



# Sachse, Texas

Sachse City Hall  
3815-B Sachse Road  
Sachse, Texas 75048

## Meeting Agenda City Council

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Monday, March 16, 2015

7:30 PM

Council Chambers

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*The Mayor and Sachse City Council request that all cell phones and pagers be turned off or set to vibrate. Members of the audience are requested to step outside the Council Chambers to respond to a page or to conduct a phone conversation.*

The City Council of the City of Sachse will hold a Regular Meeting on Monday, March 16, 2015, at 7:30 p.m. in the Council Chambers at the Sachse City Hall, 3815 Sachse Road, Building B, Sachse, Texas to consider the following items of business:

### Invocation and Pledges of Allegiance to U.S. and Texas Flags.

**A. Pledge of Allegiance to the Flag of the United States of America: I pledge allegiance to the flag of the United States of America, and to the Republic for which it stands: one nation under God, indivisible, with liberty and justice for all.**

**B. Pledge of Allegiance to the Texas State Flag: Honor the Texas flag; I pledge allegiance to thee, Texas, one state under God, one and indivisible.**

### 1. CONSENT AGENDA.

1.a ALL ITEMS LISTED ON THE CONSENT AGENDA WILL BE CONSIDERED BY THE CITY COUNCIL AND WILL BE ENACTED BY ONE MOTION, THERE WILL BE NO SEPARATE DISCUSSION OF THESE ITEMS UNLESS A COUNCIL MEMBER OR CITIZEN SO REQUESTS.

[15-2720](#) Consider approval of the minutes of the March 2, 2015 regular meeting.

#### *Executive Summary*

*Minutes from the recent Council meeting.*

Attachments: [Minutes 03.02.15.pdf](#)

### 2. MAYOR AND CITY COUNCIL ANNOUNCEMENTS REGARDING SPECIAL EVENTS, CURRENT ACTIVITIES, AND LOCAL ACHIEVEMENTS.

### 3. CITIZEN INPUT.

*The public is invited at this time to address the Council. The Mayor will ask you to come to the Microphone and state your name and address for the record. If your remarks pertain to a specific Agenda item, please hold them until that item, at which time the Mayor may solicit your comments. Time limit is 3 minutes per speaker.*

The City Council is prohibited from discussing any item not on the posted agenda according to the Texas Open Meetings Act.

**4. REGULAR AGENDA ITEMS.**

- [15-2721](#) Administer Oath of Office to newly appointed Board and Commission members.

*Executive Summary*

*Mayor Felix will administer the Oath of Office to the new Board members appointed at the last meeting.*

*Attachments:* [Sample Oath.pdf](#)

- [15-2722](#) Consider an order canceling the May 9, 2015 General Officers' (City Council) Election.

Executive Summary

At the filing deadline both candidates are unopposed and the Texas Election Code Section 2.053 (a) provides for the canceling of the election and declaring both candidates elected.

*Attachments:* [Certification.pdf](#)

[Order to Cancel election.pdf](#)

- [15-2732](#) Consider a resolution authorizing the City Manager to execute a contract with Blue Cross Blue Shield for group health insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health spending account administration, Conexis for COBRA administration and Teladoc for telemedicine.

*Executive Summary*

*Each year the City of Sachse goes out to bid for group health insurance. With our new benefits consultants, IPS Advisors, it was decided that the City needed to go out to bid for all insurance benefits in order to determine if we were getting the best product and pricing available.*

*Attachments:* [Benefits resolution 2015 pdf](#)

[Council Presentation 03 16 15 pdf](#)

**5. ADJOURNMENT.**

*Vision Statement: Sachse is a friendly, vibrant community offering a safe and enjoyable quality of life to all who call Sachse home.*

The City of Sachse reserves the right to reconvene, recess or realign the regular session or called Executive Session or order of business at any time prior to adjournment. Note: The Sachse City Council reserves the right to convene into Executive Session pursuant to the Texas Government Code, Chapter 551 regarding posted items on the regular meeting agenda.

State law prohibits the introduction or discussion of any item of business not posted at least seventy-two (72) hours prior to the meeting time. Therefore, during Citizen Input for example, the Council is prohibited by state law to deliberate or take action on any issues introduced by the public other than to take them under advisement. Posted: March 13, 2015; 5:00 p.m.  
Terry Smith, City Secretary \_\_\_\_\_.

If you plan to attend this public meeting and you have a disability that requires special arrangements at the meeting, please contact Terry Smith, City Secretary, at (972) 495-1212, 48 business hours prior to the scheduled meeting date. Reasonable accommodations will be made to assist your needs.



Legislation Details (With Text)

**File #:** 15-2720      **Version:** 1      **Name:** Consider approval of the minutes of the most recent Council meeting.

**Type:** Agenda Item      **Status:** Agenda Ready

**File created:** 3/4/2015      **In control:** City Council

**On agenda:** 3/16/2015      **Final action:**

**Title:** Consider approval of the minutes of the March 2, 2015 regular meeting.

Executive Summary  
Minutes from the recent Council meeting.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** [Minutes 03.02.15.pdf](#)

Date	Ver.	Action By	Action	Result
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**Title**  
Consider approval of the minutes of the March 2, 2015 regular meeting.

*Executive Summary*  
*Minutes from the recent Council meeting.*

**Background**  
Minutes from a recent Council meeting on March 2, 2015, for review and approval.

**Policy Considerations**  
Not applicable.

**Budgetary Considerations**  
Not applicable.

**Staff Recommendations**  
Approval of the minutes of the March 2, 2015, regular meeting as a Consent Agenda Item.

**REGULAR MEETING**  
**OF THE**  
**CITY COUNCIL OF THE CITY OF SACHSE**  
**MARCH 2, 2015**

The City Council of the City of Sachse held a Regular Meeting on Monday, March 2, 2015 at 7:30 p.m. at the Sachse City Hall after proper notice. The roll of the duly constituted City Council Members was called which members are as follows, to wit:

Mayor Mike Felix  
Mayor Pro Tem Jeff Bickerstaff  
Councilman Charles Ross  
Councilman Brett Franks  
Councilman Paul Watkins  
Councilman Cullen King  
Councilman Bill Adams

and all were present.

Staff present: Interim City Manager Alan Dickerson, City Secretary Terry Smith, Executive Assistant Michelle Sirianni, Community Development Director Dan McGinn, Interim Police Chief Todd Renshaw, Human Resources Manager Stacy Buckley, Parks and Recreation Director Lance Whitworth, Library Manager Mignon Morse, City Engineer Greg Peters, Public Works Director Joe Crase, Fire Chief Rick Coleman, and Finance Director Teresa Savage.

**Invocation and Pledge of Allegiance to U.S. and Texas Flags:**

The invocation was offered by Councilman King and the pledges were led by Councilman Franks.

**1. Consent Agenda:**

Councilman Ross requested to withdraw 15-2708 for discussion.

Councilman Ross moved to approve the Consent Agenda consisting of: 15-2715 Consider approval of the minutes of the February 16, 2015, regular meeting; 15-2709 Consider receiving the Monthly Revenue and Expenditure Report for the period ending January 31, 2015; 15-2706 Ordinance No. 3657 of the City of Sachse, Texas, directing the City Manager to erect a No U-Turn sign for eastbound traffic on State Highway 78 at the median opening for Williford Road; providing a repealing clause; providing a severability clause; and providing an effective date; and 15-2710 Resolution No. 3658 of the City Council of the City of Sachse, Texas, opposing Senate Bill 343 and other legislation which would erode the authority of a home rule municipality; finding compliance with the open meetings law; and providing an effective date hereof. The motion was seconded by Councilman Adams and carried unanimously.

15-2708 Consider a resolution of the City Council of the City of Sachse, Texas authorizing creation of an employee benefits trust; designating all members of the City Council to be trustees of said trust; and authorizing the trust to purchase various forms of insurance for the benefit of City officers, employees, qualified retirees and their dependents.

Councilman Ross moved to approve 15-2708 (Resolution No. 3659) with the change noted: the 4<sup>th</sup> paragraph, the word he corrected to read be. The motion was seconded by Councilman Watkins and carried unanimously.

**2. Mayor and City Council Announcements regarding special events, current activities and local achievements:**

15-2703 Recognition of service to the City for Mr. Jack Bickler.

15-2711 Employee recognition.

15-2699 Presentation of Texas Municipal Library Directors Association 2014 Achievement of Excellence Award.

15-2707 Staff Briefing: Human Resources.

Councilman King noted the Sachse Historical Society will hold their annual Meeting on March 8<sup>th</sup>. He also stated Cub Scout Pack 243 collected donations for the Animal Shelter.

Councilman Franks noted the Parks Department conducts the Easter egg scramble on March 28<sup>th</sup> at 10:00 a.m. Then at 7:30 pm is the doggie bone hunt and at 8:15 p.m. is the flashlight hunt. He also stated the Parks Department is conducting a needs assessment on the city website.

Mayor Pro Tem Bickerstaff stated tomorrow at the Library at 4:00 p.m. is the Dr. Seuss program. Library hours will change on April 1<sup>st</sup>.

Mayor Felix noted the following events: March 21<sup>st</sup> at 9:00 a.m. is the Sachse Baseball Association opening day ceremony and parade; March 21<sup>st</sup> is also the Sock Hop at the Senior Center; and April 11<sup>th</sup> is the Great American Cleanup.

**3. Citizen Input:** No comments were made.

**4. Regular Agenda Items:**

**15-2702 Consider appointments to Boards and Commissions:**

Following discussion, Councilman Watkins moved to reappoint Bobby Tillman and Ed Brown to the TIF Board; and appoint Karlos McGhee to the EDC and Lyndsey Rhode to the P&Z. The motion was seconded by Councilman Ross and carried unanimously.

**15-2712 Discuss and consideration of peer organizations to be used for comparison in the City's Salary and Benefits Market Study, as well as discussion of the City's compensation philosophy:**

Following discussion, the Council expressed preference for Option A, peer cities.

**15-2705 Discuss the status of the widening of Sachse Road: a joint project with Dallas County:**

Following discussion, no formal Council action was taken.

**5. Adjournment:**

There being no further business, Councilman Adams moved to adjourn. The motion was seconded by Councilman Watkins and carried unanimously. The meeting adjourned at 9:36 p.m.

ATTEST:

APPROVED:

\_\_\_\_\_  
CITY SECRETARY

\_\_\_\_\_  
MAYOR



Legislation Details (With Text)

**File #:** 15-2721      **Version:** 1      **Name:** Administer Oath of Office  
**Type:** Agenda Item      **Status:** Agenda Ready  
**File created:** 3/4/2015      **In control:** City Council  
**On agenda:** 3/16/2015      **Final action:**

**Title:** Administer Oath of Office to newly appointed Board and Commission members.

Executive Summary  
Mayor Felix will administer the Oath of Office to the new Board members appointed at the last meeting.

**Sponsors:**

**Indexes:**

**Code sections:**

**Attachments:** [Sample Oath.pdf](#)

Date	Ver.	Action By	Action	Result
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Title  
Administer Oath of Office to newly appointed Board and Commission members.

*Executive Summary*  
Mayor Felix will administer the Oath of Office to the new Board members appointed at the last meeting.

Background  
At the March 2nd meeting, the Council made appointments to boards and commissions: Karlos McGhee on EDC and Lyndsey Rhode on P&Z. Tonight, they will receive the Oath of Office, to enable the new members to assume their office. Staff members will follow up with the appointees before their next board meeting.

Policy Considerations  
None.

Budgetary Considerations  
None.

Staff Recommendations  
Mayor Felix administer the Oath of Office to the newly appointed board members.

In the name and by the authority of

*THE STATE OF TEXAS*

*OATH OF OFFICE*

SAMPLE

I, Scott Everett do solemnly swear, that I will faithfully execute the duties of the office of the Planning & Zoning Commissioner, of the City of Sachse, State of Texas, and will, to the best of my ability preserve, protect and defend the Constitution and laws of the United States and of this State, so help me God.

X  
Affiant

SWORN TO and subscribed before me by affiant on the 18th day of November, 2013.

\_\_\_\_\_  
Signature of person administering oath

\_\_\_\_\_  
Printed Name

\_\_\_\_\_  
Title



Legislation Details (With Text)

**File #:** 15-2722      **Version:** 1      **Name:** Consider approval of an order cancelling the May 9, 2015 General Officers' (City Council) Election.

**Type:** Agenda Item      **Status:** Agenda Ready

**File created:** 3/4/2015      **In control:** City Council

**On agenda:** 3/16/2015      **Final action:**

**Title:** Consider an order canceling the May 9, 2015 General Officers' (City Council) Election.

Executive Summary

At the filing deadline both candidates are unopposed and the Texas Election Code Section 2.053 (a) provides for the canceling of the election and declaring both candidates elected.

Sponsors:

Indexes:

Code sections:

**Attachments:** [Certification.pdf](#)  
[Order to Cancel election.pdf](#)

Date	Ver.	Action By	Action	Result
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Title

Consider an order canceling the May 9, 2015 General Officers' (City Council) Election.

Executive Summary

At the filing deadline both candidates are unopposed and the Texas Election Code Section 2.053 (a) provides for the canceling of the election and declaring both candidates elected.

Background

Candidates Brett Franks in Place 1 and Charlie Ross in Place 2 were unopposed at the deadline to file for office. Attached is a certification of unopposed candidates filed by the City Secretary. Therefore, the Texas Election Code Section 2.053 (a) provides for the canceling of the election and declaring both candidates - Mr. Franks and Mr. Ross elected. Attached is the order canceling the election. The Election Code states that these Councilmen-elect cannot take the oath until after the regular election canvass period, thus this will take place at the June 1st Council meeting. These forms and information are provided by the Texas Secretary of State's Office- the state's authority of elections.

Policy Considerations

None.

Budgetary Considerations

Funds in the 2014-15 budget for election expenses will now be a savings to the City.

**Staff Recommendations**

Approval of an order canceling the May 9, 2015 General Officers' (City Council) Election.

**CERTIFICATION OF UNOPPOSED CANDIDATES FOR  
OTHER POLITICAL SUBDIVISIONS (NOT COUNTY)  
CERTIFICACIÓN DE CANDIDATOS ÚNICOS  
PARA OTRAS SUBDIVISIONES POLITICAS (NO EL CONDADO)**

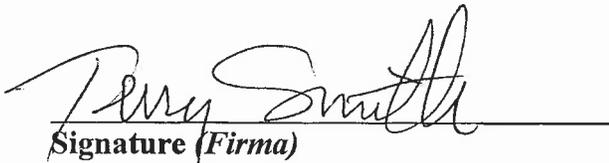
**To: Presiding Officer of Governing Body**  
**Al: Presidente de la entidad gobernante**

As the authority responsible for having the official ballot prepared, I hereby certify that the following candidates are unopposed for election to office for the election scheduled to be held on May 9, 2015

*Como autoridad a cargo de la preparación de la boleta de votación oficial, por la presente certifico que los siguientes candidatos son candidatos únicos para elección para un cargo en la elección que se llevará a cabo el Nueve de Mayo, 2015.*

**List offices and names of candidates:**  
**Lista de cargos y nombres de los candidatos:**

<b>Office(s) Cargo(s)</b>	<b>Candidate(s) Candidato(s)</b>
Place 1	Brett Franks
Place 2	Charlie Ross

  
\_\_\_\_\_  
**Signature (Firma)**

Terry Smith

\_\_\_\_\_  
**Printed name (Nombre en letra de molde)**

City Secretary

\_\_\_\_\_  
**Title (Puesto)**

March 9, 2015

\_\_\_\_\_  
**Date of signing (Fecha de firma)**

(Seal) (sello)

### Instructions for sample order of cancellation:

To cancel an election, the governing body must first receive and accept the Certification of Unopposed Candidates form (or the authority may create its own form) from the authority responsible for preparing the ballot. The cancellation order/ordinance must be adopted in an open meeting. The candidates are not required to be present. Certificates of election should be prepared for each unopposed candidate; however, the certificates of election should not be issued until after Election Day, as follows. Section 2.053 provides that the certificate of election shall be issued "in the same manner and at the same time" as for a candidate elected at an election. Therefore, the candidates, who have been declared "elected" at the meeting ordering the cancellation, must wait until after the official election day (even though no election is held) and no earlier than the prescribed canvassing period (even though no canvass is held) to be sworn in and assume their duties. Candidates may complete the Statement of Elected Officer prior to Election Day. The Statement should be kept locally; it does not need to be sent to the Secretary of State's Office. Copies of this order/ordinance must be posted on Election Day at each polling place that would have been used had the election not been cancelled.

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#### An election\* may be cancelled if:

- 1) The election is one in which a declaration of write-in candidacy is required; and
- 2) No opposed at-large race is on the ballot\* within that election;\*and
- 3) Each candidate whose name is to appear on the ballot\* is unopposed, with some exceptions;

#### This means:

- In an all at-large election\* (with no single-member districts), if there is one or more opposed at-large races, then all the races go on the ballot within that election.\*
- In an election\* in which any members of the governing body are elected from single-member districts, an election in a particular district may be cancelled if the candidate is unopposed and the election otherwise meets the above requirements (i.e., there is no at-large opposed race on the ballot).

Note: A general election (for full terms) or a special election (to fill a vacancy in an unexpired term) is considered a *separate election* with a *separate ballot* for purposes of these tests, even if held on the same election date. See our online Cancellation guide for details.

### Instrucciones para el ejemplo de orden de cancelación:

*Para cancelar una elección, la entidad gobernante primero debe recibir y aceptar, de la autoridad responsable para preparar la boleta, el formulario de Certificación para Candidatos Sin Oposición (o la autoridad puede crear su propio formulario) de la autoridad responsable para preparar la boleta. La orden/ordenanza de cancelación debe ser adoptada en una reunión abierta. No se requiere que los candidatos estén presentes. Se debe preparar un certificado de elección para cada candidato sin oposición; sin embargo, los certificados de elección no se deben emitir hasta el Día de las Elecciones, así como se detalla a continuación. La sección 2.053 indica que el certificado de elección será publicado "en la misma manera y al mismo tiempo" para un candidato elegido en una elección. Por lo tanto, los candidatos que hayan sido declarados "elegido" en la reunión de la cancelación, deben esperar hasta después del día oficial de elecciones (aunque no se hayan llevado una elección) y no antes del período prescrito de la campaña política (aunque no se lleve a cabo la campaña política) a ser jurados y asumir sus deberes. Los candidatos pueden llenar la Declaración de Funcionario Elegido antes del Día de las Elecciones. Este documento se debe mantener en los archivos locales. No es necesario enviarlo a la Oficina del Secretario de Estado. El Día de las Elecciones se debe exhibir una copia de esta orden/ordenanza en todos los sitios de votación que se hubieran utilizado en la elección si no hubiera sido cancelada.*

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#### Una elección\* puede ser cancelada si:

- 1) *la elección es una en la que se requiere una declaración de candidatos por escrito en la boleta de votación; y,*
- 2) *no hay oposición para la carrera por acumulación en la boleta\* de votación dentro de esa elección\* y*

**ORDER OF CANCELLATION**  
**ORDEN DE CANCELACIÓN**

The City of Sachse City Council hereby cancels the election scheduled to be held on  
(official name of governing body)  
May 9, 2015 in accordance with Section 2.053(a) of the Texas  
(date on which election was scheduled to be held)

**Election Code. The following candidates have been certified as unopposed and are hereby  
elected as follows:**

Brett Franks	Place 1
Charlie Ross	Place 2

*El City of Sachse City Council por la presente cancela la elección que, de lo contrario,  
(nombre oficial de la entidad gobernante)  
se hubiera celebrado el Nueve de Mayo, 2015 de conformidad, con  
(fecha en que se hubiera celebrado la elección)  
la Sección 2.053(a) del Código de Elecciones de Texas. Los siguientes candidatos han sido  
certificados como candidatos únicos y por la presente quedan elegidos como se haya indicado  
a continuación:*

<b>Candidate (Candidato)</b>	<b>Office Sought (Cargo al que presenta candidatura)</b>
Brett Franks	Place 1
Charlie Ross	Place 2

**A copy of this order will be posted on Election Day at each polling place that would have  
been used in the election.**

*El Día de las Elecciones se exhibirá una copia de esta orden en todas las mesas electorales  
que se hubieran utilizado en la elección.*

Passed and approved this the 16th day of March, 2015.

\_\_\_\_\_  
**President (Presidente)**

\_\_\_\_\_  
**Secretary (Secretario)**

**Name of Form:**

**Sample Order of Cancellation (for non-county held elections).**

**Section Reference:**

**Section 2.051 – 2.053, Texas Election Code.**

**Purpose:**

**Cancel an election due to unopposed candidates.**

**Number of Copies Required:**

**Number of Election Day polling places.**

**Completed by:**

**Governing Body of the Political Subdivision.**

**Filing Date:**

**Election Day.**

**Filed with:**

**N/A**

**Comments:**

**For cities, school districts, water districts, and other local political subdivisions, the governing body must order the cancellation as the second requirement.**

TEXAS SECRETARY OF STATE

CARLOS CASCOS

Don't have a photo ID for voting? [Election Identification Certificates](#) are available from [DPS offices](#).

Note - Navigational menus along with other non-content related elements have been removed for your convenience. Thank you for visiting us online.

## Cancellation of Election for Local Political Subdivisions (Not County)

This outline is focused on the elections of non-county entities. For county elections, see Section 2.056, Election Code.

### I. Statutory Authority for Cancellation of Election

**AMENDED LAW** Senate Bill 1970, Section 1, 81st Legislative Session (2009), provides that a special election of a political subdivision (such as a measure or a special vacancy election) is a separate election for purposes of the cancellation procedures governed by Chapter 2 of the Texas Election Code. Under previous law, a special election for a measure or a contest vacancy election precluded the cancellation of a general election for officers, even if the candidates for the general election were unopposed.

#### A. Sec. 2.051. Applicability of Subchapter.

1. The cancellation law applies only to an election for officers of a political subdivision other than a county in which write-in votes may be counted only for names appearing on a list of write-in candidates.
2. A special election of a political subdivision is considered a separate election with a separate ballot from:
  - a. a general election for offices of the political subdivision held at the same time as the special election;
  - b. another special election of the political subdivision at the same time.
3. In the case of an election in which any members of the political subdivision's governing body are elected from territorial units such as single-member districts, this subchapter applies to the election in a particular territorial unit if:

Each candidate for an office that is to appear on the ballot in that territorial unit is unopposed and no at-large proposition or opposed at-large race is to appear on the ballot. This subchapter applies to an unopposed at-large race in such an election regardless of whether an opposed race is to appear on the ballot in a particular territorial unit.

Examples:

- a. A school district has six trustees. They hold specific places, but are elected at large. Places 1, 2, and 4 are up for election in May. There are two candidates each for places 1 and 2. There is only one candidate for place 4.

All the at large candidates must appear on the ballot. The race for place 4 cannot be cancelled.

- b. A groundwater water district has five directors. Four are elected from their respective commissioner precincts. One is elected at large. Directors from precincts 1 and 3 are up for election in May. There are two candidates for precinct 1 and only one for precinct 3. The election for precinct 3 can be cancelled.
- c. The same groundwater district. The following May, directors from precincts 2 and 4 and the at-large director are up. The two precinct directors are unopposed; the at-large director is opposed. All three positions must appear on the ballot; nothing can be cancelled.

B. Sec. 2.081. Cancellation of Moot Measure.

A political subdivision is authorized to cancel a measure election if it is determined that the action authorized by the election may not be implemented regardless of the outcome of the election.

C. Sec. 2.082 Specific Authority for Cancellation Required.

An entity must have specific statutory authority to cancel an election.

## II. Certification Required

A. Sec. 2.052. Certification of unopposed status ([sample form \(PDF\)](#) attached).

1. The authority responsible for having the official ballot prepared shall certify in writing that a candidate is unopposed for election to an office (in other words, the outcome is already known due to the lack of opposition).
2. The certification shall be delivered to the governing body of the political subdivision as soon as possible after the filing deadlines for placement on the ballot and on the list of write-in candidates.

B. Sec. 2.053. Action on certification.

1. On receipt of the certification, the governing body of the political subdivision by order or ordinance may declare each unopposed candidate elected to the office. A [sample ordinance \(PDF\)](#) is attached.
2. If a declaration of unopposed candidates is made, the election is not held. A copy of the order or ordinance must be posted on election day at each polling place that would have been used in the election.

**Exception due to AMENDED LAW:** if the entity is conducting a separate election at the same time as the cancelled election, the declared elected candidates shall be listed separately on the ballot under the heading "Unopposed Candidates Declared Elected." The candidates shall be grouped in the same relative order prescribed for the ballot generally. No votes are cast in connection with the candidates.

3. A certificate of election must be issued to each candidate in the same manner

and at the same time as provided for a candidate elected at the election. The candidate must qualify for the office in the same manner as provided for a candidate elected at the election.

**NOTE:** Candidates cannot take office until the regular canvassing period would have taken place.

C. Sec. 2.054. Coercion against candidacy prohibited.

1. A person commits an offense if by intimidation or by means of coercion the person influences or attempts to influence a person to not file an application for a place on the ballot or a declaration of write-in candidacy in an election, or to withdraw an application or declaration.
2. In this section, "coercion" has the meaning assigned by Section 1.07, Penal Code.
3. An offense under this section is a Class A misdemeanor unless the intimidation or coercion is a threat to commit a felony, in which event it is a third degree felony.

## Cancellation Questions & Answers

### Basis For Cancelling:

#### Q: Which political subdivisions can use the cancellation law?

A: Any political subdivision WITH a write-in deadline for candidates, IF:

- The write-in deadline has passed;
- No candidates have filed opposing a candidate; and
- Each race within the separate election\* is unopposed (with exceptions outlined below).

**\*Note about "separate election":** Under amended law, a general election (for full terms) is considered a separate election from a special election (for unexpired terms), even if the elections are held on the same day.

**Note about write-ins:** If the law governing write-in candidates for your specific type of political subdivision is silent, then the general rule is that any name written in by the voter is counted. See § 146.001, Election Code. In these circumstances, there is no legal write-in filing deadline, which means that it is possible for people to receive votes in the election and opposed a candidate who filed for a place on the ballot; therefore, political subdivisions which fall into this category may NOT cancel their elections.

This outline is focused on non-county entities. For county elections, see Section 2.056, Election Code.

#### Q: Can I cancel part of my election if some of my single-member district positions are unopposed?

A: If one of your single member district positions is unopposed, you may cancel the election within that single-member district only if there are no opposed at-large races within that election. You would continue to conduct the election for those single-member districts with opposed candidates. Note: Under amended law, a general election (for full terms) is considered a separate election from

# No challengers, so Katy City Council calls off May elections

By Jayme Fraser | March 10, 2015

The Katy City Council on Tuesday canceled May's municipal elections after no one sought to oppose the incumbents.

The deadline to file to run was at the end of February. Councilmembers Bill Lawton, Ward A; Jimmy Mendez, Ward B; and Mayor Fabol Hughes were the only candidates to file. That left them unopposed and automatically re-elected for two-year-terms, said City Secretary Missy Bunch. Come May, Lawton will begin a third term and Hughes and Mendez will start their second.

Bunch said it was fairly common in the small town west of Houston for incumbents not to face opposition.

City leaders interpreted the lack of challengers as a vote of confidence from the public. Hughes credited an unprecedented level of collaboration at City Hall.

"It takes the staff and council pulling together in the same direction," he said. "For the first time in a long time, I think we have that happening here."

Katy elects city officials on a rotating two-year basis. Next year's election will be for three other council posts: at-large, and the other seats in Ward A and Ward B.



Legislation Details (With Text)

<b>File #:</b>	15-2732	<b>Version:</b>	1	<b>Name:</b>	2015 Benefits Renewal
<b>Type:</b>	Agenda Item	<b>Status:</b>		<b>Status:</b>	Agenda Ready
<b>File created:</b>	3/11/2015	<b>In control:</b>		<b>In control:</b>	City Council
<b>On agenda:</b>	3/16/2015	<b>Final action:</b>		<b>Final action:</b>	

**Title:** Consider a resolution authorizing the City Manager to execute a contract with Blue Cross Blue Shield for group health insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health spending account administration, Conexis for COBRA administration and Teladoc for telemedicine.

**Executive Summary**

Each year the City of Sachse goes out to bid for group health insurance. With our new benefits consultants, IPS Advisors, it was decided that the City needed to go out to bid for all insurance benefits in order to determine if we were getting the best product and pricing available.

**Sponsors:**

**Indexes:**

**Code sections:**

- Attachments:** [Benefits resolution 2015 pdf](#)  
[Council Presentation 03 16 15 pdf](#)

Date	Ver.	Action By	Action	Result
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**Title**

Consider a resolution authorizing the City Manager to execute a contract with Blue Cross Blue Shield for group health insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health spending account administration, Conexis for COBRA administration and Teladoc for telemedicine.

**Executive Summary**

*Each year the City of Sachse goes out to bid for group health insurance. With our new benefits consultants, IPS Advisors, it was decided that the City needed to go out to bid for all insurance benefits in order to determine if we were getting the best product and pricing available.*

**Background**

**Healthcare**

In an effort to ensure the City's cost of benefits are as competitive as possible with the market, the City went out to bid for group health Insurance and requested proposals for

dental, vision, life insurance, long-term disability insurance, health reimbursement arrangement administration, health savings account administration and flex spending administration.

The City currently maintains a fully-insured benefit offering through BlueCross BlueShield. The City offers employees a triple plan option that includes the following plans:

High Deductible HSA

\$5,000 individual/\$10,000 family deductible then plan pays 100%

OOP \$5,000 individual/\$10,000 family

Core PPO

\$5,000 individual/\$10,000 family deductible

OOP \$6,350 individual/\$12,700 family

High PPO - Buy Up Plan

\$3,000 individual/\$9,000 family deductible

OOP \$6,350 individual/\$12,700 family

**Medical Financial Results**

As of November 2014, the loss ratio was 81%, within industry targets however, after January 2015, the last twelve month's loss ratio climbed to over 90%. Large claims were the major factor leading to the increase in loss ratio over this time period. The City's high loss ratio over the last few months lead to a higher than expected increase from BCBS at 21.1%. IPS conducted an RFP Process for fully-insured alternative options. Through negotiations and the RFP process, BCBS reduced the renewal to 12.7%. Premium taxes were then removed from the renewal costs due to the City adopting a premium trust for employees. In addition, BCBS was able to reduce rates through packaging the medical plan with the Life and LTD. This led to an 11% combined increase to the medical plan.

Multiple options were secured through the RFP that closely matched IPS' initial projections, namely from Aetna, Scott & White and TML. Through negotiations, BCBS reduced their renewal to 11%. Aetna was able to provide comparable in network benefit plan designs at an 8.2% increase to rates but Out-of-Network coverage is only available on the buy-up plan. Scott & White also provided a competitive bid however, the network access to employees would be a negatively factor. The premium differential between BlueCross BlueShield and Aetna is not enough to warrant changing carriers.

It is staff's recommendation to remain with BCBS for an 11% increase.

In addition, it is important to note that approximately \$32,000 or 3.7% of premiums will go to pay the ACA Fees: Health Insurer Industry Fee, Transitional Reinsurance Fee.

**Dental - Renewal**

Lincoln provided an 8.8% increase over current for the same benefit plans however, UHC

offered a complete option that enhances the dental annual maximum from \$1,000 to \$1,250. In addition, all preventive services will no longer count towards a members dental annual maximum. Rates were also -9.0% lower than current rates with Lincoln.

### **Vision - Renewal**

EyeMed renewed at no change from today's rates however, through the RFP Process, an alternative option with another vision provider, Avesis, was received and will enhance the non-network allowances for frames and lenses while decreasing rates by -26.3%. This is a 100% voluntary benefit.

### **Life and LTD - Renewal**

Lincoln was unable to offer a complete renewal for basic life and Long Term Disability (+64% life, +19% LTD), however multiple complete offers were obtained, specifically from Dearborn National at -8% with substantially matching plans. Packaging Dearborn National with BCBS on medical produced greater savings on the medical plan and contributed to the 11% increase in medical.

### **COBRA**

IPS will provide the City with COBRA administration per our consulting agreement. This produces a savings of \$2,600 annually for the City.

### **Teledoc**

No Changes are recommended to this benefit at this time. Currently, the City pays approximately \$5,200 annually for employees to have access to tele-medicine at a \$0 copay.

### **Policy Considerations**

#### **Budgetary Considerations**

Due to position vacancies, the City can absorb the increase in insurance costs for the remainder of the current fiscal year. In budget planning for 2015-16, staff will include an increase to cover the remainder of the fiscal year, from May 2016 through September 2016, as has been done in years past.

#### **Staff Recommendations**

Staff recommends approval of a resolution authorizing the City Manager to execute a contract with Blue Cross Blue Shield for group health insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health spending account administration, Conexis for COBRA administration and Teladoc for telemedicine.

**RESOLUTION NO. \_\_\_\_\_**

**WHEREAS**, the City of Sachse provides group health insurance as a benefit for City employees;  
and

**WHEREAS**, the City of Sachse has advertised for bids for group health insurance and requested proposals for dental insurance, life insurance, long-term disability insurance, accidental death and dismemberment insurance and

**WHEREAS**, the City of Sachse has received bids and information from various insurance underwriters, and

**WHEREAS**, staff has reviewed the bids and information provided and is under the opinion that Blue Cross Blue Shield has the best overall bid for medical insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life/dismemberment insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health savings account administration, Conexis for COBRA administration and Teladoc for telemedicine.

**NOW THEREFORE BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF SACHSE, TEXAS:**

That the City Council hereby authorizes the City Manager to execute a contract with Blue Cross Blue Shield for group health insurance, United Healthcare for dental insurance, Avesis for vision insurance, Dearborn National for group and voluntary life insurance and long term-disability, Flores and Associates for flex spending and health reimbursement arrangement administration, Benefit Wallet for health savings account administration, Conexis for COBRA administration and Teladoc for telemedicine.

**PASSED AND APPROVED** this the 16th day of March, 2015.

APPROVED:

\_\_\_\_\_  
MAYOR

ATTEST:

\_\_\_\_\_  
CITY SECRETARY

# IPS Advisors, LLP



Our Vision is Your Advantage

Corporate Benefits Consulting

Our Goal is to Turn Your Expense into an Asset

Insurance Planning Services

We Help You Uncover - Then Cover Your Risks

Retirement Plan Consulting

Choosing Your Company Retirement Plan is a Big Decision - We Offer Big Help

## 2015-2016 RFP and Renewal Recommendations FOR



# IPS Advisors

- Established over 35 years ago, IPS Advisors is an independent fee based brokerage and consulting firm. Our governmental division leads all other consultants servicing 32 municipalities across the State of Texas with their health and welfare benefits planning needs.
  - Corporate Benefits Consulting
  - Retirement Plan Consulting
  - Life Insurance and Portfolio Management
- The City of Sachse retained Brent Weegar, MBA and Adam Hensen of IPS Advisors to conduct a Request for Proposal process and report for its group health insurance program.
- In addition to providing RFP results, IPS conducted cost analysis, benchmarking, plan options, contribution options and strategic recommendations.

# Overview

## Background

The City currently maintains a fully-insured benefit offering through BlueCross BlueShield. The City offers employees a triple plan option:

### High Deductible HSA

\$5,000 individual/\$10,000 family deductible then plan pays 100%

OOP \$5,000 individual/\$10,000 family

### Core PPO

\$5,000 individual/\$10,000 family deductible

OOP \$6,350 individual/\$12,700 family

### High PPO – Buy Up Plan

\$3,000 individual/\$9,000 family deductible

OOP \$6,350 individual/\$12,700 family

## Medical Financial Results

As of November 2014, the loss ratio was 81%, within industry targets however, after January 2015, the last twelve month's loss ratio climbed to over 90%. Large claims were the major factor leading to the increase in loss ratio over this time period.

# Overview - Continued

## Medical - Renewal

The City's high loss ratio over the last few months lead to a higher than expected increase from BCBS at 21.1%.

IPS conducted an RFP Process for fully-insured alternative options. Through negotiations and the RFP process, BCBS reduced the renewal to 12.7%. Premium taxes were then removed from the renewal costs due to the City adopting a premium trust for employees. In addition, BCBS was able to reduce rates through packaging the medical plan with the Life and LTD. This led to an 11% combined increase to the medical plan.

## Increase by Plan

High Deductible HSA +7.4%

Core PPO +11.5%

High PPO Buy Up Plan +10.6%

# Overview - Continued

## Dental - Renewal

Lincoln provided an 8.8% increase over current for the same benefit plans however, UHC offered a complete option that enhances the dental annual maximum from \$1,000 to \$1,250. In addition, all preventive services will no longer count towards a member's dental annual maximum. Rates were also -9.0% lower than current rates with Lincoln.

## Vision - Renewal

EyeMed renewed at no change from today's rates however, through the RFP Process, an alternative option with Avesis will enhance the non-network allowances for frames and lenses while decreasing rates by -26.3%. This is a 100% voluntary benefit.

## Life and LTD - Renewal

Lincoln was unable to offer a complete renewal for basic life and Long Term Disability (+64% life, +19% LTD), however multiple complete offers were obtained, specifically from Dearborn National at -8% with substantially matching plans. Packaging Dearborn National with BCBS on medical produced greater savings on the medical plan and contributed to the 11% increase in medical.

# Recommendations

## MEDICAL

BCBS' initial increase was 21.1% due in-part to large claims effecting the plan after IPS' initial budget projections. Multiple options were secured through the RFP that closely matched IPS' initial projections, namely from Aetna, Scott & White and TML. Through negotiations, BCBS reduced their renewal to 11% (+\$84,426 annual). Aetna was able to provide comparable in network benefit plan designs at an 8.2% (+\$54,685 annual) increase to rates but Out-of-Network coverage is only available on the buy-up plan. Scott & White also provided a competitive bid however, the network access to employees would be a negatively factor. The premium differential between BlueCross BlueShield and Aetna is not enough to warrant changing carriers.

It is IPS recommendation to remain with BCBS for a 11% increase.

In addition, it is important to note that approximately \$32,000 or 3.7% of premiums will go to pay the ACA Fees: Health Insurer Industry Fee, Transitional Reinsurance Fee.

## DENTAL

Lincoln's final renewal was 8.8% however multiple competitive offers were secured through the RFP. It is recommended to contract with UHC for dental coverage for the 2015-2016 plan year at a -9% decrease in costs. UHC is able to provide an enhanced dental benefit to employees by increasing the dental annual maximum to \$1,250 and providing a preventive care maximum waiver meaning employee's preventive care will not count towards the \$1,250 annual maximum.

# Recommendations

## VISION

EyeMed provided a 0% increase for 4 years however, multiple competitive offers were obtained. A carrier change to Avesis is recommended at a 26.3% decrease to rates. The new plan enhances reimbursements and allowances while keeping a large number of private practices in-network. A 3 year rate guarantee was procured.

## LIFE AND DISABILITY

Due to loss ratios and manual rates, Lincoln presented a combined 34.8% increase to Basic Life and LTD rates. A carrier change to Dearborn National is recommended at a savings of 8.1% at a 2 year rate guarantee.

## FSA/HRA/HSA

It is recommended to combined FSA/HRA administration with one carrier for future plan years for ease of administration. Flores & Associates provides superior service and a slight decrease in cost for participants. Flores & Associates has provided a 5 year rate guarantee.

No change is recommended for the current HSA administration.

# Recommendations

## **COBRA**

IPS will provide the City with COBRA administration per our consulting agreement. This produces a savings of \$2,600 annually for the City.

## **Teledoc**

No Changes are recommended to this benefit at this time. Currently, the City pays approximately \$5,200 annually for employees to have access to tele-medicine at a \$0 copay.

## **COMPASS**

It is recommended for the City to contract with COMPASS Professional Health Services as an additional benefit to employees. Compass may assist employees with transparency in pricing by getting price comparisons of providers before receiving care, receive guidance in selecting a healthcare plan and understanding benefits through the year, find the doctor, dentist, and eye care professional in the employees area, and compare medication prices and explore lower-cost options for employees. Over 90% of IPS's municipalities with Consumer Driven Plans offer Compass as a benefit to employees. The total cost is estimated at \$8,280 per year. (See Article Dallas Morning News <http://www.dallasnews.com/news/local-news/20150308-health-care-analyst-wants-to-bring-price-transparency-to-north-texas.ece>)

# Renewal Financials

## Renewal – Current Carriers

	Current			Total Cost	EE Cost	ER Cost	
	Carrier	Total Cost	EE Cost				ER Cost
Medical	BCBS	\$769,527	\$161,419	\$608,108	\$853,953	\$179,331	\$674,622
Dental	Lincoln	\$49,918	\$32,937	\$16,981	\$54,291	\$35,777	\$18,514
Vision	EyeMed	\$10,419	\$10,419	\$0	\$10,419	\$10,419	\$0
Life, AD&D / LTD	Lincoln	\$19,753	\$0	\$19,753	\$26,620	\$0	\$26,620
Teledoc	Teledoc	\$5,520	\$0	\$5,520	\$5,520	\$0	\$5,520
COBRA	Brinson Benefits	\$2,600	\$0	\$2,600	\$0	\$0	\$0
HRA/FSA Administration	TASC	\$4,848	\$0	\$4,848	\$4,848	\$0	\$4,848
HSA Account Contributions	n/a	\$13,198	\$0	\$13,198	\$13,198	\$0	\$13,198
<b>Total Cost</b>		<b>\$875,784</b>	<b>\$204,775</b>	<b>\$671,009</b>	<b>\$968,849</b>	<b>\$225,528</b>	<b>\$743,321</b>
Total Cost \$ Change From Current		n/a	n/a	n/a	\$93,065	\$20,753	\$72,313
Total Cost % Change From Current		n/a	n/a	n/a	10.6%	10.1%	10.8%

## Renewal – Recommended Carriers

	Recommendations			
	Carrier	Total Cost	EE Cost	ER Cost
Medical	BCBS	\$853,953	\$179,331	\$674,622
Dental	UHC	\$45,408	\$29,803	\$15,605
Vision	Avesis	\$7,676	\$7,676	\$0
Life, AD&D / LTD	Dearborn National	\$18,157	\$0	\$18,157
Teledoc	Teledoc	\$5,520	\$0	\$5,520
COBRA	IPS Provided	\$0	\$0	\$0
HRA/FSA Administration	Flores	\$4,242	\$0	\$4,242
HSA Account Contributions	n/a	\$13,198	\$0	\$13,198
<b>Total Cost</b>		<b>\$948,155</b>	<b>\$216,810</b>	<b>\$731,344</b>
Total Cost \$ Change From Current		\$72,371	\$12,036	\$60,336
Total Cost % Change From Current		8.3%	5.9%	9.0%

# Renewal Medical Contributions

## BCBS Renewal BCBS Renewal - Current Contributions

Enrollment		Unit Costs		Employee Costs	
Buy Up Plan	Subscribers	City Contribution (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	19	90.4%	\$44.13	\$44.13	\$4.23
+ Spouse	3	27.9%	\$390.44	\$434.57	\$41.65
+ Child(ren)	1	27.9%	\$201.83	\$245.96	\$23.58
+ Family	1	27.9%	\$645.24	\$689.37	\$66.07
Premium Contributions	19	95.8%	\$34,282		

Core Plan	Subscribers	City Contribution (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	82	100.0%	\$0.00	\$0.00	\$0.00
+ Spouse	6	38.0%	\$312.56	\$312.56	\$32.24
+ Child(ren)	23	38.0%	\$161.56	\$161.56	\$16.66
+ Family	11	38.0%	\$516.52	\$516.52	\$53.28
Premium Contributions	82	123.8%	\$135,276		

HSA Plan	Subscribers	City Contribution (Of Medical Rate) (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	14	100.0%	\$0.00	\$0.00	\$0.00
+ Spouse	0	40.4%	\$254.23	\$254.23	\$17.51
+ Child(ren)	3	40.4%	\$131.41	\$131.41	\$9.05
+ Family	1	40.4%	\$420.15	\$420.15	\$28.95
Premium Contributions	14	87.3%	\$9,773		

The financial impact of leaving the current contributions in place are +7.1% (\$66,514) to City and +11.1% (\$17,912) to Employees.



# Renewal Medical Contributions

## BCBS Renewal BCBS Renewal - Proposed Contribution Changes

Enrollment		Unit Costs		Employee Costs	
Buy Up Plan	Subscribers	City Contribution (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	19	90.0%	\$45.91	\$45.91	\$6.01
+ Spouse	3	25.0%	\$406.34	\$452.25	\$59.33
+ Child(ren)	1	25.0%	\$210.06	\$255.97	\$33.59
+ Family	1	25.0%	\$671.48	\$717.39	\$94.09
Premium Contributions	19	94.8%	\$35,674		

Core Plan	Subscribers	City Contribution (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	82	100.0%	\$0.00	\$0.00	\$0.00
+ Spouse	6	40.0%	\$302.48	\$302.48	\$22.16
+ Child(ren)	23	40.0%	\$156.36	\$156.36	\$11.46
+ Family	11	40.0%	\$499.85	\$499.85	\$36.61
Premium Contributions	82	124.4%	\$130,915		

HSA Plan	Subscribers	City Contribution (Of Medical Rate) (%)	Employee Contribution (Monthly)	Total Employee Contribution (\$)	\$ Change From Current (Monthly)
Employee	14	100.0%	\$0.00	\$0.00	\$0.00
+ Spouse	0	42.0%	\$247.27	\$247.27	\$10.55
+ Child(ren)	3	42.0%	\$127.82	\$127.82	\$5.46
+ Family	1	42.0%	\$408.63	\$408.63	\$17.43
Premium Contributions	14	87.7%	\$9,505		

The financial impact of implementing the proposed contribution changes are +7.4% (\$69,751) to City and +9.1% (\$14,675) to Employees.



# Dental and Vision

DENTAL	Lincoln PPO	\$ Change from Current (Monthly)	Lincoln DHMO	\$ Change from Current (Monthly)	United Healthcare PPO	\$ Change from Current (Monthly)	United Healthcare DHMO	\$ Change from Current (Monthly)
<b>FINANCIALS</b>	Renewal		Renewal		Recommended		Recommended	
Employee Only	\$26.17	\$2.28	\$9.66	\$0.00	\$21.91	-\$1.98	\$9.18	-\$0.48
+ Spouse	\$25.07	\$4.47	\$8.40	\$0.00	\$21.91	-\$2.95	\$7.98	-\$0.90
+ Child(ren)	\$33.30	\$5.19	\$6.75	\$0.00	\$27.17	-\$5.20	\$6.41	-\$0.82
+ Family	\$66.69	\$8.10	\$13.89	\$0.00	\$52.70	-\$10.15	\$13.20	-\$1.17

VISION	EyeMed	\$ Change from Current (Monthly)	Avesis	\$ Change from Current (Monthly)
<b>FINANCIALS</b>	Renewal		Recommended	
Employee Only	\$4.68	\$0.00	\$4.70	\$0.02
+ Spouse	\$9.92	\$0.00	\$4.66	-\$5.26
+ Child(ren)	\$10.68	\$0.00	\$5.22	-\$5.46
+ Family	\$17.92	\$0.00	\$10.28	-\$7.64

# Thank You!

- Questions

# Renewal Medical Contributions

Enrollment		Unit Costs				Employee Costs			
Buy Up Plan	Subscribers	Medical Rate		City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	\$ Change From Current	% Change From Current
Employee	19	\$459.12		\$539.99	90.4%	\$44.13	\$44.13	\$4.23	10.6%
+ Spouse	3	\$541.78		\$151.34	27.9%	\$390.44	\$434.57	\$41.65	10.6%
+ Child(ren)	1	\$280.08		\$78.25	27.9%	\$201.83	\$245.96	\$23.58	10.6%
+ Family	1	\$895.30		\$250.06	27.9%	\$645.24	\$689.37	\$66.07	10.6%
Premium Contributions	19	\$138,288		\$132,506	95.8%	\$34,282			

Core Plan	Subscribers	Medical Rate		City Contribution (\$)	City Contribution (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	\$ Change From Current	% Change From Current
Employee	82	\$427.22		\$718.89	100.0%	\$0.00	\$0.00	\$0.00	n/a
+ Spouse	6	\$504.13		\$191.57	38.0%	\$312.56	\$312.56	\$32.24	11.5%
+ Child(ren)	23	\$260.60		\$99.04	38.0%	\$161.56	\$161.56	\$16.66	11.5%
+ Family	11	\$833.09		\$316.57	38.0%	\$516.52	\$516.52	\$53.28	11.5%
Premium Contributions	82	\$638,575		\$790,299	123.8%	\$135,276			

HSA Plan	Subscribers	Medical Rate	HSA Contribution	Total City Contribution (\$)	City Contribution (Of Medical Rate) (%)	Employee Contribution (\$)	Total Employee Contribution (\$)	\$ Change From Current	% Change From Current
Employee	14	\$361.32	\$71.78	\$433.10	100.0%	\$0.00	\$0.00	\$0.00	n/a
+ Spouse	0	\$426.33	\$29.64	\$201.74	40.4%	\$254.23	\$254.23	\$17.51	7.4%
+ Child(ren)	3	\$220.38	\$15.32	\$104.29	40.4%	\$131.41	\$131.41	\$9.05	7.4%
+ Family	1	\$704.54	\$48.98	\$333.37	40.4%	\$420.15	\$420.15	\$28.95	7.4%
Premium Contributions	14	\$77,090	\$13,198	\$80,516	87.3%	\$9,773			

All Plans	Total Subscribers	Total Medical Rate Cost	Total Account Contributions	Total City Contribution (\$)	City Contribution (Of Medical Rate) (%)	Employee Contribution (\$)
<b>Total Contributions</b>	<b>115</b>	<b>\$853,953</b>	<b>\$328,698</b>	<b>\$1,003,320</b>	<b>79.0%</b>	<b>\$179,331</b>
<b>\$ Change From Current</b>		<b>\$84,426</b>	<b>\$0</b>	<b>\$66,514</b>		<b>\$17,912</b>
<b>% Change From Current</b>		<b>11.0%</b>	<b>0.0%</b>	<b>7.1%</b>		<b>11.1%</b>