

CITY OF POCA TELLO, IDAHO
CITY COUNCIL MEETING -
BUDGET DEVELOPMENT
MARCH 14, 2019

Council President Jim Johnston called the City Council meeting for budget development to order at 4:45 p.m. Council members present were Heidi Adamson, Roger Bray, Rick Cheatum, Linda Leeuwrik and Beena Mannan. Mayor Brian Blad was excused.

INTER-FUEL RATES FOR FISCAL YEAR 2020

Joyce Stroschein, Chief Financial Officer/Treasurer gave a brief overview of projected fuel rates for the Fiscal Year 2020 budget.

Fuel Rates for Fiscal Year 2019

Diesel \$3.00 per gallon

Unleaded \$3.10 per gallon

Anticipated Fuel Rates for Fiscal Year 2020

Diesel \$3.20 per gallon

Unleaded \$3.40 per gallon

In response to questions from Council, Tom Kirkman, Street Operations Superintendent, reviewed the anticipated costs. He noted rates are pretty close to what was estimated last year. However, since the rates have fluctuated greatly he suggested the higher rate for Fiscal Year 2020. Mr. Kirkman clarified diesel fuel costs are less because the City's fuel pump station is not required to pay an additional travel tax.

COUNCIL GUIDANCE WAS TO MOVE FORWARD WITH THE PROPOSED FUEL RATES RECOMMENDED BY STAFF FOR FISCAL YEAR 2020.

WORK COMP EXPERIENCE RATING –

Current Workers Compensation rate is 70% of position rate. Ms. Stroschein is recommending a 10% increase. Financial impact – City Wide \$74,798.00 and Tax Supported Funds will be \$42,849.00. Ms. Stroschein reported the City needs to be at 103% per the Industrial Commission Assessment by Moreton and Company.

Anne Butler, Safety and Wellness Coordinator, explained that the requested increase is needed because of increased requirements for coverage for Workers Compensation.

General discussion was held regarding the changes to Post Traumatic Stress Disorder (PTSD) coverage and other areas recently approved by the Idaho State Legislature. It was mentioned if the City changed its Workers Compensation coverage to the State Fund, coverage would likely be more expensive.

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It was noted that Human Resources cannot increase the experience rating per department. But, the rate increase could be dependent on an employee type/code. As a result, Human Resources staff could develop training based upon the experience of areas experiencing more Workers Compensation claims.

Mr. Bray suggested splitting the increase over a 3-year period. 13% for Fiscal Year 2020 and 10% over the next 2 years until the full amount of 103% is reached.

Ms. Stroschein agreed staff could start addressing the increase by identifying departments with higher stress positions. These departments could be asked for more funds to cover the increased rate.

A motion was made by Mr. Bray, seconded by Ms. Adamson, to increase the compensation rate to 13% for Fiscal Year 2020 and by 10% in Fiscal Year 2021 and Fiscal Year 2022 until the full amount of 103% is reached. Upon roll call, those voting in favor were Bray, Adamson, Johnston and Mannan. Those voting in opposition to the motion was Cheatum and Leeuwrik. The motion passed.

EMPLOYEE HEALTH BENEFITS PRESENTATION

Laura Judkins, Human Resources Consultant; Anne Butler, Safety and Wellness Coordinator; and Lynette Sampson, Human Resources Consultant, gave an overview of Employee Health Care benefit items to be considered by Council for Fiscal Year 2020.

Employee Benefit Breakdown for VSP Vision Insurance -

Option one: Same coverage as Fiscal Year 2019.

Option two: Increased frame allowance from \$105.00 to \$150.00

Option three: Increased frame allowance from \$105.00 to \$150.00 and Anti-Reflective Coating covered in full.

COUNCIL GUIDANCE FOR FISCAL YEAR 2020 VSP VISION INSURANCE

A motion was made by Mr. Cheatum, seconded by Ms. Mannan, to approve Option three for City employee vision insurance which will increase the frame allowance from \$105.00 to \$150.00 and Anti-Reflective Coating covered in full. Upon roll call, those voting in favor were Cheatum, Leeuwrik and Mannan. Those voting in opposition to the motion were Adamson, Bray and Johnston. Due to a tie in the voting, the motion failed.

Additional discussion regarding vision insurance for City employees followed.

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A motion was made by Ms. Leeuwrik, seconded by Mr. Cheatum, to approve Option three for City employee vision insurance which will increase the frame allowance from \$105.00 to \$150.00 and Anti-Reflective Coating covered in full. Upon roll call, those voting in favor were Leeuwrik, Cheatum, Adamson, Bray, Johnston and Mannan.

It was noted that information regarding Employee Dental coverage is still being reviewed and will be presented during the next budget session. Employee Assistance Program information was not available and will be considered at a later date.

COUNCIL GUIDANCE FOR QUALIFIED EDUCATION ASSISTANCE FISCAL YEAR 2020 REIMBURSEMENT PROGRAM

A motion was made by Mr. Cheatum, seconded by Ms. Leeuwrik, to approve the Qualified Education Assistance Reimbursement Program for Fiscal Year 2020 in the amount of \$113,000.00 as recommended by staff. Upon roll call those voting in favor were Cheatum, Leeuwrik, Adamson, Bray, Johnston and Mannan.

COUNCIL GUIDANCE FOR EMPLOYEE AND VOLUNTEER BACKGROUND CHECKS - RETAIN IN HUMAN RESOURCES (\$10,000.00) FOR FISCAL YEAR 2020 – FISCAL YEAR 2021 REVIEW THE POLICY AND DISTRIBUTION OF COSTS BY DEPARTMENT.

A motion was made by Ms. Mannan, seconded by Mr. Bray, to retain background checks in the Human Resources budget (\$10,000.00) for Fiscal Year 2020 and review the policy and distribution of costs by department for Fiscal Year 2021. Upon roll call, those voting in favor were Mannan, Bray, Adamson, Cheatum, Leeuwrik and Johnston.

COUNCIL GUIDANCE TO STANDARDIZE BOOT ALLOWANCE FOR EMPLOYEES.

General discussion was held regarding the variety of policies for boot allowances for employees. Some employees pay for their boots with a city issued credit card while others are given an allotted amount. Human Resources staff would like to make the purchase of boots for City employees more standardized.

A motion was made by Mr. Bray, seconded by Mr. Cheatum, to approve Human Resources recommendation to standardize boot allowances for employees. Upon roll call, those voting in favor were Bray, Cheatum, Adamson, Leeuwrik, Johnston and Mannan.

Ms. Stroschein announced the next Budget Development meeting is scheduled for April 25, 2019 at 9:00 a.m.

There being no further business, Council President Johnston adjourned the meeting at 4:52 p.m.

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APPROVED:

BRIAN C. BLAD, MAYOR

ATTEST AND PREPARED BY:

RUTH E. WHITWORTH, CITY CLERK