>\$ 79,711,934</u>

See accompanying Notes to the Financial Statements

City of Republic

Statement of Activities

Year Ended December 31, 2022

Functions/Programs	Net (Expenses), Revenues, and Changes in Net Position					
	Expenses	Program Revenues			Primary Government	
		Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Governmental Activities	Business-Type Activities
Primary Government						
Governmental Activities						
Administrative	\$ (2,478,930)	\$ 14,562	\$ 1,922	\$ 3,038,533	\$ 576,087	\$ -
Information technology	(608,244)	-	-	-	(608,244)	-
Municipal court	(127,767)	195,478	-	-	67,711	-
Economic development	(744,166)	558,799	-	29,785	(155,582)	-
Police	(2,957,917)	46,653	7,316	-	(2,903,948)	-
Fire	(2,378,185)	7,118	150	-	(2,370,917)	-
Emergency management	(20,820)	-	-	-	(20,820)	-
Animal control	(287,430)	-	-	-	(287,430)	-
Street	(2,078,897)	65,416	-	4,797,450	2,783,969	-
Stormwater	(7,750)	-	-	-	(7,750)	-
Parks and recreation	(3,583,915)	1,364,206	-	-	(2,219,709)	-
Debt Service	(129,329)	-	-	-	(129,329)	-
Total Governmental Activities	(15,403,350)	2,252,232	9,388	7,865,768	(5,275,962)	-

See accompanying Notes to the Financial Statements

City of Republic

Statement of Activities

Year Ended December 31, 2022

	Program Revenues				Net (Expenses), Revenues, and Changes in Net Position		
	Expenses	Charges for Services	Operating Grants and Contributions	Capital Grants and Contributions	Primary Government		
					Governmental Activities	Business-Type Activities	Total
Business-Type Activities							
Water	(2,195,440)	2,537,011	-	1,329,892	-	1,671,463	1,671,463
Sewer	(5,400,685)	4,406,607	-	1,286,565	-	292,487	292,487
Total Business-Type Activities	(7,596,125)	6,943,618	-	2,616,457	-	1,963,950	1,963,950
Total Primary Government	\$ (22,999,475)	\$ 9,195,850	\$ 9,388	\$10,482,225	(5,275,962)	1,963,950	(3,312,012)
General Revenues and Transfers							
Sales taxes					14,612,898	-	14,612,898
Ad valorem taxes					1,683,242	-	1,683,242
Motor vehicle and gas taxes					723,389	-	723,389
Other taxes					96,102	-	96,102
Franchise fees					958,501	-	958,501
County reimbursements					151,098	-	151,098
Interest					137,952	436,625	574,577
Other revenue					282,616	428,480	711,096
Transfers					351,191	(351,191)	-
Total General Revenues and Transfers					18,996,989	513,914	19,510,903
<i>Changes in Net Position</i>					13,721,027	2,477,864	16,198,891
Net Position, Beginning of year					37,238,411	26,274,632	63,513,043
Net Position, End of year					\$ 50,959,438	\$ 28,752,496	\$ 79,711,934

See accompanying Notes to the Financial Statements

City of Republic

Balance Sheet – Governmental Funds

December 31, 2022

	Special Revenue Funds								Total Governmental Funds
	General Fund	Street Fund	Stormwater Improvement Fund	Fire Sales Tax Fund	Parks and Recreation Fund	Capital Improvement Sales Tax Fund	Major Grant Fund	Capital Project Fund	
Assets									
Cash and cash equivalents - unrestricted	\$ 6,815,313	\$ 1,626,833	\$ 606,733	\$ 733,540	\$ 592,827	\$ 570,504	\$ 2,019,212	\$ 5,611	\$ 12,970,573
Ad valorem taxes receivable, net	976,164	138,842	-	-	268,676	-	-	-	1,383,682
Sales taxes receivable	1,176,666	336,504	-	84,126	336,504	168,252	-	-	2,102,052
Franchise taxes receivable	173,809	-	-	-	-	-	-	-	173,809
Other receivables	367,096	36,095	-	-	-	-	-	-	403,191
Intergovernmental receivable	57,657	1,200,000	-	-	-	-	-	-	1,257,657
Prepaid insurance	111,578	16,002	-	-	39,035	-	-	-	166,615
Restricted cash and cash equivalents	236,421	1,565,084	-	-	40,000	-	-	436,266	2,398,866
Total Assets	<u>\$ 9,914,704</u>	<u>\$ 4,919,360</u>	<u>\$ 606,733</u>	<u>\$ 817,666</u>	<u>\$ 1,277,042</u>	<u>\$ 738,756</u>	<u>\$ 2,019,212</u>	<u>\$ 441,877</u>	<u>\$ 20,856,445</u>
Liabilities									
Accounts payable	\$ 45,602	\$ 502,746	\$ -	\$ -	\$ 196,038	\$ -	\$ -	\$ -	\$ 744,386
Retainage payable	-	334,051	-	-	-	-	-	-	334,051
Accrued expenses	162,708	27,453	-	-	48,351	-	-	-	238,512
Police evidence payable	44,027	-	-	-	-	-	-	-	44,027
Total Liabilities	<u>252,337</u>	<u>864,250</u>	<u>-</u>	<u>-</u>	<u>244,389</u>	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,360,976</u>

See accompanying Notes to the Financial Statements

City of Republic

Balance Sheet – Governmental Funds

December 31, 2022

	Special Revenue Funds								Total Governmental Funds
	General Fund	Street Fund	Stormwater Improvement Fund	Fire Sales Tax Fund	Parks and Recreation Fund	Capital Improvement Sales Tax Fund	Major Grant Fund	Capital Project Fund	
Deferred Inflows of Resources									
Deferred taxes	25,447	3,913	-	-	6,852	-	-	-	36,212
Unavailable revenue	-	1,200,000	-	-	-	-	-	-	1,200,000
Total Deferred Inflows of Resources	25,447	1,203,913	-	-	6,852	-	-	-	1,236,212
Fund Balances									
Nonspendable									
Prepaid items	111,578	16,002	-	-	39,035	-	-	-	166,615
Restricted for									
Debt service	-	-	-	-	-	-	-	121,095	121,095
Assigned to									
General purposes	-	-	-	-	-	-	2,019,212	-	2,019,212
Street	-	2,835,195	-	-	-	-	-	-	2,835,195
Stormwater	-	-	606,733	-	-	-	-	-	606,733
Fire	-	-	-	817,666	-	-	-	-	817,666
Parks and recreation	-	-	-	-	986,766	-	-	-	986,766
Capital improvements	-	-	-	-	-	738,756	-	441,877	1,180,633
Unassigned	9,525,342	-	-	-	-	-	-	-	9,525,342
Total Fund Balances	<u>9,636,920</u>	<u>2,851,197</u>	<u>606,733</u>	<u>817,666</u>	<u>1,025,801</u>	<u>738,756</u>	<u>2,019,212</u>	<u>441,877</u>	<u>18,259,257</u>
Total Liabilities, Deferred Inflows of Resources, and Fund	<u>\$ 9,914,704</u>	<u>\$ 4,919,360</u>	<u>\$ 606,733</u>	<u>\$ 817,666</u>	<u>\$ 1,277,042</u>	<u>\$ 738,756</u>	<u>\$ 2,019,212</u>	<u>\$ 441,877</u>	<u>\$ 20,856,445</u>

See accompanying Notes to the Financial Statements

City of Republic

Reconciliation of the Governmental Funds Balance Sheet to the Statement of Net Position

December 31, 2022

Fund balance - total governmental funds	\$ 18,259,257
Capital assets used in governmental activities are not financial resources and therefore are not reported in the funds:	
Governmental capital assets	53,028,081
Less accumulated depreciation	(14,446,537)
	<u>38,581,544</u>
The net pension liability and deferred costs are not available to pay for current period expenditures and, therefore, not reported in the funds. The following is the detail of the net effect of these differences in the treatment of the net pension liability and related deferred items:	
Net pension liability	(1,089,709)
Deferred outflows due to pensions	647,559
Deferred inflows due to pensions	(372,336)
	<u>(814,486)</u>
Deferred tax revenues that are collected in subsequent periods are not available for current year's operations. However, on a full accrual basis of accounting, they are reported as revenues.	36,212
Deferred revenues collected in subsequent years are not available to pay for current-period expenditures and, therefore, are reported as unavailable revenue in the governmental funds' balance sheet.	1,200,000
Interest on long-term debt is not accrued in governmental funds, but rather is recognized as an expenditures when due	(7,989)
Long-term liabilities are not due and payable in the current period and, therefore, are not reported in the funds	(6,295,100)
Net position of governmental activities	<u><u>\$ 50,959,438</u></u>

See accompanying Notes to the Financial Statements

City of Republic

Statement of Revenues, Expenditures, and Changes in Fund Balances – Governmental Funds

Year Ended December 31, 2022

	Special Revenue Funds								Total Governmental Funds
	General Fund	Street Fund	Stormwater Improvement Fund	Fire Sales Tax Fund	Parks and Recreation Fund	Capital Improvement Sales Tax Fund	Major Grant Fund	Capital Project Fund	
Revenues									
Taxes	\$ 10,522,305	\$ 2,634,191	\$ -	\$ 520,408	\$ 3,356,635	\$ 1,040,593	\$ -	\$ -	\$ 18,074,132
Licenses and permits	535,266	55,619	-	-	-	-	-	-	590,885
Intergovernmental revenues	7,316	451,098	-	-	-	17,436	3,021,097	-	3,496,947
Charges for services	45,328	-	-	-	1,364,205	-	-	-	1,409,533
Fines and forfeitures	239,942	-	-	-	-	-	-	-	239,942
Miscellaneous	323,191	55,947	5,748	7,406	32,336	22,270	11,753	4,137	464,296
Total Revenues	11,673,348	3,196,855	5,748	527,814	4,753,176	1,080,299	3,032,850	4,137	24,275,735
Expenditures									
Current									
Administrative	2,631,472	-	-	-	-	-	-	-	2,631,472
Information technology	490,062	-	-	-	-	-	-	-	490,062
Municipal court	182,343	-	-	-	-	-	-	-	182,343
Economic development	753,547	-	-	-	-	-	-	-	753,547
Police	2,612,993	-	-	-	-	-	-	-	2,612,993
Fire	2,072,823	-	-	323,181	-	-	-	-	2,396,004
Animal control	222,589	-	-	-	-	-	-	-	222,589
Street	-	8,141,345	-	-	-	-	-	-	8,141,345
Stormwater	-	-	7,750	-	-	-	-	-	7,750
Parks and recreation	-	-	-	-	4,132,375	-	-	-	4,132,375
Capital improvements	-	-	-	-	-	1,084,310	907,523	-	1,991,833
Debt Service	-	-	-	-	-	-	-	-	-
Principal and interest	-	65,586	-	-	-	-	-	1,047,512	1,113,098
Total Expenditures	8,965,829	8,206,931	7,750	323,181	4,132,375	1,084,310	907,523	-	24,675,411
<i>Excess (Deficit) of Revenues Over Expenditures</i>	2,707,519	(5,010,076)	(2,002)	204,633	620,801	(4,011)	2,125,327	4,137	(399,676)

See accompanying Notes to the Financial Statements

City of Republic

Statement of Revenues, Expenditures, and Changes in Fund Balances – Governmental Funds

Year Ended December 31, 2022

	Special Revenue Funds								Total Governmental Funds
	General Fund	Street Fund	Stormwater Improvement Fund	Fire Sales Tax Fund	Parks and Recreation Fund	Capital Improvement Sales Tax Fund	Major Grant Fund	Capital Project Fund	
Other Financing Sources (Uses)									
Developer donated infrastructure	-	3,297,450	-	-	-	-	-	-	3,297,450
Proceeds from new debt issuances	-	2,519,025	-	-	-	-	-	-	2,519,025
Operating transfers in	5,579,438	-	-	-	120,240	-	-	-	6,606,822
Operating transfers (out)	(4,740,036)	(123,528)	-	(88,255)	(976,581)	-	(327,231)	-	(6,255,631)
Total Other Financing Sources (Uses)	839,402	5,692,947	-	(88,255)	(856,341)	-	(327,231)	-	6,167,666
Net Change in Fund Balances	3,546,921	682,871	(2,002)	116,378	(235,540)	(4,011)	1,798,096	4,137	5,767,990
Fund Balance, January 1	6,089,999	2,168,326	608,735	701,288	1,261,341	742,767	221,116	437,740	12,491,267
Fund Balance, December 31	<u>\$ 9,636,920</u>	<u>\$ 2,851,197</u>	<u>\$ 606,733</u>	<u>\$ 817,666</u>	<u>\$ 1,025,801</u>	<u>\$ 738,756</u>	<u>\$ 2,019,212</u>	<u>\$ 441,877</u>	<u>\$ 18,259,257</u>

See accompanying Notes to the Financial Statements

City of Republic

Reconciliation of Statement of Revenues, Expenditures, and Changes in Fund Balances of Governmental Funds to the Statement of Activities

Year Ended December 31, 2022

Net change in fund balances - total governmental funds	\$ 5,767,990
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Amounts reported for governmental activities in the Statement of Activities
are different because:

Governmental funds report capital outlays as expenditures. However, in the Statement of Activities the cost of these assets is allocated over their estimated useful lives on a straight line basis and reported as depreciation expense. The following is the net effect of these differences:

Expenditures for capital assets	8,020,666
Current year depreciation	(1,385,075)
(Loss) on disposal of capital assets	(24,584)
	6,611,007

Governmental funds defer revenues that do not provide current financial resources.

However, the Statement of Activities recognizes such revenues at their net realizable value when earned, regardless of when received.

1,200,000

The issuance of long-term debt provides current financial resources to governmental funds. The repayment of the principal on long-term debt is a use of current financial resources of governmental funds. In the Statement of Activities, interest is accrued on outstanding debt whereas, in the governmental funds, an interest expenditures is reported when due. The following is the detail of the net effect of theses differences:

Repayment of principal on debt	1,987,984
Premium on bonds	12,553
Proceeds from the issuance of debt	(2,519,025)
	(518,488)

Some expenditures reported in the governmental funds represent the use of current financial resources and were recognized in the Statement of Activities when incurred.

Change in pension related costs	798,985
Change in compensated absences	(138,467)
	660,518

Change in net position of governmental activities

\$ 13,721,027

See accompanying Notes to the Financial Statements

City of Republic

Statement of Net Position – Proprietary Fund

December 31, 2022

	Enterprise Funds		
	Water Fund	Sewer Fund	Total
Assets			
Current Assets			
Cash and cash equivalents	\$ 677,100	\$ 1,019,021	\$ 1,696,121
Utilities receivable, net	406,887	1,060,247	1,467,134
Leases receivable	1,252,592	-	1,252,592
Prepaid insurance	22,355	19,501	41,856
Total Current Assets	2,358,934	2,098,769	4,457,703
Restricted Assets			
Cash and cash equivalents	1,493,928	40,441,089	41,935,017
Property, Plant and Equipment			
Non-depreciable	1,278,209	7,600,591	8,878,800
Depreciable	12,363,189	32,599,608	44,962,797
Accumulated depreciation	(4,392,303)	(12,440,392)	(16,832,695)
Total Property, Plant, and Equipment	9,249,095	27,759,807	37,008,902
Total Assets	13,101,957	70,299,665	83,401,622
Deferred Outflows of Resources			
Deferred pension outflows	266,028	317,256	583,284

See accompanying Notes to the Financial Statements

City of Republic

Statement of Net Position – Proprietary Fund

December 31, 2022

	Enterprise Funds		
	Water Fund	Sewer Fund	Total
Liabilities			
Current Liabilities			
Accounts payable	23,288	792,614	815,902
Accrued expenses	21,303	22,114	43,417
Accrued interest payable	7,689	131,794	139,483
Utility deposits	544,022	-	544,022
Current maturities of long-term debt	236,968	1,456,894	1,693,862
Total Current Liabilities	833,270	2,403,416	3,236,686
Long-Term Liabilities			
Bonds payable, net	1,784,733	43,844,280	45,629,013
Financed purchases	1,723,694	1,865,415	3,589,109
Compensated absences payable	30,309	55,871	86,180
Net pension liability	528,115	630,882	1,158,997
Total Long-Term Liabilities	4,066,851	46,396,448	50,463,299
Total Liabilities	4,900,121	48,799,864	53,699,985
Deferred Inflows of Resources			
Deferred pension inflows	135,881	155,103	290,984
Leases	1,241,441	-	1,241,441
Total Deferred Inflows of Resources	1,377,322	155,103	1,532,425
Net Position			
Net investment in capital assets	6,080,278	19,389,297	25,469,575
Unrestricted	1,010,264	2,272,657	3,282,921
Total Net Position	\$ 7,090,542	\$ 21,661,954	\$ 28,752,496

See accompanying Notes to the Financial Statements

City of Republic

Statement of Revenues, Expenses, and Changes in Net Position – Proprietary Fund

Year Ended December 31, 2022

	Enterprise Funds		
	Water Fund	Sewer Fund	Total
Operating Revenues			
Charges for services	\$ 2,203,070	\$ 4,337,055	\$ 6,540,125
Miscellaneous	333,941	69,552	403,493
Total Operating Revenues	2,537,011	4,406,607	6,943,618
Operating Expenses			
Wages and benefits	942,505	1,362,067	2,304,572
Professional services	5,853	231,408	237,261
Telephone and utilities	248,552	417,688	666,240
Insurance	24,788	49,380	74,168
Supplies	80,960	150,867	231,827
Travel, meetings and dues	16,908	1,489	18,397
Vehicle expense	52,260	26,327	78,587
Repairs and maintenance	267,176	518,171	785,347
Depreciation	286,468	691,801	978,269
General and administrative	14,146	10,768	24,914
Miscellaneous	98,595	711,558	810,153
Total Operating Expenses	2,038,211	4,171,524	6,209,735
<i>Operating Income</i>	<i>498,800</i>	<i>235,083</i>	<i>733,883</i>
Nonoperating Revenues (Expenses)			
Interest income	40,760	395,865	436,625
Interest expense	(157,229)	(1,229,161)	(1,386,390)
Impact fees	98,525	252,650	351,175
Rental income	77,305	-	77,305
Total Nonoperating Revenues (Expenses)	59,361	(580,646)	(521,285)
<i>Income Before Contributions and Transfers</i>	<i>558,161</i>	<i>(345,563)</i>	<i>212,598</i>
Capital Contributions			
Developer donated infrastructure	1,329,892	1,286,565	2,616,457
Operating Transfers in	182,950	144,281	327,231
Operating Transfers (out)	(297,643)	(380,779)	(678,422)
<i>Change in Net Position</i>	<i>1,773,360</i>	<i>704,504</i>	<i>2,477,864</i>
Net Position, January 1	5,317,182	20,957,450	26,274,632
Net Position, December 31	\$ 7,090,542	\$ 21,661,954	\$ 28,752,496

See accompanying Notes to the Financial Statements

City of Republic

Statement of Cash Flows – Proprietary Fund

Year Ended December 31, 2022

	Enterprise Funds		
	Water Fund	Sewer Fund	Total
Cash Flows from Operating Activities			
Cash received from customers	\$ 2,506,492	\$ 4,199,927	\$ 6,706,419
Cash paid to suppliers	(806,549)	(1,574,649)	(2,381,198)
Cash paid to employees	(816,557)	(1,071,622)	(1,888,179)
Net Cash Provided by Operating Activities	883,386	1,553,656	2,437,042
Cash Flows from Noncapital Financing Activities			
Net operating transfers (out)	(114,693)	(236,498)	(351,191)
Nonoperating revenues	104,839	252,650	357,489
Net Cash Provided (Used) by Noncapital Financing Activities	(9,854)	16,152	6,298
Cash Flows from Capital and Related Financing Activities			
Acquisition and construction of capital assets	(1,642,206)	(7,460,978)	(9,103,184)
Proceeds from bond issue	1,833,333	45,200,861	47,034,194
Payment of bond principal	(5,800)	-	(5,800)
Payment of other debt principal	(180,929)	(194,608)	(375,537)
Payment of interest expense	(152,156)	(1,202,381)	(1,354,537)
Lease receipts	76,295	-	76,295
Net Cash Provided (Used) by Capital and Related Financing Activities	(71,463)	36,342,894	36,271,431
Cash Flows from Investing Activities			
Interest received on investments	24,305	395,866	420,171
Net Cash Provided by Investing Activities	24,305	395,866	420,171
<i>Net Increase in Cash and Cash Equivalents</i>	<i>826,374</i>	<i>38,308,568</i>	<i>39,134,942</i>
Cash and Cash Equivalents, Beginning of year	1,344,654	3,151,542	4,496,196
Cash and Cash Equivalents, End of year	2,171,028	41,460,110	43,631,138
Less Restricted Cash and Cash Equivalents	1,493,928	40,441,089	41,935,017
Unrestricted Cash and Cash Equivalents	\$ 677,100	\$ 1,019,021	\$ 1,696,121

See accompanying Notes to the Financial Statements

City of Republic

Statement of Cash Flows – Proprietary Fund

Year Ended December 31, 2022

	Enterprise Funds		Total
	Water Fund	Sewer Fund	
Reconciliation of Operating Income to Net Cash Provided by Operating Activities			
Operating income	\$ 498,800	\$ 235,083	\$ 733,883
Adjustments to reconcile operating income to net cash provided by operating activities:			
Depreciation	286,468	691,801	978,269
(Increase) decrease in			
Utilities receivable	(74,714)	(206,190)	(280,904)
Prepaid expense	(3,757)	2,264	(1,493)
Deferred pension outflows	(142,323)	(194,138)	(336,461)
Increase (decrease) in			
Accounts payable	6,446	540,743	547,189
Accrued expenses	(13,908)	10,699	(3,209)
Utility deposits payable	44,195	(490)	43,705
Deferred pension inflows	(16,045)	(21,886)	(37,931)
Net pension liability	339,291	462,815	802,106
Compensated absences	(41,067)	32,955	(8,112)
Net Cash Provided by Operating Activities	<u>\$ 883,386</u>	<u>\$ 1,553,656</u>	<u>\$ 2,437,042</u>

See accompanying Notes to the Financial Statements

City of Republic

Notes to the Financial Statements

December 31, 2022

1. Summary of Significant Accounting Policies

The City of Republic, Missouri, (the City) was incorporated in 1871, under the provisions of the State of Missouri. The City operates under a Mayor-City Council form of government. The City provides the following services as authorized by its charter: public safety (police and fire), streets, culture-recreation, public improvements, planning, and general administrative services. Other services include water and sewer operations.

The accounting policies of the City conform to accounting principles generally accepted in the United States of America as applicable to governments. The following is a summary of the more significant policies.

Financial Reporting Entity

The City is organized under the laws of the State of Missouri and is a primary government, which is governed by an elected City Council. As required by accounting principles generally accepted in the United States of America, the City has evaluated the criteria to determine whether any other entity meets the definition of a component unit and must be included in these financial statements. The City has determined that no other outside entity meets the above criteria and therefore, no other entity has been included as a component unit in the financial statements. In addition, the City is not aware of any entity for which the City would be considered as a component unit of that entity.

Government-Wide and Fund Financial Statements

The basic financial statements include both the government-wide (the Statement of Net Position and the Statement of Activities) and fund financial statements.

Government-Wide Financial Statements

The government-wide statements display information about the government as a whole. Interfund activity has been eliminated from these statements to minimize the duplication of internal activities. Governmental activities, which are supported by taxes and intergovernmental revenues, are reported separately from business-type activities, which rely on fees and charges for services for support.

In the government-wide Statement of Net Position, both the governmental and business-type activities are consolidated and presented on the full accrual, economic resources basis of accounting. The consolidated presentation incorporates long-term assets and receivables as well as long-term debt and obligations, and it provides information to improve analysis and comparability.

The government-wide Statement of Activities presents a comparison between direct expenses and program revenues for each function of the City's governmental and business-type activities. Direct expenses are those that are specifically associated with a program or a function. Program revenues include charges for goods or services offered by the programs and grants and contributions that are restricted to meet operating and capital expenses of a particular program. Revenues that are not classified as program revenues, including all taxes, are presented as general revenues.

Fund Financial Statements

Separate fund financial statements report information on the City's governmental and proprietary funds. The emphasis of fund financial statements is on major governmental and enterprise funds, each displayed in a separate column.

City of Republic

Notes to the Financial Statements

December 31, 2022

Governmental fund financial statements use the current financial resources measurement focus and the modified accrual basis of accounting. Consequently, the emphasis on near-term inflows and outflows of resources do not present the long-term impact of transactions. Conversely, the proprietary fund statements incorporate the accrual basis of accounting and focus on the change in total economic resources. This presentation records long-term assets and liabilities, and recognizes revenues and expenses when transactions occur, regardless of their impact on the flow of cash. Since the accounting differs significantly between the governmental funds and the proprietary funds, it is necessary to convert the governmental fund data to arrive at the government-wide financial statements. Therefore, reconciliations have been provided following the Governmental Funds Balance Sheet and the Statement of Revenues, Expenditures and Changes in Fund Balance identifying categories that required conversion from the fund statements.

The City reports the following major governmental funds:

General Fund: The General Fund is the general operating fund of the City. It is used to account for all financial resources except those required to be accounted for in another fund.

Street Fund: The Street Fund is a special revenue fund used to account for resources restricted, committed or assigned for street maintenance, improvements and indebtedness.

Stormwater Fund: The Stormwater Fund is a special revenue fund used to account for resources restricted, committed or assigned for stormwater maintenance, improvements and indebtedness.

Fire Sales Tax Fund: The Fire Sales Tax Fund is a special revenue fund used to account for resources restricted, committed or assigned for the purpose of funding fire department operations.

Park Fund: The Park Fund is a special revenue fund used to account for resources restricted, committed or assigned for the operations of the City parks.

Capital Improvement Sales Tax Fund: The Capital Improvement Sales Tax Fund is a special revenue fund used to account for resources restricted, committed or assigned for capital improvements to the City.

Major Grant Fund: The Major Grant Fund is used to account for resources received and expensed through major grants.

Capital Project Fund: The Capital Project Fund is used to account for acquisition or construction of major capital assets and other capital outlay.

Debt Service Fund: The Debt Service Fund accounts for resources that are restricted, committed, or assigned for the retirement of principal, interest, and related costs.

The City reports the following major proprietary funds:

Water Fund: The Water Fund accounts for the activities and capital improvements of the City's water operations.

Sewer Fund: The Sewer Fund accounts for the activities and capital improvements of the City's sewer operations.

City of Republic

Notes to the Financial Statements

December 31, 2022

Capital Assets

Capital assets include land, buildings, improvements, equipment, and infrastructure assets (e.g., roads, bridges, storm sewers, and similar items) and are included in the applicable governmental or business-type activities columns in the government-wide financial statements. Capital assets, excluding land, are defined by the City as assets with a cost of \$5,000 or greater and an estimated useful life of at least one year. All land purchases are capitalized regardless of cost. All purchased fixed assets are valued at cost where historical records are available and at an estimated historical cost where no historical records exist. Donated fixed assets are valued at their estimated fair market value on the date received. The costs of normal maintenance and repairs that do not add to the value of the asset or materially extend asset lives are not capitalized.

Historically, governmental infrastructure assets have not been capitalized and reported in the financial statements. In conformity with GASB 34, infrastructure, such as streets and storm sewers, has been capitalized. Additionally, the City elected to depreciate its infrastructure assets. Depreciation is provided in amounts sufficient to relate the cost of the depreciable assets to operations over their estimated service lives on the straight-line basis. The service lives by type of asset are as follows:

Distribution systems	20-50 years
Buildings and improvements	40 years
Infrastructure	20-40 years
Machinery and equipment	5-10 years
Vehicles	5 years

Expenditures for maintenance and repairs are charged to expense; renewals and betterments are capitalized.

Pooled Cash and Cash Equivalents

The City pools cash resources of its various funds in order to facilitate the management of cash. Cash applicable to a particular fund is readily identifiable. The balance in the pooled cash account is available to meet current operating requirements. For purposes of the statement of cash flows, cash equivalents are defined as deposits available on demand or with an original maturity of less than three months at the time of purchase.

Fair Value

The fair value measurement and disclosure framework provides for a fair value hierarchy that gives highest priority to quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements). The asset's or liability's fair value measurement level within the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. There have been no significant changes from the prior year in the methodologies used to measure fair value. The levels of the fair value hierarchy are described below:

- Level 1: Inputs using quoted prices in active markets for identical assets or liabilities
- Level 2: Inputs using significant other observable inputs including quoted prices for similar assets or liabilities
- Level 3: Inputs are significant unobservable inputs

City of Republic

Notes to the Financial Statements

December 31, 2022

Deferred Outflows/Inflows of Resources

In addition to assets, the Statement of Net Position and Balance Sheet will sometimes report a separate section for deferred outflows of resources. This separate financial statement element represents a consumption of net position or fund balance that applies to future periods and will not be recognized as an outflow of resources (expense/expenditure) until then. Currently, the City has one item that qualifies for reporting in this category, deferred amounts relating to the pension plan.

In addition to liabilities, the Statement of Net Position and Balance Sheet will sometimes report a separate section for deferred inflows of resources. This separate financial statement element represents an acquisition of net position that applies to a future periods and so will not be recognized as an inflow of resources (revenue) until that time. The City's business-type activities reports deferred inflows related to the pension plan and leases. The governmental funds report deferred inflows from deferred taxes and unavailable revenue from grants. These amounts are deferred and recognized as an inflow of resources in the period that the amounts become available.

Deferred Taxes

Revenues from receivables not expected to be collected in time to pay current operating expenses are deferred until received in the governmental funds. These deferred taxes are to be collected over several years.

Revenue Recognition – Property Taxes

Real estate property taxes attach as an enforceable lien on property as of January 1. Taxes are levied on November 1 and are due and payable at that time. All unpaid taxes levied November 1 become delinquent after December 31 of that year.

Compensated Absences

Employees earn vacation time based on the number of years' service to the City. Outstanding vacation leave is payable upon termination of employment. Upon separation from the City's service, an employee is not entitled to receive payment for any accrued and unused sick leave. Compensated absences are recorded as a liability in the Statement of Net Position.

Bond Premium

Bond premiums are deferred and amortized over the term of the bonds using the straight-line method, which approximates the effective interest method.

Net Position

In the government-wide and proprietary fund financial statements, net position is displayed in three components as follows:

Net Investment in Capital Assets: This consists of capital assets, net of accumulated depreciation, less the outstanding balances of any bonds, notes or other borrowings that are attributable to the acquisition, construction, or improvement of those assets.

Restricted: This consists of net position that is legally restricted by outside parties or by law through constitutional provisions or enabling legislation.

City of Republic

Notes to the Financial Statements

December 31, 2022

Unrestricted: This consists of net position that does not meet the definition of restricted or net investment in capital assets.

When an expense is incurred for purposes for which both restricted and unrestricted net position are available, the City first applies restricted net position.

Fund Balance Classification

In the fund financial statements, governmental funds report aggregate amounts for five classifications of fund balances based on constraints imposed on the use of these resources as follows:

Nonspendable fund balance: This classification includes amounts that cannot be spent because they are either a) not in spendable form or b) legally or contractually required to be maintained intact.

Restricted fund balance: This classification reflects the constraints imposed on resources either a) externally by creditors, grantors, contributors, or laws or regulations of other governments; or b) imposed by law through constitutional provisions or enabling legislation.

Committed fund balance: These amounts can only be used for specific purposes pursuant to constraints imposed by formal resolutions of the City Council – the government’s highest level of decision making authority. Those committed amounts cannot be used for any other purpose unless the Council removes the specified use by taking the same type of action imposing the commitment.

Assigned fund balance: This classification reflects the amounts constrained by the City’s “intent” to be used for specific purposes, but are neither restricted nor committed. Assigned fund balances include all remaining amounts (except negative balances) that are reported in the governmental funds, other than the General Fund, that are not classified as nonspendable and are neither restricted nor committed.

Unassigned fund balance: This fund balance is the residual classification for the General Fund. It is also used to report negative fund balances in other governmental funds.

Use of Estimates

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities and disclosure of contingent assets and liabilities at the date of the financial statements and the reported amounts of revenues and expenses during the reporting period. Actual results could differ from those estimates.

Operating Revenues and Expenses

Operating revenues and expenses for proprietary funds are those that result from providing services and producing and delivering goods and services. All other revenues and expenses are considered nonoperating.

Program Revenues

In the Statement of Activities, revenues that are derived directly from each activity or from parties outside the City’s taxpayers are reported as program revenues. These include 1) charges for city court fines, licenses and permits, planning and zoning services, parks and recreation services or privileges provided, 2) operating grants and contributions, and 3)

City of Republic

Notes to the Financial Statements

December 31, 2022

capital grants and contributions. All other governmental revenues are reported as general. All taxes are classified as general revenues, even if restricted for a specific purpose.

In circumstances when a disbursement is made for a purpose for which amounts are available in multiple fund balance classifications, fund balance is depleted in the order of restricted, committed, assigned, and unassigned.

Leases

The City is a lessor for several leases of cell phone equipment on the City's water tower. The City recognizes a lease receivable and a deferred inflow of resources in the government-wide and fund financial statements.

At the commencement of a lease, the City initially measures the lease receivable at the present value of payments expected to be received during the lease term. Subsequently, the lease receivable is reduced by the principal portion of lease payments received. The deferred inflow of resources is initially measured as the initial amount of the lease receivable, adjusted for lease payments received at or before the lease commencement date. Subsequently, the deferred inflow of resources is recognized as revenue over the life of the lease term.

Pensions

For purposes of measuring the net pension liability, deferred outflows of resources and deferred inflows of resources related to the Missouri Local Government Employees Retirement System (LAGERS) pension and pension expense, information about the fiduciary net position of LAGERS and additions to/deductions from LAGERS fiduciary net position have been determined on the same basis as they are reported by LAGERS. For this purpose, benefit payments (including refunds of employee contributions) are recognized when due and payable in accordance with the benefit terms. Investments are reported at fair value.

Adoption of New Accounting Pronouncements

During the current year, the City adopted GASB Statement No. 87 – *Leases*. As a result, the Water Fund now includes receivables for the present value of payments expected to be received and paid and deferred inflows of resources that will be recognized as revenue over the term of the lease. The financial statements for the year ended December 31, 2021 were not restated in order to adopt this new pronouncement.

During the current year, the City began contributing to a deferred compensation, 457 Plan, and therefore adopted GASB Statement No. 97 – *Certain Component Unit Criteria and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans*. There was no impact to amounts reported in the financial statements, however, additional notes to the financial statements have been added.

2. Cash & Cash Equivalents

State statutes require that the City's deposits be insured or collateralized in the name of the City by the trust department of a bank that does not hold the collateralized deposits. As of December 31, 2022, all bank balances on deposit are entirely insured or collateralized.

City of Republic

Notes to the Financial Statements

December 31, 2022

3. Accounts Receivable

Accounts receivable are presented net of an allowance for doubtful accounts as follows:

	Accounts Receivable	Allowance	Net Accounts Receivable
Ad Valorem Taxes Receivable			
General Fund	\$ 985,988	\$ (9,824)	\$ 976,164
Street Fund	141,486	(2,644)	138,842
Parks and Recreation Fund	270,187	(1,511)	268,676
	<u>\$ 1,397,661</u>	<u>\$ (13,979)</u>	<u>\$ 1,383,682</u>

4. Restricted Assets

Governmental Activities

Cash and cash equivalents and fund balance/net position have been restricted as follows:

	Restricted Cash and Cash Equivalents	Restricted Fund Balance / Net Position
General Fund		
Police equipment reserves	\$ 20,000	\$ -
Fire equipment reserves	20,000	-
Court bonds	5,591	-
Police evidence	44,027	-
Impact fees	25,124	-
Operating reserves	121,679	-
	<u>236,421</u>	<u>-</u>
Street Fund		
STP match funds	890,432	-
Developer escrow	54,614	-
Unspent bond proceeds	576,235	-
Other	43,803	-
	<u>1,565,084</u>	<u>-</u>
Parks and Recreation Fund		
Capital replacement reserves	40,000	-
Capital Projects Fund		
Developer escrow	436,266	-
Debt Service Fund		
Debt service	121,095	121,095
	<u>\$ 2,398,866</u>	<u>\$ 121,095</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

Business-Type Activities

Cash and cash equivalents and net position have been restricted as follows:

	Restricted Cash and Cash Equivalents	Restricted Net Position
Water Fund		
Capital replacement	\$ 76,285	\$ -
Impact fees	297,043	-
Unspent bond proceeds	576,578	-
Customer Deposits	544,022	-
	<u>1,493,928</u>	<u>-</u>
Sewer Fund		
Capital replacement	816,285	-
Impact fees	828,725	-
Unspent bond proceeds	38,796,079	-
	<u>40,441,089</u>	<u>-</u>
	<u>\$ 41,935,017</u>	<u>\$ -</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

5. Capital Assets

Capital asset activity for the year ended December 31, 2022, was as follows:

	Balance December 31, 2021	Additions	Deletions	Balance December 31, 2022
Governmental Activities				
Non-depreciable Capital Assets				
Land	\$ 6,352,397	\$ -	\$ -	\$ 6,352,397
Construction in progress	176,900	2,605,969	-	2,782,869
Total Non-Depreciable Capital Assets	6,529,297	<u>\$ 2,605,969</u>	<u>\$ -</u>	9,135,266
Depreciable Capital Assets				
Building and improvements	18,420,260	\$ -	\$ -	18,420,260
Machinery and equipment	2,204,256	439,741	43,710	2,600,287
Vehicles	4,378,169	524,911	36,831	4,866,249
Infrastructure	13,555,974	4,450,045	-	18,006,019
Total Depreciable Capital Assets	38,558,659	<u>\$ 5,414,697</u>	<u>\$ 80,541</u>	43,892,815
Less Accumulated Depreciation				
Building and improvements	7,049,365	\$ 468,147	\$ -	7,517,512
Machinery and equipment	1,490,195	170,229	29,868	1,630,556
Vehicles	2,452,669	337,339	26,089	2,763,919
Infrastructure	2,125,190	409,360	-	2,534,550
Total Accumulated Depreciation	13,117,419	<u>\$ 1,385,075</u>	<u>\$ 55,957</u>	14,446,537
Total Depreciable Capital Assets, net	25,441,240			29,446,278
Total Capital Assets - Governmental Activities, net	<u>\$ 31,970,537</u>			<u>\$ 38,581,544</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

Depreciation expense for governmental activities was charged to functions as follows:

Administrative	\$ 45,573
Police	181,271
Fire	286,027
Court	7,783
Streets and Stormwater	447,259
Planning	11,847
Parks	356,804
Emergency Management	20,820
Animal Control	27,691
	<u>\$ 1,385,075</u>

	Balance December 31, 2021	Additions	Deletions	Balance December 31, 2022
Business-Type Activities				
Water				
Non-depreciable Capital Assets				
Construction in progress	\$ -	\$ 1,278,209	\$ -	\$ 1,278,209
Total Non-depreciable Capital Assets	-	<u>\$ 1,278,209</u>	<u>\$ -</u>	1,278,209
Depreciable Capital Assets				
Water plant	\$ 9,526,590	\$ 1,522,242	\$ -	\$ 11,048,832
Buildings and improvements	363,121	-	-	363,121
Major moveable equipment	385,057	155,250	-	540,307
Vehicles	394,532	16,397	-	410,929
Total Depreciable Capital Assets	<u>10,669,300</u>	<u>\$ 1,693,889</u>	<u>\$ -</u>	<u>12,363,189</u>
Less Accumulated Depreciation				
Water plant	3,493,320	\$ 196,723	\$ -	3,690,043
Buildings and improvements	54,467	8,805	-	63,272
Major moveable equipment	187,178	64,138	-	251,316
Vehicles	370,870	16,802	-	387,672
Total Accumulated Depreciation	<u>4,105,835</u>	<u>\$ 286,468</u>	<u>\$ -</u>	<u>4,392,303</u>
Total Depreciable Capital Assets, net	6,563,465			7,970,886

City of Republic

Notes to the Financial Statements

December 31, 2022

	Balance December 31, 2021	Additions	Deletions	Balance December 31, 2022
Sewer				
Non-depreciable Capital Assets				
Land	270,670	\$ -	\$ -	270,670
Construction in progress	1,108,638	7,265,958	1,044,675	7,329,921
Total Non-depreciable Capital Assets	1,379,308	<u>\$ 7,265,958</u>	<u>\$ 1,044,675</u>	7,600,591
Depreciable Capital Assets				
Sewer plant	28,715,557	\$ 2,331,241	\$ -	31,046,798
Major moveable equipment	914,280	125,614	-	1,039,894
Vehicles	479,836	69,404	36,324	512,916
Total Depreciable Capital Assets	30,109,673	<u>\$ 2,526,259</u>	<u>\$ 36,324</u>	32,599,608
Less Accumulated Depreciation				
Sewer plant	10,911,791	\$ 596,553	\$ -	11,508,344
Major moveable equipment	411,029	79,603	-	490,632
Vehicles	462,095	15,645	36,324	441,416
Total Accumulated Depreciation	11,784,915	<u>\$ 691,801</u>	<u>\$ 36,324</u>	12,440,392
Total Depreciable Capital Assets, net	18,324,758			20,159,216
Total Capital Assets - Business-Type Activities, net	<u>\$ 26,267,531</u>			<u>\$ 37,008,902</u>

6. Long-Term Liabilities – Governmental Activities

The governmental activities long-term liabilities at December 31, 2022, consist of bonds, certificates of participation, loans, financed purchases, and compensated absences.

Series 2017 Special Obligation Refunding Bonds

On October 19, 2017, the City issued \$4,080,000 in Special Obligation Refunding Bonds for the purpose of refunding the Series 2010 and a portion of the Series 2011 Special Obligation Bonds. 97.68% of the Special Obligation Bonds was recorded as long-term debt within the governmental activities and 2.32% was recorded as long-term debt within the business-type activities. The principal amount recorded within the business-type activities has matured as of December 31, 2022. The bonds bear interest ranging from 2.0% to 3.0% with principal payments due May 1 and interest payments due November 1 and May 1 each year. The bond purchase agreement calls for all bonds to be purchased by a sole purchaser who will then offer them for sale to the public. The bonds may not be called for redemption under the provisions outlined in the bond ordinance. In the event of default, Bond Owners of not less than 10% may take such actions as may be necessary, such as seeking mandamus or specific performance, to cause the City to comply with its obligations under the agreement.

City of Republic

Notes to the Financial Statements

December 31, 2022

The annual debt service requirements for these bonds at December 31, 2022, are as follows:

Year Ending December 31,	Principal	Interest	Total
2023	\$ 130,000	\$ 12,000	\$ 142,000
2024	135,000	8,025	143,025
2025	200,000	3,000	203,000
	<u>\$ 465,000</u>	<u>\$ 23,025</u>	<u>\$ 488,025</u>

Series 2022 Special Obligation Bonds

On February 16, 2022, the City issued \$45,445,000 in Series 2022 Special Obligation Bonds for the purpose of construction of a new public works facility, for approximately \$4,965,000 and improvements to the City's sewerage system for approximately \$40,480,000. The amount attributable to the public works facility is recorded in the governmental activities and the amount for the sewerage system improvements is recorded in the enterprise funds and business-type activities. The bonds bear interest ranging from 3.00% to 4.00%, with principal payments due May 1 and interest payments due May 1 and November 1 each year. The City has not pledged its full faith and credit and is not obligated to levy taxes or resort to any other moneys or property of the City to pay the principal and interest.

The annual debt service requirements for these bonds at December 31, 2022, are as follows:

Year Ending December 31,	Principal	Interest	Total
2023	\$ 1,215,000	\$ 1,659,700	\$ 2,874,700
2024	1,265,000	1,610,100	2,875,100
2025	1,320,000	1,558,400	2,878,400
2026	1,375,000	1,504,500	2,879,500
2027	1,430,000	1,448,400	2,878,400
2028-2032	8,070,000	6,318,000	14,388,000
2033-2037	9,860,000	4,530,200	14,390,200
2038-2042	9,595,000	2,593,825	12,188,825
2043-2047	11,315,000	868,875	12,183,875
	<u>\$ 45,445,000</u>	<u>\$ 22,092,000</u>	<u>\$ 67,537,000</u>
Governmental Activities	\$ 1,833,333		
Business-Type Activities	43,611,667		
	<u>\$ 45,445,000</u>		

Capital Financed Purchase – 2006 MAMU

In February 2007, the City entered into a financing agreement with Missouri Association of Municipal Utilities to finance the construction of the addition and renovation of Fire Station No. 1 and the acquisition of related furnishings and equipment in the amount of \$992,000. The agreement requires various monthly payments with interest at 4.0%. In the

City of Republic

Notes to the Financial Statements

December 31, 2022

event of default, the lender may terminate the agreement, retake possession of the property, lease or sublease the property with the City remaining liable for the remaining payments, declare all payments immediately due and payable for the remainder of the current fiscal year, or take whatever action at law or in equity deemed necessary.

The following is a schedule of future minimum payments under this agreement (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 48,000	\$ 19,360	\$ 67,360
2024	48,000	17,440	65,440
2025	48,000	15,520	63,520
2026	48,000	13,600	61,600
2027	56,000	11,587	67,587
2028	60,000	9,220	69,220
2029	60,000	6,820	66,820
2030	60,000	4,420	64,420
2031	66,000	1,970	67,970
2032	12,000	60	12,060
	<u>\$ 506,000</u>	<u>\$ 99,997</u>	<u>\$ 605,997</u>

Series 2007 Certificates of Participation

In March 2007, the City issued \$1,800,000 in Certificates of Participation for the purpose of acquiring, constructing, furnishing, and equipping Fire Station No. 2. The Certificates of Participation bear interest at 3.25% with monthly payments of \$9,201 due on the first of each month. In the event of default, the lender may terminate the agreement, retake possession of the property, lease or sublease the property with the City remaining liable for the remaining lease payments, or take whatever action at law or in equity deemed necessary.

The following is a schedule of future minimum payments under this agreement (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 80,942	\$ 19,900	\$ 100,842
2024	82,777	18,065	100,842
2025	84,758	16,083	100,841
2026	86,734	14,107	100,841
2027	88,756	12,085	100,841
2028	90,796	10,046	100,842
2029	92,942	7,900	100,842
2030	95,108	5,733	100,841
2031	97,326	3,516	100,842
2032	99,590	1,252	100,842
	<u>\$ 899,729</u>	<u>\$ 108,687</u>	<u>\$ 1,008,416</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

Financed Purchase – Aerial Fire Truck

In June 2017, the City entered into an agreement to finance the purchase of a 2017 Rosenbauer Firetruck in the amount of \$713,000. The agreement requires semi-annual payments of \$44,128 with interest at 2.29%. In the event of default, the lender may declare all payments immediately due and payable, retake possession of the property, lease or sublease the property with the City remaining liable for the remaining payments, or take whatever action at law or in equity deemed necessary.

The following is a schedule of future minimum payments under the lease agreement (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 81,500	\$ 6,756	\$ 88,256
2024	83,367	4,889	88,256
2025	85,276	2,980	88,256
2026	44,857	1,027	45,884
	<u>\$ 295,000</u>	<u>\$ 15,652</u>	<u>\$ 310,652</u>

Financed Purchase – Komatsu Dozer & Excavator

In April 2021, the City entered into an agreement to finance the purchase of a 2016 Komatsu Dozer and a 2018 Komatsu Excavator in the amount of \$203,630. The debt was recorded as long-term debt within both the governmental activities and the business-type activities based on the activity that was to utilize the equipment. The usage was estimated to be 33.33% for governmental activities and 66.67% for business-type activities. The agreement requires monthly payments of \$4,367 with interest at 1.4%. In the event of default, the lender may declare all payments immediately due and payable, retake possession of the property, lease or sublease the property with the City remaining liable for the remaining payments, or take whatever action at law or in equity deemed necessary.

The following is a schedule of future minimum payments under the agreement (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 51,024	\$ 1,374	\$ 52,398
2024	51,750	648	52,398
2025	17,414	52	17,466
	<u>\$ 120,188</u>	<u>\$ 2,074</u>	<u>\$ 122,262</u>
Governmental Activities	\$ 40,063		
Business-Type Activities	80,125		
	<u>\$ 120,188</u>		

City of Republic

Notes to the Financial Statements

December 31, 2022

Financed Purchase – Sawyer Park Land

In September 2021, the City entered into an agreement to finance the purchase of land in the amount of \$2,000,000. The agreement requires annual payments of \$1,000,000, with no interest. In the event of default, the lender may declare all payments immediately due and payable.

The following is a schedule of future minimum payments under the agreement (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 1,000,000	\$ -	\$ 1,000,000

Direct Loan Agreement – 2022 MTFC Loan

On June 1, 2022, the City entered into a direct loan agreement and promissory note with the Missouri Transportation Finance Corporation (MTFC) for the purpose of a cost share program with the Missouri Highways and Transportation Commission. The loan shall be specifically used for the widening of Route MM to four lanes plus a center turn lane from Route 360 to Interstate 44. The total amount of the direct loan is \$4,200,000, however, the proceeds will be issued to the City in four disbursements with the first loan disbursement occurring in June 2022, in the amount of the \$685,692. The second disbursement of \$2,007,533 will be provided to the City in calendar year 2023 and the third and fourth disbursements of \$1,506,775 will be provided to the City in calendar year 2024. The loan bears interest at 1.4% and principal and interest payments are due annually on April 15 of each year.

The following is a schedule of future payments under the agreement:

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 430,964	\$ 15,294	\$ 446,258
2024	254,728	6,248	260,976
	<u>\$ 685,692</u>	<u>\$ 21,542</u>	<u>\$ 707,234</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

The following table is a summary of the changes in the Long-Term Liabilities – Governmental Activities for the year ended December 31, 2022:

	Balance December 31, 2021	Additions	Retirements	Balance December 31, 2022	Amounts Due Within One Year
Direct Borrowings					
Capital Borrowings					
2006 MAMU	\$ 553,000	\$ -	\$ 47,000	\$ 506,000	\$ 48,000
2007 Certificates of Participation	978,445	-	78,716	899,729	80,942
2021 Land Note	2,000,000	-	1,000,000	1,000,000	1,000,000
Aerial Fire Truck	376,300	-	81,300	295,000	81,500
Equipment	56,831	-	16,768	40,063	51,024
2022 MTFC Loan	-	685,692	-	685,692	430,964
	<u>3,964,576</u>	<u>685,692</u>	<u>1,223,784</u>	<u>3,426,484</u>	<u>1,692,430</u>
Bonds					
Series 2017 Special Obligation					
Refunding Bonds	1,229,200	-	764,200	465,000	130,000
Series 2022 Special Obligation Bonds	-	1,833,333	-	1,833,333	48,600
Premium on Series 2017 Bond	41,841	-	12,553	29,288	12,552
	<u>1,271,041</u>	<u>1,833,333</u>	<u>776,753</u>	<u>2,327,621</u>	<u>191,152</u>
Compensated Absences	402,528	138,467	-	540,995	-
	<u>\$ 5,638,145</u>	<u>\$ 2,657,492</u>	<u>\$ 2,000,537</u>	<u>\$ 6,295,100</u>	<u>\$ 1,883,582</u>

7. Long-Term Liabilities – Business-Type Activities

The business-type activities long-term liabilities at December 31, 2022 consists of the following debt issuances as well as compensated absences payable:

Financed Purchase – 2006 MAMU

In December 2006, the City entered into an agreement with Missouri Association of Municipal Utilities to finance the extension of the water and sanitary sewer system lines and the construction of a new well and elevated water storage tank in the amount of \$7,865,000. The agreement requires various monthly payments with interest at 3.975%. In the event of default, the lender may terminate the agreement, retake possession of the property, lease or sublease the property with the City remaining liable for the remaining payments, declare all payments immediately due and payable for the remainder of the current fiscal year, or take whatever action at law or in equity deemed necessary.

City of Republic

Notes to the Financial Statements

December 31, 2022

The following is a schedule of future minimum lease payments under the lease agreements (assuming noncancellation):

Year Ending December 31,	Direct Borrowing		
	Principal	Interest	Total
2023	\$ 357,000	\$ 148,566	\$ 505,566
2024	376,000	134,037	510,037
2025	392,000	118,800	510,800
2026	412,000	102,853	514,853
2027	430,000	86,158	516,158
2028	450,000	68,698	518,698
2029	472,000	50,426	522,426
2030	494,000	31,273	525,273
2031	517,000	11,210	528,210
	<u>\$ 3,900,000</u>	<u>\$ 752,021</u>	<u>\$ 4,652,021</u>
Water Fund	\$ 1,872,000		
Sewer Fund	2,028,000		
	<u>\$ 3,900,000</u>		

Financed Purchase – Komatsu Dozer & Excavator

See Note 6.

Series 2022 Special Obligation Bonds

See Note 6.

City of Republic

Notes to the Financial Statements

December 31, 2022

The following table is a summary of the changes in the Long-Term Liabilities – Business-Type Activities for the year ended December 31, 2022:

	Balance December 31, 2021	Additions	Retirements	Balance December 31, 2022	Amounts Due Within One Year
Water Fund					
Direct Borrowings					
2006 MAMU	\$ 2,036,160	\$ -	\$ 164,160	\$ 1,872,000	\$ 171,360
Equipment	56,831	-	16,769	40,062	17,008
	<u>2,092,991</u>	<u>-</u>	<u>180,929</u>	<u>1,912,062</u>	<u>188,368</u>
Bonds					
Series 2017 Refunding	5,800	-	5,800	-	-
Series 2022 Special Obligation	-	1,833,333	-	1,833,333	48,600
	<u>5,800</u>	<u>1,833,333</u>	<u>5,800</u>	<u>1,833,333</u>	<u>48,600</u>
Compensated Absences	71,376	-	41,067	30,309	-
	<u>2,170,167</u>	<u>1,833,333</u>	<u>227,796</u>	<u>3,775,704</u>	<u>236,968</u>
Sewer Fund					
Direct Borrowings					
2006 MAMU	2,205,840	-	177,840	2,028,000	185,640
Equipment	56,831	-	16,768	40,063	17,008
	<u>2,262,671</u>	<u>-</u>	<u>194,608</u>	<u>2,068,063</u>	<u>202,648</u>
Bonds					
Series 2022 Special Obligation	-	41,778,334	-	41,778,334	1,117,800
Premium on Series 2022 Bond	-	3,422,527	102,335	3,320,192	136,446
	<u>-</u>	<u>45,200,861</u>	<u>102,335</u>	<u>45,098,526</u>	<u>1,254,246</u>
Compensated Absences	22,916	32,955	-	55,871	-
	<u>2,285,587</u>	<u>45,233,816</u>	<u>296,943</u>	<u>47,222,460</u>	<u>1,456,894</u>
	<u>\$ 4,455,754</u>	<u>\$ 47,067,149</u>	<u>\$ 524,739</u>	<u>\$ 50,998,164</u>	<u>\$ 1,693,862</u>

8. Assessed Valuation, Tax Levy, & Legal Debt Margin

The assessed valuation of the tangible property and the tax levy per \$100 assessed valuation of that property were as follows:

	2022
Assessed Valuation	
Real estate	\$ 280,222,448
Personal property	1,938,879
Total	<u>\$ 282,161,327</u>
Tax Rate Per \$100 of Assessed Valuation	
General Fund	\$.4326
Park Fund	.1166
Street Fund	.0666
	<u>\$.6158</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

The legal debt margin at December 31, 2022, was computed as follows:

	General Obligation Bonds		
	Ordinary (1)	Additional (2)	Total
Constitutional Debt Limit	\$ 28,216,133	\$ 28,216,133	\$ 56,432,266
General Obligation Bonds Payable	-	-	-
Amount Available in Debt Service Fund	121,095	-	121,095
Legal Debt Margin	\$ 28,337,228	\$ 28,216,133	\$ 56,553,361

(1) Under Article VI, Section 26(b) and (c), Missouri Constitution, the City, by a vote of its qualified electors voting therein, may incur an indebtedness for any purposes authorized in the charter of the City or by any general law of the State of Missouri. The borrowings authorized by this section shall not exceed ten percent of the value of the taxable tangible property in the City.

(2) Under Article VI, Section 26(d) and (e), Missouri Constitution, the City, by a vote of its qualified electors voting therein, may become indebted not exceeding in the aggregate an additional ten percent for the purpose of acquiring rights-of-way, construction, extending, and improving streets and avenues, and/or sanitary or storm sewer systems; and purchasing or constructing waterworks, electric or other light plants, provided that the total general obligation indebtedness of the City does not exceed twenty percent of the value of the taxable tangible property in the City.

9. Defined Contribution Pension Plan

The City provides benefits to employees through a defined contribution plan established under section 457 of the Internal Revenue Code. This defined contribution plan is administered by MissionSquare Retirement, and benefits depend solely on amounts contributed to the Plan, plus investment earnings. The City contributes 9% per payroll for all employees starting six months after full-time status date, which are then retroactively paid back to the full-time date. Employees are eligible to participate from the date of hire. Employer and employee contributions are fully vested immediately.

During the year ended December 31, 2022, employer contributions were \$550,871 and employee contributions were \$164,321.

10. Employee Pension Plan

General Information about the Pension Plan

Plan Description. The City's defined benefit pension plan provides certain retirement, disability and death benefits to plan members and beneficiaries. The City participates in the Missouri Local Government Employees Retirement System (LAGERS). LAGERS is an agent multiple-employer, statewide public employee pension plan established in 1967 and administered in accordance with RSMo. 70.600-70.755. As such, it is LAGERS responsibility to administer the law in accordance with the expressed intent of the General Assembly. The plan is qualified under the Internal Revenue Code Section 401(a) and is tax exempt. The responsibility for the operations and administration of LAGERS is vested in the LAGERS Board of Trustees consisting of seven persons. LAGERS issues a publicly available financial report that includes financial statements and required supplementary information. This report may be obtained by accessing the LAGERS website at www.molagers.org.

City of Republic

Notes to the Financial Statements

December 31, 2022

Benefits Provided. LAGERS provides retirement, death and disability benefits. Benefit provisions are adopted by the governing body of the employer, within the options available in the state statutes governing LAGERS. All benefits vest after 5 years of credited service. Employees who retire on or after age 60 (55 for police and fire) with 5 or more years of service are entitled to an allowance for life based upon the benefit program information provided below. Employees may retire with an early retirement benefit with a minimum of 5 years of credited service and after attaining age 55 (50 for police and fire) and receive a reduced allowance.

2022 Valuation

Benefit multiplier	1.25% for life
Final average salary	3 years
Member contributions	0%

Benefit terms provide for annual post retirement adjustments to each member's retirement allowance subsequent to the member's retirement date. The annual adjustment is based on the increase in the Consumer Price Index and is limited to 4% per year.

Employees Covered by Benefit Terms. At June 30, 2022, the following employees were covered by the benefit terms:

	General Division	Police Division	Fire Division	Total
Inactive employees or beneficiaries currently receiving benefits	36	6	4	46
Inactive employees entitled to but not yet receiving benefits	28	20	12	60
Active employees	75	23	22	120
	<u>139</u>	<u>49</u>	<u>38</u>	<u>226</u>

Contributions. The City is required to contribute amounts at least equal to the actuarially determined rate, as established by LAGERS. The actuarially determined rate is the estimated amount necessary to finance the cost of benefits earned by employees during the year. With an additional amount to finance an unfunded accrued liability. Full-time employees of the City contribute 0% of gross pay to the pension plan. The City's contribution rates are 13.4% for General, 15.4% for Police, and 12.4% for Fire of annual covered payroll.

Net Pension Liability. The City's net pension liability was measured as of June 30, 2022, and the total pension liability used to calculate the net pension liability was determined by an actuarial valuation as of February 28, 2022.

Actuarial Assumptions. The total pension liability in the February 28, 2022, actuarial valuation was determined using the following actuarial assumptions, applied to all periods included in the measurement:

Inflation	2.75% wage inflation, 2.25% price inflation
Salary increase	2.75% to 6.75% including inflation for the General Division
	2.75% to 6.55% including inflation for the Police Division
	2.75% to 7.15% including inflation for the Fire Division
Investment rate of return	7.00% net of investment and administrative expenses

City of Republic

Notes to the Financial Statements

December 31, 2022

The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubG-2010 Retiree Mortality Table for males and females. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubNS-2010 Disabled Retiree Mortality Table for males and females. The pre-retirement mortality tables were 75% of the PubG-2010 Employee Mortality Table for males and females of General groups and 75% of the PubS-2010 Employee Mortality Table for males and females of Police, Fire and Public Safety groups.

Mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scale to the above described tables

The actuarial assumptions used in the February 28, 2022, valuation were based on the results of an actuarial experience study for the period March 1, 2015, through February 28, 2020.

The long-term expected rate of return on pension plan investments was determined using a model method in which the best-estimate ranges of expected future real rates of return (expected returns, net of investment expenses and inflation) are developed for each major asset class. These ranges are combined to produce the long-term expected rate of return by weighting the expected future real rates of return by the target asset allocation percentage and by adding expected inflation. The target allocation and best estimate of arithmetic real rates of return for each major asset class are summarized in the following table:

Asset Class	Target Allocation	Weighted Average Long-Term Expected Real Rate of Return
Alpha	15.00%	3.67%
Equity	35.00%	4.78%
Fixed Income	31.00%	1.41%
Real Assets	36.00%	3.29%
Strategic Assets	8.00%	5.25%
Cash/Leverage	-25.00%	-0.29%

Discount Rate. The discount rate used to measure the total pension liability is 7.00%. The projection of cash flows used to determine the discount rate assumes that employer and employee contributions will be made at the rates agreed upon for employees and the actuarially determined rates for employers. Based on these assumptions, the pension plan's fiduciary net position was projected to be available to pay all projected future benefit payments of current active and inactive employees. Therefore, the long-term expected rate of return on pension plan investments was applied to all periods of projected benefit payment to determine the total pension liability.

City of Republic

Notes to the Financial Statements

December 31, 2022

Changes in the Net Pension Liability

	Increase (Decrease)		
	Total Pension Liability	Plan Fiduciary Net Pension	Net Pension Liability
	(a)	(b)	(a) - (b)
General Division			
Balance at beginning of year	\$ 7,614,833	\$ 6,498,503	\$ 1,116,330
Changes for the year			
Service cost	268,652	-	268,652
Interest	532,372	-	532,372
Difference between expected and actual experiences	152,792	-	152,792
Contributions - employer	-	554,286	(554,286)
Net investment income	-	6,116	(6,116)
Benefits paid, including refunds	(288,020)	(288,020)	-
Administrative expenses	-	(15,030)	15,030
Other (net transfer)	-	(52,737)	52,737
<i>Net Changes</i>	<u>665,796</u>	<u>204,615</u>	<u>461,181</u>
Balance at end of year	8,280,629	6,703,118	1,577,511
Police Division			
Balance at beginning of year	1,979,458	1,564,693	414,765
Changes for the year			
Service cost	80,824	-	80,824
Interest	139,449	-	139,449
Difference between expected and actual experiences	119,301	-	119,301
Contributions - employer	-	183,171	(183,171)
Net investment income	-	1,851	(1,851)
Benefits paid, including refunds	(55,036)	(55,036)	-
Administrative expenses	-	(3,979)	3,979
Other (net transfer)	-	(5,601)	5,601
<i>Net Changes</i>	<u>284,538</u>	<u>120,406</u>	<u>164,132</u>
Balance at end of year	2,263,996	1,685,099	578,897

City of Republic

Notes to the Financial Statements

December 31, 2022

	Increase (Decrease)		
	Total Pension Liability (Asset)	Plan Fiduciary Net Pension	Net Pension Liability (Asset)
	(a)	(b)	(a) - (b)
Fire Division			
Balance at beginning of year	1,771,313	1,847,659	(76,346)
Changes for the year			
Service cost	87,919	-	87,919
Interest	126,085	-	126,085
Difference between expected and actual experiences	93,224	-	93,224
Contributions - employer	-	138,955	(138,955)
Net investment income	-	3,828	(3,828)
Benefits paid, including refunds	(27,079)	(27,079)	-
Administrative expenses	-	(3,648)	3,648
Other (net transfer)	-	(551)	551
Net Changes	280,149	111,505	168,644
Balance at end of year	2,051,462	1,959,164	92,298
Total Plan Balances at end of year	<u>\$ 12,596,087</u>	<u>\$ 10,347,381</u>	<u>\$ 2,248,706</u>

Sensitivity of the Net Pension Liability to Changes in the Discount Rate. The following present the Net Pension Liability of the City, calculated using the discount rate of 7.00%, as well as what the City's Net Pension Liability would be using a discount rate that is one percentage point lower (6.00%) or one percentage point higher (8.00%) than the current rate:

	1% Decrease 6.00%	Current Single Discount Rate Assumption 7.00%	1% Increase 8.00%
General Division			
Total Pension Liability	\$ 9,621,897	\$ 8,280,629	\$ 7,186,108
Plan Fiduciary Net Position	6,703,118	6,703,118	6,703,118
Net Pension Liability	2,918,779	1,577,511	482,990
Police Division			
Total Pension Liability	2,698,819	2,263,996	1,917,784
Plan Fiduciary Net Position	1,685,099	1,685,099	1,685,099
Net Pension Liability	1,013,720	578,897	232,685
Fire Division			
Total Pension Liability	2,412,417	2,051,462	1,762,592
Plan Fiduciary Net Position	1,959,164	1,959,164	1,959,164
Net Pension Liability	453,253	92,298	(196,572)
Total Net Pension Liability	<u>\$ 4,385,752</u>	<u>\$ 2,248,706</u>	<u>\$ 519,103</u>

City of Republic

Notes to the Financial Statements

December 31, 2022

Pension Expense and Deferred Outflows of Resources and Deferred Inflows of Resources Related to Pensions

For the year ended December 31, 2022, the City recognized a pension expense of \$423,639 in the General Division, \$129,348 in the Police Division, and \$58,427 in the Fire Division. The City reported deferred outflows and inflows of resources related to pensions from the following sources:

	Deferred Outflows of Resources	Deferred (Inflows) of Resources	Net Deferred Outflows (Inflows) of Resources
General Division			
Differences in experiences	\$ 441,699	\$ (136,287)	\$ 305,412
Differences in assumptions	23,582	(86,845)	(63,263)
Excess (deficit) investment returns	-	(172,926)	(172,926)
Contributions subsequent to the measurement date*	328,626	-	328,626
	<u>793,907</u>	<u>(396,058)</u>	<u>397,849</u>
Police Division			
Differences in experiences	135,315	(75,601)	59,714
Differences in assumptions	4,705	-	4,705
Excess (deficit) investment returns	-	(21,656)	(21,656)
Contributions subsequent to the measurement date*	109,542	-	109,542
	<u>249,562</u>	<u>(97,257)</u>	<u>152,305</u>
Fire Division			
Differences in experiences	90,463	(128,386)	(37,923)
Differences in assumptions	13,450	(6,379)	7,071
Excess (deficit) investment returns	-	(35,240)	(35,240)
Contributions subsequent to the measurement date*	83,461	-	83,461
	<u>187,374</u>	<u>(170,005)</u>	<u>17,369</u>
Total	<u>\$ 1,230,843</u>	<u>\$ (663,320)</u>	<u>\$ 567,523</u>
Governmental Activities	\$ 647,559	\$ (372,336)	\$ 275,223
Business-Type Activities	583,284	(290,984)	292,300
	<u>\$ 1,230,843</u>	<u>\$ (663,320)</u>	<u>\$ 567,523</u>

*The amount reported as deferred outflows of resources resulting from contributions subsequent to the measurement date will be recognized in the Net Pension Liability in the year ending December 31, 2023.

City of Republic

Notes to the Financial Statements

December 31, 2022

Amounts reported as deferred outflows and inflows of resources related to pensions will be recognized in pension expense as follows:

Year Ending June 30,	General Net Deferred Outflows (Inflows) of Resources	Police Net Deferred Outflows (Inflows) of Resources	Fire Net Deferred Outflows (Inflows) of Resources	Total Net Deferred Outflows (Inflows) of Resources
2023	\$ 50,658	\$ 16,312	\$ (18,022)	\$ 48,948
2024	(156)	11,893	(19,966)	(8,229)
2025	(104,033)	(17,317)	(35,288)	(156,638)
2026	92,851	28,424	21,805	143,080
2027	26,115	3,451	(1,859)	27,707
Thereafter	3,788	-	(12,762)	(8,974)
Total	<u>\$ 69,223</u>	<u>\$ 42,763</u>	<u>\$ (66,092)</u>	<u>\$ 45,894</u>

Payable to the Pension Plan

At December 31, 2022, the City had \$123,311 of contributions payable to the pension plan required for the year ended December 31, 2022.

11. Leases

The City leases tower space on the water tower to third parties, as a lessor. Payments are fixed and payable monthly. During the year ended October 31, 2022, the City recognized \$70,991 in lease revenue.

12. Risk Management

The City is exposed to various risks of losses related to torts; theft of, damage to, and destruction of assets; errors and omissions; injuries to employees; and natural disasters. The City has transferred its risk by obtaining coverage from a public self-insured insurance pool. In addition, it has effectively managed risk through various employee education and prevention programs. There has been no significant reduction in insurance coverage from the previous year.

13. Claims & Adjustments

The City participates in a number of federal and state programs that are fully or partially funded by grants received from other governmental units. Expenditures financed by grants are subject to audit by the appropriate grantor government. If expenditures are disallowed due to noncompliance with grant program regulation, the City may be required to reimburse the grantor government. As of December 31, 2022, expenditures have not been audited by grantor governments, but the City believes that disallowed expenditures, if any, based on subsequent audits will not have a material effect on any of the individual government funds or the overall financial position of the City.

City of Republic

Notes to the Financial Statements

December 31, 2022

14. Interfund Transfers

Transfers between funds of the City for the year ended December 31, 2022, were as follows:

	Transfers In (Out)
General Fund	\$ 839,402
Street Fund	(123,528)
Fire Sales Tax Fund	(88,255)
Park Fund	(856,341)
Debt Service Fund	907,144
Water Fund	(297,643)
Sewer Fund	(380,779)
	<u>\$ -</u>

Transfers are used to (1) move receipts from the fund that statute or budget requires to collect them to the fund that statute or budget requires to disburse them, and (2) use unrestricted receipts in the Enterprise Funds and General Fund to finance various programs accounted for in other funds in accordance with budgetary authorizations.

15. Commitments

At December 31, 2022, the City had the following commitments:

Vendor	Project	Amount
Burns & McDonnell	Wastewater treatment facility expansion project	\$ 4,765,229
Burns & McDonnell	Wastewater treatment facility blending project	219,810
Burns & McDonnell	Lift station #4 and forcemain improvements project	2,377,825
Burns & McDonnell	Lower Brookline linear improvement project	14,250
Burns & McDonnell	McElhaney lift station and forcemain project	35,460
Ross Construction	BUILDS project	1,507,418
Sapp Design Architects	Aquatic Center	390,225
Olsson Associates	Shuyler Creek Trail extension	68,952
Anderson Engineering, Inc.	Hines and Lynn roundabout	60,844

16. Tax Abatements

As of December 31, 2022, the City provides tax abatements through one program –The Enhanced Enterprise Zones Program.

The Enhanced Enterprise Zones Program is designed to attract new or expanding businesses to the area. Under Sections 135.950-135.970, RSMo., in order for a manufacturer, distributor, or certain service industries to qualify for the 50% tax abatement for 10 years, the business must meet certain minimum criteria depending on the type of business facility. The City of Republic, Missouri voted for the qualifying business to include manufacturing, warehousing/distributions and supply chain, wholesale trade, processing wholesale material for wholesale trade, professional services, and any other

City of Republic

Notes to the Financial Statements

December 31, 2022

business enterprise that creates and maintains 15 or more full time jobs, defined as 35 hours per week or more, excluding retail, eating and drinking establishments, and gaming operations. New or expanded business facilities must have \$100,000 in new investment. Replacement business facilities must have \$1,000,000 in new investment. Both types of business facilities must also offer health insurance to full time employees in Missouri, of which at least 50% is paid by the employer. During the year ended December 31, 2022 the total amount abated through the City's Enhanced Enterprise Zones Program was \$104,694.

17. Subsequent Events

Subsequent to December 31, 2022, the City entered into a contract with Grooms Office Environments to perform furniture consultation and design support services, including the sales and installation of furniture and furnishings for the City's BUILDS Department's new facility in an amount not to exceed \$363,999.

On April 11, 2023, Council approved entering into an agreement to lease four dump trucks with an annual cost of approximately \$169,000.

On March 23, 2023, the City issued Series 2023 Special Obligation Bonds in the amount of \$9,920,000 for capital improvements of the aquatic center and construction of a new community event space.

18. Restatement

Certain balances in the Statements of Net Position have been restated for inclusion of leases receivable and the corresponding deferred inflows of resources due to the implementation of GASB 87 – *Leases*, during the current year. The implementation of the new accounting standard had no effect on beginning net position. Changes to these balances are as follows:

	Business-type Activities	Water Fund
Net Position, as previously stated, December 31, 2021	\$ 26,274,632	\$ 5,317,185
Leases receivable	1,312,432	1,312,432
Deferred inflows of resources	(1,312,432)	(1,312,432)
Net Position, as restated, January 1, 2022	<u>\$ 26,274,632</u>	<u>\$ 5,317,185</u>

Required Supplementary Information

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City of Republic

Schedule of Changes in Net Position Liability and Related Ratios

Year Ended December 31, 2022

Missouri Local Government Employees Retirement System (LAGERS)								
	2021	2021	2020	2019	2018	2017	2016	2015
Total Pension Liability								
Service Cost	\$ 437,395	\$ 420,061	\$ 425,565	\$ 409,689	\$ 402,300	\$ 389,419	\$ 354,360	\$ 301,679
Interest on the Total Pension Liability	797,906	773,244	734,452	622,751	560,802	515,897	440,338	341,126
Changes of Benefit Terms	-	-	-	240,005	-	-	-	873,448
Difference between expected and actual experience	365,317	(16,449)	(344,870)	511,093	205,087	12,913	139,457	(17,410)
Changes of Assumptions	-	(119,987)	-	-	-	(46,438)	309,808	-
Benefit Payments	(370,135)	(295,523)	(259,849)	(241,731)	(390,372)	(208,873)	(151,552)	(160,817)
Net Change in Total Pension Liability	1,230,483	761,346	555,298	1,541,807	777,817	662,918	1,092,411	1,338,026
Total Pension Liability, Beginning	11,365,604	10,604,258	10,048,960	8,507,153	7,729,336	7,066,418	5,974,007	4,635,981
Total Pension Liability, Ending	\$ 12,596,087	\$ 11,365,604	\$ 10,604,258	\$ 10,048,960	\$ 8,507,153	\$ 7,729,336	\$ 7,066,418	\$ 5,974,007
Plan Fiduciary Net Position								
Contributions - employer	\$ 876,412	\$ 742,549	\$ 725,511	\$ 580,248	\$ 442,199	\$ 421,098	\$ 378,325	\$ 348,612
Contributions - employee	-	26	-	124,450	185,356	187,765	179,855	180,245
Net Investment Income	11,795	2,147,426	94,547	398,106	632,274	500,611	18,844	74,200
Benefit Payments	(370,135)	(295,523)	(259,849)	(241,731)	(390,372)	(208,873)	(151,552)	(160,817)
Pension Plan Administrative Expense	(22,657)	(17,576)	(22,194)	(19,331)	(12,809)	(12,308)	(11,867)	(12,770)
Other (Net Transfer)	(58,889)	25,104	20,943	4,070	221,637	(66,888)	(74,047)	(25,775)
Net Change in Plan Fiduciary Net Position	436,526	2,602,006	558,958	845,812	1,078,285	821,405	339,558	403,695
Plan Fiduciary Net Position, Beginning	9,910,855	7,308,849	6,749,891	5,904,079	4,825,794	4,004,389	3,664,831	3,261,136
Plan Fiduciary Net Position, Ending	10,347,381	9,910,855	7,308,849	6,749,891	5,904,079	4,825,794	4,004,389	3,664,831
Employer Net Pension Liability	\$ 2,248,706	\$ 1,454,749	\$ 3,295,409	\$ 3,299,069	\$ 2,603,074	\$ 2,903,542	\$ 3,062,029	\$ 2,309,176
Plan fiduciary net position as a percentage of the total pension liability	82.15%	87.20%	68.92%	67.17%	69.40%	62.43%	56.67%	61.35%
Covered payroll	\$ 6,107,681	\$ 5,274,968	\$ 5,274,968	\$ 5,334,667	\$ 4,568,579	\$ 4,718,669	\$ 4,326,663	\$ 4,011,930
Employer's net pension liability as a percentage of covered payroll	36.82%	62.47%	62.47%	61.84%	56.98%	61.53%	70.77%	57.56%

This schedule is intended to show information for ten years. Additional years will be displayed as they become available.

City of Republic

Schedule of Contributions

Year Ended December 31, 2022

Missouri Local Government Employees Retirement System (LAGERS)										
	2022	2021	2020	2019	2018	2017	2016	2015	2014	2013
Actuarially determined contribution	\$ 982,685	\$ 752,329	\$ 768,674	\$ 703,488	\$ 467,478	\$ 454,354	\$ 399,756	\$ 367,770	\$ 289,486	\$ 271,747
Contributions in relation to the actuarially determined contribution	982,685	752,329	767,679	703,487	467,478	440,229	385,535	367,771	289,486	271,748
Contribution deficiency (excess)	\$ -	\$ -	\$ 995	\$ 1	\$ -	\$ 14,125	\$ 14,221	\$ (1)	\$ -	\$ (1)
Covered payroll	\$ 7,221,381	\$ 5,574,781	\$ 5,576,497	\$ 5,255,119	\$ 4,865,670	\$ 4,650,980	\$ 4,553,397	\$ 4,394,159	\$ 4,414,900	\$ 4,488,691
Contributions as a percentage of covered payroll	13.61%	13.50%	13.77%	13.39%	9.61%	9.47%	8.47%	8.37%	6.56%	6.05%

City of Republic

Notes to the Schedule of Contributions Year Ended December 31, 2022

Valuation Date: February 28, 2022

Notes: The roll-forward of total pension liability from February 28, 2022, to June 30, 2022, reflects expected service cost and interest reduced by actual benefit payments.

Methods and Assumptions Used to Determine Contribution Rates

Actuarial Cost Method: Entry Age Normal and Modified Terminal Funding

Amortization Method: A level percentage of payroll amortization method is used to amortize the UAAL over a closed period of years. If the UAAL (excluding the UAAL associated with benefit changes) is negative, then this amount is amortized over the greater of, (i) the remaining initial amortization period, or (ii) 15 years.

Remaining Amortization Period: Multiple bases from 10 to 24 years

Asset Valuation Method: 5-Year smoothed market; 20% corridor

Inflation: 2.75% wage inflation; 2.25% price inflation

Salary Increases: 2.75% to 6.75% including inflation for the General Division

2.75% to 6.55% including inflation for the Police Division

2.75% to 7.15% for the Fire Division

Investment Rate of Return: 7.00%, net of investment and administrative expenses

Retirement Age: Experience-based table of rates that are specific to the type of eligibility condition

Mortality: The healthy retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubG-2010 Retiree Mortality Table for males and females. The disabled retiree mortality tables, for post-retirement mortality, used in evaluating allowances to be paid were 115% of the PubNS-2010 Disabled Retiree Mortality Table for males and females. The pre-retirement mortality tables were 75% of the PubG-2010 Employee Mortality Table for males and females of General groups and 75% of the PubS-2010 Employee Mortality Table for males and females of Police, Fire, and Public Safety groups.

Mortality rates for a particular calendar year are determined by applying the MP-2020 mortality improvement scale to the above described tables.

Other Information: None

City of Republic

Budgetary Comparison Schedule – General Fund

Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Taxes				
Ad valorem taxes	\$ 976,594	\$ 952,594	\$ 1,158,134	\$ 205,540
Railroad and utility taxes	26,000	26,000	24,574	(1,426)
Motor vehicle tax	308,000	342,500	361,694	19,194
City sales tax	6,380,940	7,493,076	7,949,034	455,958
Franchise tax	810,000	887,000	958,501	71,501
Financial institution tax	3,200	5,800	5,839	39
Surtax	28,000	60,700	60,771	71
Payment in lieu of tax	1,800	3,750	3,758	8
	<u>8,534,534</u>	<u>9,771,420</u>	<u>10,522,305</u>	<u>750,885</u>
Licenses and Permits				
Occupational licenses	100,000	100,000	96,895	(3,105)
Permits	263,900	410,850	438,371	27,521
	<u>363,900</u>	<u>510,850</u>	<u>535,266</u>	<u>24,416</u>
Intergovernmental Revenues				
Federal and state grants	9,000	5,000	7,316	2,316
Charges for Services				
Sanitation	22,200	44,150	45,328	1,178
Fines and Forfeitures				
City court fines	164,400	233,250	239,942	6,692
Miscellaneous				
Interest	15,000	50,900	58,501	7,601
Donations	6,100	1,750	2,332	582
Other	56,000	60,100	262,358	202,258
	<u>77,100</u>	<u>112,750</u>	<u>323,191</u>	<u>210,441</u>
Total Revenues	<u>9,171,134</u>	<u>10,677,420</u>	<u>11,673,348</u>	<u>995,928</u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – General Fund

Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Expenditures				
Current				
Administrative	2,354,200	2,876,553	2,631,472	245,081
Information technology	486,917	501,817	490,062	11,755
Municipal court	204,820	199,120	182,343	16,777
Community development	917,873	975,691	753,547	222,144
Police	2,912,308	2,772,808	2,612,993	159,815
Fire	2,459,321	2,217,821	2,072,823	144,998
Animal control	241,061	215,961	222,589	(6,628)
Total Expenditures	<u>9,576,500</u>	<u>9,759,771</u>	<u>8,965,829</u>	<u>793,942</u>
 <i>Excess (Deficit) of Revenues Over Expenditures</i>	 (405,366)	 917,649	 2,707,519	 1,789,870
 Other Financing Sources (Uses)				
Operating transfers in	2,348,282	5,579,438	5,579,438	-
Operating transfers (out)	(1,508,966)	(4,740,122)	(4,740,036)	86
Total Other Financing Sources (Uses)	<u>839,316</u>	<u>839,316</u>	<u>839,402</u>	<u>86</u>
 <i>Net Change in Fund Balance</i>	 433,950	 1,756,965	 3,546,921	 1,789,956
 Fund Balance, January 1	 6,089,999	 6,089,999	 6,089,999	 -
Fund Balance, December 31	<u><u>\$ 6,523,949</u></u>	<u><u>\$ 7,846,964</u></u>	<u><u>\$ 9,636,920</u></u>	<u><u>\$ 1,789,956</u></u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Street Fund

Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Taxes				
Ad valorem taxes	\$ 125,963	\$ 142,963	\$ 178,182	\$ 35,219
Street sales taxes	1,783,593	2,094,921	2,081,184	(13,737)
Motor vehicle taxes	308,000	342,500	361,694	19,194
Railroad and utility	3,798	3,798	3,781	(17)
Surtax	4,117	4,117	9,350	5,233
	<u>2,225,471</u>	<u>2,588,299</u>	<u>2,634,191</u>	<u>45,892</u>
Permits				
Street cuts	10,000	10,000	2,000	(8,000)
Street signs	-	-	17,619	17,619
Right of way permits	10,000	36,000	36,000	-
	<u>20,000</u>	<u>46,000</u>	<u>55,619</u>	<u>9,619</u>
Intergovernmental Revenues				
Grants	-	-	300,000	300,000
County reimbursements	140,000	151,000	151,098	98
	<u>140,000</u>	<u>151,000</u>	<u>451,098</u>	<u>300,098</u>
Miscellaneous				
Interest	21,864	26,864	32,352	5,488
Other	557,500	16,250	23,595	7,345
	<u>579,364</u>	<u>43,114</u>	<u>55,947</u>	<u>12,833</u>
Total Revenues	<u>2,964,835</u>	<u>2,828,413</u>	<u>3,196,855</u>	<u>368,442</u>
Expenditures				
Current				
Street	5,395,628	8,199,045	8,141,345	57,700
Debt Service				
Principal and interest	17,466	65,179	65,586	(407)
Total Expenditures	<u>5,413,094</u>	<u>8,264,224</u>	<u>8,206,931</u>	<u>57,293</u>
<i>Excess (Deficit) of Revenues Over Expenditures</i>	<i>(2,448,259)</i>	<i>(5,435,811)</i>	<i>(5,010,076)</i>	<i>425,735</i>
Other Financing Sources (Uses)				
Developer donated infrastructure	-	3,297,450	3,297,450	-
Operating transfers (out)	(123,528)	(123,528)	(123,528)	-
Proceeds from new debt issuances	1,833,333	1,833,333	2,519,025	(685,692)
Total Other Financing Sources (Uses)	<u>1,709,805</u>	<u>5,007,255</u>	<u>5,692,947</u>	<u>(685,692)</u>
<i>Net Change in Fund Balance</i>	<i>(738,454)</i>	<i>(428,556)</i>	<i>682,871</i>	<i>(259,957)</i>
Fund Balance, January 1	2,168,326	2,168,326	2,168,326	-
Fund Balance, December 31	<u>\$ 1,429,872</u>	<u>\$ 1,739,770</u>	<u>\$ 2,851,197</u>	<u>\$ (259,957)</u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Stormwater Fund Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Miscellaneous	\$ 825	\$ 5,025	\$ 5,748	\$ 723
Total Revenues	825	5,025	5,748	723
Expenditures				
Current				
Stormwater	227,500	227,500	7,750	219,750
<i>Excess (Deficit) of Revenues Over Expenditures</i>	(226,675)	(222,475)	(2,002)	220,473
Fund Balance, January 1	608,735	608,735	608,735	-
Fund Balance, December 31	<u>\$ 382,060</u>	<u>\$ 386,260</u>	<u>\$ 606,733</u>	<u>\$ 220,473</u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Fire Sales Tax Fund

Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Fire sales tax	\$ 459,275	\$ 523,730	\$ 520,408	\$ (3,322)
Miscellaneous	700	6,450	7,406	956
Total Revenues	459,975	530,180	527,814	(2,366)
Expenditures				
Current				
Fire	399,100	364,100	323,181	40,919
<i>Excess of Revenues Over Expenditures</i>	60,875	166,080	204,633	38,553
Other Financing (Uses)				
Operating transfers (out)	(88,252)	(88,252)	(88,255)	(3)
<i>Net Change in Fund Balance</i>	(27,377)	77,828	116,378	38,550
Fund Balance, January 1	701,288	701,288	701,288	-
Fund Balance, December 31	<u>\$ 673,911</u>	<u>\$ 779,116</u>	<u>\$ 817,666</u>	<u>\$ 38,550</u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Park Fund Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Taxes				
Ad valorem taxes	\$ 268,091	\$ 257,091	\$ 311,946	\$ 54,855
Sales taxes	2,682,100	3,016,920	3,021,680	4,760
Railroad and utility	7,000	7,000	6,625	(375)
Surtax	7,000	16,350	16,384	34
	<u>2,964,191</u>	<u>3,297,361</u>	<u>3,356,635</u>	<u>59,274</u>
Charges for Services				
Rental income	242,600	380,800	386,825	6,025
Adult and youth programs	304,900	258,885	243,693	(15,192)
Swim lessons	24,000	24,000	23,574	(426)
Special events	131,200	121,200	124,457	3,257
Concession	132,500	177,800	178,513	713
Admissions	347,500	406,200	407,143	943
	<u>1,182,700</u>	<u>1,368,885</u>	<u>1,364,205</u>	<u>(4,680)</u>
Miscellaneous				
Interest	3,200	7,550	8,560	1,010
Other	1,500	2,700	23,776	21,076
	<u>4,700</u>	<u>10,250</u>	<u>32,336</u>	<u>22,086</u>
Total Revenues	<u>4,151,591</u>	<u>4,676,496</u>	<u>4,753,176</u>	<u>76,680</u>
Expenditures				
Current				
Parks and recreation	<u>3,353,437</u>	<u>4,050,183</u>	<u>4,132,375</u>	<u>(82,192)</u>
<i>Excess (Deficit) of Revenues Over Expenditures</i>	<u>798,154</u>	<u>626,313</u>	<u>620,801</u>	<u>(5,512)</u>
Other Financing Sources (Uses)				
Operating transfer in	135,610	135,610	120,240	(15,370)
Operating transfer (out)	(976,582)	(976,582)	(976,581)	1
Total Other Financing Sources (Uses)	<u>(840,972)</u>	<u>(840,972)</u>	<u>(856,341)</u>	<u>(15,369)</u>
<i>Net Change in Fund Balance</i>	<u>(42,818)</u>	<u>(214,659)</u>	<u>(235,540)</u>	<u>(20,881)</u>
Fund Balance, January 1	<u>1,261,341</u>	<u>1,261,341</u>	<u>1,261,341</u>	<u>-</u>
Fund Balance, December 31	<u><u>\$ 1,218,523</u></u>	<u><u>\$ 1,046,682</u></u>	<u><u>\$ 1,025,801</u></u>	<u><u>\$ (20,881)</u></u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Capital Improvement Sales Tax Fund

Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Sales tax	\$ 918,550	\$ 1,047,460	\$ 1,040,593	\$ (6,867)
Intergovernmental	866,000	6,000	17,436	11,436
Miscellaneous	16,085	21,285	22,270	985
Total Revenues	<u>1,800,635</u>	<u>1,074,745</u>	<u>1,080,299</u>	<u>5,554</u>
Expenditures				
Capital improvements	<u>1,978,341</u>	<u>1,265,836</u>	<u>1,084,310</u>	<u>181,526</u>
<i>Excess (Deficit) of Revenues Over Expenditures</i>	(177,706)	(191,091)	(4,011)	187,080
Fund Balance, January 1	742,767	742,767	742,767	-
Fund Balance, December 31	<u><u>\$ 565,061</u></u>	<u><u>\$ 551,676</u></u>	<u><u>\$ 738,756</u></u>	<u><u>\$ 187,080</u></u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Budgetary Comparison Schedule – Major Grant Fund Year Ended December 31, 2022

	Original Budget	Final Budget	Actual	Variance with Final Budget
Revenues				
Intergovernmental	\$ 1,708,922	\$ 1,725,384	\$ 3,021,097	\$ 1,295,713
Miscellaneous	-	12,700	11,753	(947)
Total Revenues	<u>1,708,922</u>	<u>1,738,084</u>	<u>3,032,850</u>	<u>1,294,766</u>
Expenditures				
Special Projects	<u>3,175,969</u>	<u>1,403,431</u>	<u>907,523</u>	<u>495,908</u>
<i>Excess (Deficit) of Revenues Over Expenditures</i>	(1,467,047)	334,653	2,125,327	1,790,674
Other Financing (Uses)				
Operating transfers (out)	<u>-</u>	<u>-</u>	<u>(327,231)</u>	<u>(327,231)</u>
<i>Net change in Fund Balance</i>	(1,467,047)	334,653	1,798,096	1,463,443
Fund Balance, January 1	221,116	221,116	221,116	-
Fund Balance, December 31	<u><u>\$ (1,245,931)</u></u>	<u><u>\$ 555,769</u></u>	<u><u>\$ 2,019,212</u></u>	<u><u>\$ 1,463,443</u></u>

See accompanying Notes to the Budgetary Comparison Schedules

City of Republic

Notes to the Budgetary Comparison Schedules

Year Ended December 31, 2022

Budgets and Budgetary Accounting

The City uses the following procedures in establishing the budgetary data reflected in the financial statements:

1. Prior to January, Administration submits to the City Council a proposed operating budget for the fiscal year commencing the following January 1. The operating budget includes proposed expenditure plans for all fund types and the proposed means of financing them.
2. One public hearing is conducted by the City Council in late November or early December to obtain taxpayers' comments on the proposed budget and tax levy.
3. Prior to January 1, ordinances are passed by the Council, which provide for legally adopted budgets for all funds of the City.
4. The City operates on a program performance budget system, with legally adopted budgets prepared by fund, program and department. The level of budgetary control is at the department level. The City's department heads may make transfers of appropriations within a department. Transfers of appropriations between departments require the approval of City Council.
5. Formal budgetary integration is employed as a management control device for all funds of the City.
6. Budgets for the General and Special Revenue Funds are adopted on a basis consistent with GAAP. Budgeted amounts may be amended during the year by the City Council on approved budget adjustment forms.

Other Reporting Requirements

DRAFT

**Independent Auditors' Report on Internal Control over Financial Reporting and on
Compliance and Other Matters Based on an Audit of Financial Statements Performed in
Accordance with Government Auditing Standards**

Honorable Mayor and City Council
City of Republic
Republic, Missouri

We have audited, in accordance with auditing standards generally accepted in the United States of America and the standards applicable to financial audits contained in *Government Auditing Standards*, issued by the Comptroller General of the United States, the financial statements of the governmental activities, business-type activities, and each major fund of the City of Republic, Missouri, as of and for the year ended December 31, 2022, and the related notes to the financial statements, which collectively comprise the City of Republic, Missouri's basic financial statements, and have issued our report thereon, dated June 5, 2023.

Report on Internal Control over Financial Reporting

In planning and performing our audit of the financial statements, we considered the City of Republic, Missouri's internal control over financial reporting (internal control) as a basis of designing audit procedures that are appropriate in the circumstances for the purpose of expressing our opinions on the financial statements, but not for the purpose of expressing an opinion on the effectiveness of the City of Republic, Missouri's internal control. Accordingly, we do not express an opinion on the effectiveness of the City's internal control.

A *deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct misstatements on a timely basis. A *material weakness* is a deficiency, or a combination of deficiencies, in internal control such that there is a reasonable possibility that a material misstatement of the entity's financial statements will not be prevented, or detected and corrected on a timely basis. A *significant deficiency* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance.

Our consideration of internal control was for the limited purpose described in the first paragraph of this section and was not designed to identify all deficiencies in internal control over financial reporting that might be material weaknesses or significant deficiencies, and therefore, material weaknesses or significant deficiencies may exist that were not identified. We identified a certain deficiency in internal control, described in the accompany schedule of findings and responses as item 2022-001, that we consider to be a significant deficiency.

Report on Compliance and Other Matters

As part of obtaining reasonable assurance about whether the City of Republic, Missouri's financial statements are free from material misstatement, we performed tests of its compliance with certain provisions of laws, regulations, contracts and grant agreements, noncompliance with which could have a direct and material effect on the financial statements. However, providing an opinion on compliance with those provisions was not an objective of our audit and, accordingly, we do not express such an opinion. The results of our tests disclosed no instances of noncompliance or other matters that are required to be reported under *Government Auditing Standards*.

City of Republic, Missouri's Response to the Finding

Government Auditing Standards requires the auditor to perform limited procedures on the City's response to the finding identified in our audit and described in the accompanying schedule of findings and responses. The City's response was not subjected to the other auditing procedures applied in the audit of the financial statements and, accordingly, we express no opinion on the response.

Purpose of this Report

The purpose of this report is solely to describe the scope of our testing of internal control and compliance and the results of that testing, and not to provide an opinion on the effectiveness of the entity's internal control or on compliance. This report is an integral part of an audit performed in accordance with *Government Auditing Standards* in considering the entity's internal control and compliance. Accordingly, this communication is not suitable for any other purpose.

KPM CPAs, PC
Springfield, Missouri
June 5, 2023

City of Republic

Schedule of Findings and Responses

Year Ended December 31, 2022

Significant Deficiency

2022-001 Segregation of duties

Condition: Because of a limited number of available personnel, it is not always possible to adequately segregate certain incompatible duties so that no one employee has access to both physical assets and the related accounting records, or to all phases of a transaction.

Criteria: Duties should be segregated so that no one employee has access to both physical assets and the related accounting records, or to all phases of a transaction.

Effect: Risk is present that errors or irregularities in amounts that would be material to the basic financial statements may occur and not be detected within a timely period by employees in the normal course of performing their assigned functions.

Recommendation: We realize that because of limited resources and personnel, management may not be able to achieve a proper segregation of duties; however, our professional standards require that we bring this lack of segregation of duties to your attention in this report.

Response: The limited number of available personnel prohibits segregation of incompatible duties.

Honorable Mayor and City Council
City of Republic
Republic, Missouri

In planning and performing our audit of the basic financial statements of the City of Republic, Missouri, for the year ended December 31, 2022, we considered the City's internal control to determine our auditing procedures for the purpose of expressing an opinion on the basic financial statements and not to provide assurance on the internal control. Accordingly, we do not express an opinion on the effectiveness of the City's internal control over financial reporting.

Our consideration of internal control over financial reporting was for the limited purpose described in the preceding paragraph and would not necessarily identify all deficiencies in internal control over financial reporting that might be significant deficiencies or material weaknesses. However, as discussed in the Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*, we identified a certain deficiency in internal control over financial reporting that we consider to be a significant deficiency.

In addition to the significant deficiency discussed in the Report on Internal Control over Financial Reporting and on Compliance and Other Matters Based on an Audit of Financial Statements Performed in Accordance with *Government Auditing Standards*, we became aware of additional matters to bring to your attention. The following paragraphs summarize our comments and recommendations regarding these matters.

1. Periodic Internal Control Review

As the City evolves and personnel turnover occurs and policies and procedures change, the City should periodically conduct a review of its internal control procedures to determine if any changes are necessary in order to protect the City's assets.

We Continue to Recommend:

The City conduct periodic reviews of internal control procedures to determine opportunities for strengthening safeguards over the City's assets.

2. New Pronouncements

The Governmental Accounting Standards Board (GASB) has issued the following pronouncements that may affect the City in future years:

GASB Statement No. 96 – *Subscription-Based Information Technology Arrangements (SBITAs)* – defines SBITAs and provides accounting and financial reporting for SBITAs by governments, including requiring a government to recognize a subscription liability and an intangible right-to-use subscription asset for SBITAs. To the extent relevant, the standards for SBITAs are based on the standards established in Statement No. 87 – *Leases*. The effective date of this new standard is for the City's year ending December 31, 2023.

GASB Statement No. 100 – *Accounting Changes and Error Corrections*, an amendment of GASB Statement No. 62 – defines accounting changes and prescribes the accounting and financial reporting for each type of accounting change and error corrections. This statement is effective for the City's year ending December 31, 2024, with earlier application encouraged.

GASB Statement No. 101 – *Compensated Absences* – updates the recognition and measurement guidance for compensated absences and amends certain previously required disclosures. This statement is effective for the City's year ending December 31, 2024; with earlier application encouraged.

We Recommend:

Management examine the new pronouncements to determine the effect these will have on future financial reporting and to ensure successful implementation on the effective dates.

3. Budgetary Compliance

The City was not in compliance with budgetary statutes, Chapter 67 RSMO in the current year as a negative fund balance was budgeted in the Major Grants Fund. Additionally, the City was not in compliance due to expenditures exceeding budgeted amounts in the Street and Park Funds. Budgetary statute prohibits budgeting a negative fund balance as well as expenditures exceeding authorized and approved budgeted amounts.

We Recommend:

The City review budgets to ensure that ending fund balances are not negative and to review and compare actual expenditures to the approved budgets to ensure that expenditures do not exceed budgeted authorizations.

4. Cybersecurity and Information Technology Controls

Cyberattacks are on the rise across the globe, and the cost of these attacks is ever increasing. Because of these attacks, municipalities stand to lose their reputation and proprietary information or assets, as well as the ability to operate efficiently. Communities potentially can also be subject to financial and legal liabilities. Managing this issue is especially challenging because even a municipality with a highly mature cybersecurity risk management program still has a residual risk that a material cybersecurity breach could occur and not be detected in a timely manner.

We Recommend:

The City continue to monitor and evaluate this risk, which are critical best practices. Additionally, periodic assessments of the system in order to verify that the control environment is working as intended are key parts of measuring associated business risk.

We will review the status of these comments during our next audit engagement. We have already discussed these comments and suggestions with the City's administrative personnel, and we will be pleased to discuss them in further detail at your convenience, to perform any additional studies of this matter or to assist you in implementing the recommendation.

We appreciate this opportunity to serve as the City of Republic's independent auditors and the courtesies and assistance extended to us by the City's employees.

Respectfully submitted,

KPM CPAs, PC
Springfield, Missouri
June 5, 2023

Honorable Mayor and City Council
City of Republic
Republic, Missouri

We have audited the financial statements of the governmental activities, the business-type activities, and each major fund of the City of Republic, Missouri, for the year ended December 31, 2022. Professional standards require that we provide you with information about our responsibilities under generally accepted auditing standards and *Government Auditing Standards*, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated November 1, 2022. Professional standards also require that we communicate to you the following information related to our audit.

Significant Audit Matters

Qualitative Aspects of Accounting Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the City of Republic, Missouri, are described in Note 1 to the financial statements. During the current year, the City adopted GASB Statement Nos. 87 – *Leases* and 95 – *Certain Component Unit Criteria and Accounting and Financial Reporting for Internal Revenue Code Section 457 Deferred Compensation Plans*. Certain beginning balances were restated, but there was no effect on beginning net position or fund balances. We noted no transactions entered into by the governmental unit during the year for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper period.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimate(s) affecting the City's governmental activities financial statements was management's estimate of the allowance for doubtful accounts, which was based on historical property tax revenues, historical loss levels, and an analysis of the collectability of individual accounts. We evaluated the key factors and assumptions used to develop the allowance in determining that it is reasonable in relation to the financial statements taken as a whole.

The financial statement disclosures are neutral, consistent, and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in dealing with management in performing and completing our audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are clearly trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements. The following areas identified for adjustments relating to the year-end accruals as a result of audit procedures were corrected by management:

- Long-term debt activity
- Capital asset activity
- Accounts receivable
- Deferred Outflows and Inflows of Resources
- Accounts payable
- Net pension liability and pension activity
- Leases

Disagreements with Management

For purposes of this letter, a disagreement with management is a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. We are pleased to report that no such disagreements arose during the course of our audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated June 5, 2023.

Management Consultations with Other Independent Accountants

In some cases, management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" on certain situations. If a consultation involves application of an accounting principle to the governmental unit's financial statements or a determination of the type of auditors' opinion that may be expressed on those statements, our professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management each year prior to retention as the governmental unit's auditors. However, these discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Other Matters

We applied certain limited procedures to the Management's Discussion and Analysis, pension information and budgetary comparison information, which are required supplementary information (RSI) that supplements the basic financial statements. Our procedures consisted of inquiries of management regarding the methods of preparing the information and comparing the information for consistency with management's responses to our inquiries, the basic financial statements, and other knowledge we obtained during our audit of the basic financial statements. We did not audit the RSI and do not express an opinion or provide any assurance on the RSI.

Restriction on Use

This information is intended solely for the information and use of the City Council and management of the City of Republic, Missouri, and is not intended to be, and should not be, used by anyone other than these specified parties.

Sincerely,

KPM CPAs, PC
Springfield, Missouri
June 5, 2023



AGENDA ITEM ANALYSIS

Project/Issue Name: 23-R-38 A Resolution of the City Council Authorizing the City Administrator to Enter into an Agreement with Midwest Public Risk for Property and Liability Insurance for the Fiscal Year 2023-2024.

Submitted By: Bob Ford, Finance Director

Date: June 20, 2023

Issue Statement

Authorization for City Administrator, David Cameron to enter into an agreement with Midwest Public Risk for Property and Liability Insurance for the period July 1, 2023 through June 30, 2024.

Discussion and/or Analysis

Midwest Public Risk ("MPR") is the current underwriter for the City of Republic's (the "City") property and liability insurance coverage, brokered through Higginbotham Insurance. MPR is:

- Not an insurance company under the traditional definition, but rather a State authorized insurance pool for municipalities.
- Authorized under Missouri State Statute Section 537.620 which allows for political subdivisions to jointly create an entity to provide insurance, where the entity created is not deemed an insurance company or insurer and where such entities are exempted from competitive bidding as per the Statute.

The City received a renewal invoice for continued coverage for the term July 1, 2023 through June 30, 2024, which included a premium increase of \$58,248 or 21.6%. A Coverage/Cost Comparison of FY 2022 versus FY 2023 is provided below.

<u>Property</u>	<u>FY 2022</u>		<u>FY 2023</u>		<u>FY 2023 vs FY 2022</u>		
Property Description	Coverage	Cost	Coverage	Cost	Incremental Coverage	Incremental Cost	%
Buildings	\$49,032,671	\$103,976	\$59,935,939	\$140,919	\$10,903,268	\$36,943	63%
Contents	\$3,310,140	\$7,019	\$4,310,140	\$10,134	\$1,000,000	\$3,115	5%
Electronics	\$630,628	\$1,337	\$642,227	\$1,510	\$11,599	\$173	0%
Vehicles	\$6,215,350	\$13,180	\$6,691,139	\$15,732	\$475,789	\$2,552	4%
Equipment	\$3,597,730	\$7,629	\$3,979,776	\$9,357	\$382,046	\$1,728	3%
Other Property	\$1,815,430	\$3,850	\$1,815,430	\$4,268	\$0	\$418	1%
TOTAL Property	\$64,601,949	\$136,991	\$77,374,651	\$181,920	\$12,772,702	\$44,929	77%

Payroll

Liability

TOTAL Payroll	\$8,718,166	\$133,193	\$8,754,520	\$146,512	\$36,354	\$13,319	23%
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GRAND TOTAL

\$270,184

\$328,432

\$58,248

Premium increase highlights – FY22 vs FY23:

- 63% due to buildings.
 - 10% increase in the insured value of existing buildings, which represents 53% of the increase in this category.
 - Addition of the BUILDS building to our building portfolio, which represents 47% of the increase in this category.
 - Note – MPR, at their cost, will perform appraisals on all the City’s buildings over the next 9 months to solidify insured values.
- 23% due to payroll. A diminimus increase in payroll cost but a 10% increase in premium cost associated with that payroll cost.

FY23 Budget vs. FY23 MPR Invoiced Variance Analysis

- When compared to FY 2023 Budget, the MPR premium increase represents an unbudgeted shortfall of \$25,569.
- Expense savings in other budgeted categories will offset this incremental premium expense.
- The shortfall will be updated in our upcoming Budget Amendment.

Department	Account Number	FY 2023 Budget	FY 2023 MPR	MPR Better (Worse) than Budget
Admin	100-150-62010	\$32,300	\$30,599	\$1,701
Animal Control	100-150-63010	\$2,658	\$2,194	\$464
Community Development	100-710-63010	\$9,472	\$10,185	(\$713)
Fire	100-350-63010	\$44,191	\$44,791	(\$600)
Police	100-320-63010	\$38,037	\$37,940	\$97
Municipal Court	100-210-63010	\$9,260	\$10,005	(\$745)
Parks & Recreation	210-510-63010	\$60,548	\$66,653	(\$6,105)
Streets	220-422-63010	\$22,562	\$28,875	(\$6,313)
Water	510-442-63010	\$31,462	\$36,275	(\$4,813)
Wastewater	520-430-63010	\$52,373	\$60,914	(\$8,541)
		\$302,863	\$328,432	(\$25,569)

Annual Premium Comparison

FY 2019	FY 2020	FY 2021	FY 2022	FY 2023
\$222,641	\$239,339	\$255,529	\$270,184	\$328,432

In addition, the City earns a 2% Loss Control Credit on its policy.

Recommended Action

During last year’s insurance renewal discussion, City staff recommended that our property/liability insurance coverage be re-bid in early 2023. Furthermore, a 21.6% premium increase supports a relook at our insurance coverage. However, with City staffing vacancies existing during late 2022 and early 2023, coupled with MPR ‘s termination clause that requires a 90-day notice of intent to withdraw or incur a 25% fee on the total premium amount, we’ve missed the opportunity for this renewal cycle. Given that, the City staff recommends renewing with MPR as the property and liability underwriter for this renewal period but bid the insurance coverage for FY 2024 (July 1, 2024 through June 30 2025). City staff will begin that process in January 2024.

**A RESOLUTION OF THE CITY COUNCIL AUTHORIZING THE CITY ADMINISTRATOR TO ENTER INTO
AN AGREEMENT WITH MIDWEST PUBLIC RISK FOR PROPERTY AND LIABILITY INSURANCE FOR
FISCAL YEAR 2023-2024**

WHEREAS, the City of Republic, Missouri ("City" or "Republic") is a municipal corporation and Charter City located in Greene County, Missouri, being duly created, organized, and existing under the laws of the State of Missouri; and

WHEREAS, the City has the authority to obtain property and liability insurance coverage for and on behalf of the City; and

WHEREAS, the City currently utilizes Midwest Public Risk ("MPR"), a public entity risk pool that assists the various public entities across the state of Missouri (and Kansas), with obtaining the most comprehensive coverage necessary for public entities such as the City; and

WHEREAS, the City has received a proposal from MPR for the renewal of the City's Property and Liability Insurance plan for fiscal year 2023-2024; and

WHEREAS, the City is in agreement with the premiums, deductibles, and coverage under MPR's proposal; and

WHEREAS, the Council finds it is in the best interest of the City to renew the City's property and casualty insurance policy through MPR for the fiscal year 2023-2024.

NOW, THEREFORE, BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF REPUBLIC, MISSOURI, AS FOLLOWS:

- Section 1. The Council hereby authorizes the City Administrator and/or his designee, on behalf of the City, to enter into an agreement with Midwest Public Risk for renewal of the City's Property and Liability Insurance coverage plan in the amount of \$328,432.
- Section 2. The City Administrator, or his designee, on behalf of the City, is authorized to take the necessary steps to implement this Resolution.
- Section 3. The whereas clauses are hereby specifically incorporated herein by reference.
- Section 4. This Resolution shall become effective on and after the date of passage and approval as provided by law.

PASSED AND APPROVED at a regular meeting of the City Council of the City of Republic, Missouri, this day of ____ day of _____, 2023.

Attest:

Matt Russell, Mayor

Laura Burbridge, City Clerk

Approved as to Form:

A handwritten signature in blue ink, appearing to read 'M. McCullough', is written over a horizontal line.

Megan McCullough, City Attorney

Final Passage and Vote:



Midwest Public Risk
19400 E Valley View Parkway
Independence, MO 64055
816.292.7500
www.mprisk.org

Invoice No.
Invoice Date:
Due Date:

PL20230512.84
5/12/2023
June 30, 2023

Item 9.

Andrew Nelson
Republic, City of
213 N Main St
Republic, MO 65738

FY 23-24 PROPERTY AND LIABILITY CONTRIBUTIONS

Effective Date 7/1/2023
Expiration Date 7/1/2024

Republic, City of
(MPR 140)

FY 23-24 Contributions Summary (detail on next page)	
Property Contributions	\$181,920.00
Liability Contributions	\$146,512.00
Total Property and Liability Contributions	\$328,432.00

Notes:

- Property pricing was determined using property values as of May 3, 2023
- Fleet Auto ID cards, Coverage Summaries, Coverage Documents and Certificates will be emailed out prior to July 1, 2023

For ACH PAYMENTS:
Bank: Security Bank of Kansas City
Routing Number: 101000925
Account Number: 110102302540
Send remittance email notification to:
acctrec@mprisk.org

For Check payments -- Remit to
Midwest Public Risk of Missouri
19400 E Valley View Parkway
Independence, MO 64055



FY 23-24 Property and Liability Contributions Detail
(MPR 140)

FY 23-24 Property Contributions Detail		
Property Description	Total Insured Values	Member Contribution
Buildings	\$59,935,938.63	\$140,919.00
Contents	\$4,310,140.00	\$10,134.00
Electronics-EDP	\$642,226.51	\$1,510.00
Vehicles-APD	\$6,691,139.39	\$15,732.00
Boats	\$ 0.00	\$ 0.00
Equipment - Inland Marine	\$3,979,775.56	\$9,357.00
Other Property	\$1,815,430.00	\$4,268.00
Total - Property	\$77,374,650.09	\$181,920.00

FY 23-24 Liability Contributions Detail		
Coverage Description	Liability Payroll	Member Contributions
Total Payroll	\$8,754,520.00	
Total – Liability		\$146,512.00

Total Property and Liability Contributions	\$328,432.00
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