

**MINUTES
CITY OF LAUREL
CITY COUNCIL WORKSHOP
TUESDAY, MAY 03, 2022**

A Council Workshop was held in Council Chambers and called to order by Mayor Dave Waggoner at 6:30 p.m. on May 3, 2022.

COUNCIL MEMBERS PRESENT:

<input checked="" type="checkbox"/> Emelie Eaton	<input checked="" type="checkbox"/> Heidi Sparks
<input checked="" type="checkbox"/> Michelle Mize	<input type="checkbox"/> Richard Herr
<input checked="" type="checkbox"/> Scot Stokes	<input checked="" type="checkbox"/> Irv Wilke
<input checked="" type="checkbox"/> Richard Klose	<input checked="" type="checkbox"/> Bill Mountsier

OTHERS PRESENT:

Michele Braukmann, Civil City Attorney
Kurt Markegard, Public Works Director

Public Input:

There were none.

General Items

1. Appointment of Randy Hand to the Laurel Airport Authority for a five-year term ending June 30, 2027.

There were no questions or discussions.

2. Appointment of Phyllis Bromgard to the Tree Board for a three-year term ending June 30, 2025.

There were no questions or discussions.

3. Appointment of Richard Herr to the Cemetery Commission for a two-year term ending June 30, 2024.

There were no questions or discussions.

4. Appointment of Rick Musson to the Cemetery Commission for a two-year term ending June 30, 2024.

There were no questions or discussions.

5. Appointment of Wallace Hall to the Cemetery Commission for a two-year term ending June 30, 2024.

There were no questions or discussions.

Executive Review

6. Resolution - A Resolution Of The City Council Authorizing The Removal Of City Council Member Emilie Eaton From All City Accounts And Adding City Council President Heidi Sparks To All Such Accounts.

This resolution reflects the change in Council President from Council Member Eaton to Council Member Sparks. Council Member Eaton noted that her name was misspelled, and it was clarified that the misspelling would be corrected.

6. Resolution - A Resolution Of The City Council Setting The Salary Of The City Court Judge Effective July 1, 2022, To January 1, 2026.

It was questioned what the increase per hour with the proposed two percent increase. It was further questioned if this raise would keep the Judge's pay above the people in her department.

It was clarified that the Judge's position is set up statutorily as a half-time position. However, the Judge has conveyed that she is working a full-time position. When looking at it as a half-time position, there is no disparity in the clerk's position. However, if looking at it as a full-time position, then yes, that issue brought before the City is existent. And the two percent raise would not address that issue. The way this resolution is written is that it would be a six percent cumulative raise over the term to be analyzed again for the next election.

It was questioned what the Judge would make yearly with a two percent increase. An increase of \$867.20. for this year. For a total compensation of 44,247.20.

The Judge questioned what the new starting wage would be for a new judge should the Judge choose to retire. It was clarified that it is not considered a base-level wage. If the Court becomes a Court of Record, that would also affect the base wage as well. It was further questioned if the Court would become a Court of Record before a new term. The Judge stated that the Court would become a Court of Record before the end of the year. It was clarified that a resolution to adjust the wage could be brought forward if that happens.

It was questioned if Judge Kerr had lost this past election and what would the new Judge have made. The new Judge would have had their wage set based on their credentials.

Council noted that the current matrix only has an 8k increase from year one to year twenty-six. They questioned if an initial wage increase should be considered in addition to the cost-of-living increases.

Mayor Waggoner stated that they could raise the Judge's wage without filling the clerk spot. It was further clarified that all employees received a two percent raise this year. All other department heads are employees and not elected officials. They do work full time.

It was questioned why an elected official could not have longevity. It was clarified that there are no legal barriers to longevity, and longevity is a product of union negotiations.

Laurel has also grown, and the Court needs to keep up with the demand.

Council Issues

Other Items

Council has a proposal to give long-term and short-term disability insurance to all employees. This will help FMLA issues that have arisen in the past.

Eric Allan, with Allan and Associates Insurance, briefly explained the benefits of long-term and short-term disability. There would be a 14-day period before the benefits would begin, and short-term disability would pay for up to 90 days; long-term disability would take over until social security.

The Clerk/Treasurer did provide the Mayor with a statement that the City could afford this additional benefit.

Attendance at Upcoming Council Meeting

Mayor Waggoner will be absent from the next meeting.

Announcements

Park Board with meeting Thursday at 5:30 p.m. in Council Conference Room.

Council asked for clarification on the park that the Chamber of Commerce asked for help in renovating. A Council Member was questioned why that space could not have been used for parking, and it was clarified that it is private property. They were further questioned if the Town Square could also be used for parking, and it was clarified that that is also private property.

The council workshop adjourned at 7:09 p.m.

Respectfully submitted,



Brittney Moorman
Administrative Assistant

NOTE: This meeting is open to the public. This meeting is for information and discussion of the Council for the listed workshop agenda items.



City of Laurel

Proposal Executive Summary

Short Term Disability 7/7 Option

- **Benefit:** **All enrolled employees** covered 60% to a max of \$1,000 per week
- **Elimination Period Options:**
 - 7 days injury, 7 days illness
- **Benefit Duration:**
 - 12 weeks
- **No Offsets for PTO/Sick Leave!**
- **Definition of Disability:** Residual (minimum earnings loss of 20%)
- **8 week C-Section Benefit**
- **Voluntary Rehab & Return to Work Program:** Pays a 10% benefit if the employee chooses to participate
- **Pre-existing Condition Exclusion:** None
- **Rate:**
 - **Bundled with LTD:** \$0.35 = \$1,201.13 per month
 - **Bundled with LTD and Voluntary Life/AD&D:** \$0.34 = \$1,166.81 per month
 - **Bundled with Life/AD&D, LTD, Critical Illness and Accident:** \$0.33 = \$1,132.49 per month
- **Rate Guarantee:** 2 years

Short Term Disability 14/14 Option

- **Benefit:** **All enrolled employees** covered 60% to a max of \$1,000 per week
- **Elimination Period Options:**
 - 14 days injury, 14 days illness
- **Benefit Duration:**
 - 11 weeks
- **No Offsets for PTO/Sick Leave!**
- **Definition of Disability:** Residual (minimum earnings loss of 20%)
- **8 week C-Section Benefit**
- **Voluntary Rehab & Return to Work Program:** Pays a 10% benefit if the employee chooses to participate
- **Pre-existing Condition Exclusion:** None
- **Rate:**
 - **Bundled with LTD:** \$0.30 = \$1,029.54 per month
 - **Bundled with Life/AD&D:** \$0.28 = \$960.90 per month
 - **Bundled with Life/AD&D, LTD, Critical Illness and Accident:** \$0.27 = \$926.58 per month
- **Rate Guarantee:** 2 years

Long Term Disability

- **Benefit:** **All enrolled employees** covered 60% to a max of \$4,000 per month
- **Elimination Period:** 90 days with 30 accumulation days, no earnings loss required
- **Benefit Duration:**
 - SS ADEA (Social Security Normal Retirement Age)
- **Work Incentive Benefit:** 12 months
- **Own Occupation Period:** 2 years
- **Rehab & Return to Work:** Voluntary with a 10% benefit
- **Pre-existing Condition Exclusion:** 3/12
- **Rate:**
 - **Bundled with STD:** \$0.53 = \$1,313.72 per month
 - **Bundled with STD and Voluntary Life/AD&D:** \$0.51 = \$1,264.15 per month
 - **Bundled with Life/AD&D, STD, Critical Illness and Accident:** \$0.50 = \$1,239.36 per month
- **Rate Guarantee:** 2 years

Voluntary Life and AD&D

- **Employee Benefit:** \$10,000 increments up to the lesser of 5x annual earnings or \$500,000
- **Spouse Benefit:** \$5,000 increments up to 100% of what the employee elects – no caps!
- **Child Benefit:** \$2,000 increments up to \$10,000
- **Guarantee Issue**
 - Employee: \$100,000
 - Spouse: \$25,000
 - Child: \$10,000
- **Lock In Feature:** If an employee elects at least the minimum benefit at initial enrollment (**\$10,000**), they can increase their coverage up to the guarantee issue amount (**\$100,000**) at any future enrollment, ***with no medical questions!***
- **Age Reduction:** 65% at age 70, 50% at 75
- **Portability and Conversion:** Included
- **Rates:** Age banded – see full proposal
- **Participation Required:** 10 employees enrolled
- **Rate Guarantee:** 3 years



City of Laurel Proposal Executive Summary

Group Life and AD&D

- **Benefit:** \$10,000
- **Age Reductions:** 65% at age 70, 50% at age 75
- **Portability and Conversion:** Included
- **Accelerated Benefit:** May access 100% of the benefit if diagnosed terminally ill
- **Rate:**
 - **\$0.39/\$0.03 = \$135.15 per month**
- **Rate Guarantee:** 3 years if bundled with Voluntary Life/AD&D

Accident: Voluntary

- Covers employees for accidents **on and off the job**
- Pays **lump sum benefit** according to schedule of benefits found in proposal
- Great for families; all types of youth and scholastic **sports are fully covered**
 - **One rate** covers all children
- \$50 Be Well Benefit
- **Rates:**
 - **Employee Only: \$16.67**
 - **Employee/Spouse: \$29.32**
 - **Employee/Child(ren): \$33.53**
 - **Family: \$46.18**
- **Participation Required:** 5 employees enrolled
- **Rate Guarantee:** 3 years
- **Portability Included**

Critical Illness

- Critical Illnesses can happen to anyone, regardless of age
- Benefits can be used for anything you choose like medical bills, transportation of family members, or a bucket list vacation.
- **Covered Critical Illnesses:**
 - Cancer, Heart Attack, Stroke, and many more (see proposal for full list of covered conditions)
- Child coverage is automatically included at 50% of the amount the employee elects
 - Children are covered for all adult conditions, as well as covered childhood conditions like Cerebral Palsy, Cleft Lip or Palate, Cystic Fibrosis, Down Syndrome, and Spina Bifida.
- Benefit Amounts:
 - **Employee:** \$15,000(All Guaranteed Issue)
 - **Spouse:** 50% of Employee Amount
 - **Child:** 50% of Employee Amount
- **\$50 Be Well Benefit**
- **Rates: Age banded – see full proposal**
- **Portability Included**

Additional Services Included

Employee Assistance Plan with HealthAdvocate

- Covers 3 face to face counseling visits per issue an employee is facing
- Unlimited telephonic counseling
- Free will preparation
- Medical Bill Saver
 - This service will negotiate on behalf of the employee to reduce any medical or dental bill they have over \$400!

Worldwide Emergency Travel Assistance Plan

- Covers employees and their families if they are traveling over 100 miles away from home
- Guaranteed hospital admission
- No countries excluded

Life Planning Financial & Legal Resources

- This personalized financial counseling service provides expert, objective financial counseling to survivors and terminally ill employees at no cost