



City of Sachse, Texas

Meeting Agenda

City Council

Tuesday, January 17, 2017

7:30 PM

Emergency Operations Center

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

The City Council of the City of Sachse will hold a Regular Meeting on Tuesday, January 17, 2017, at 7:30 p.m. in the Emergency Operations Center within the Public Safety Building, 3815 Sachse Road, Building D, 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.

All items listed on the consent agenda will be considered by the City Council and will be enacted on by one motion. There will be no separate discussion of these items unless a Council Member or citizen so requests.

[17-3646](#) Approve the minutes of the January 3, 2017 regular meeting.

Attachments: [01.03.17 Minutes](#)

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 by state law from discussing any item not posted on the agenda according to the Texas Open Meetings Act, but may take them under advisement.

4. REGULAR AGENDA ITEMS.

[16-3616](#) Consider appointment(s) of Council liaisons to the City's Boards and Commissions.

[17-3647](#) Discuss City of Sachse Medical Insurance renewal.

Attachments: [Presentation](#)

[17-3659](#) Receive presentation and discuss the Comprehensive Plan.

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.

As authorized by Section 551.072(2) of the Texas Government Code, this meeting may be convened into closed Executive Session at any time during the City Council workshop or regular meeting for the purpose of seeking confidential legal advice from the City Attorney on any workshop or regular meeting agenda item listed herein.

Posted: January 13, 2017; 5:00 p.m.

Michelle Lewis Sirianni, City Secretary

If you plan to attend this public meeting and you have a disability that requires special arrangements, please contact Michelle Lewis Sirianni, City Secretary, at (972) 495-1212, 48 business hours prior to the scheduled meeting date.



City of Sachse, Texas

Legislation Details (With Text)

File #: 17-3646 **Version:** 1 **Name:** January 3, 2017 Council meeting minutes.
Type: Agenda Item **Status:** Agenda Ready
File created: 1/9/2017 **In control:** City Council
On agenda: 1/17/2017 **Final action:**
Title: Approve the minutes of the January 3, 2017 regular meeting.
Sponsors:
Indexes:
Code sections:
Attachments: [01.03.17 Minutes](#)

Date	Ver.	Action By	Action	Result
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Title
 January 3, 2017 meeting minutes.

Background
 Minutes of the January 3, 2017 regular meeting.

Policy Considerations
 None.

Budgetary Considerations
 None.

Staff Recommendations
 Approve the minutes of the January 3, 2017 regular meeting.

CITY COUNCIL OF THE CITY OF SACHSE

MEETING MINUTES

JANUARY 3, 2017

The City Council of the City of Sachse held a regular meeting on Tuesday, January 3, 2017 at 6:30 p.m. in the Emergency Operations Center Room within the Public Safety Building at Sachse City Hall, 3815-D Sachse Road, Sachse, Texas. Those present were Mayor Mike Felix, Council Members Brett Franks, Charlie Ross, Paul Watkins, Bill Adams, Cullen King, and Jeff Bickerstaff. City Manager, Gina Nash; City Secretary, Michelle Lewis Sirianni; Human Resources Director, Stacy Buckley; Community Development Director, Dusty McAfee; Parks and Recreation Director, Lance Whitworth; Finance Director, Teresa Savage; Director of Public Works and Engineering, Greg Peters; EDC Director, Leslyn Blake; Fire Chief, Marty Wade; and Police Chief, Bryan Sylvester.

Mayor Pro Tem Ross opened the meeting at 6:32 p.m.

INVOCATION AND PLEDGE OF ALLEGIANCE TO U.S. AND STATE FLAG: The invocation was offered by Councilman King and the pledges by Councilman Watkins.

At 6:33 p.m., Mayor Pro Tem Ross stated a brief recess would be taken.

At 6:53 p.m., Mayor Felix reconvened Council back into session.

CONSENT AGENDA: All items listed on the Consent Agenda are considered routine and will be acted on by one motion, with no separate discussion of these items unless a Council member or citizen so requests.

16-3634 Approve the minutes of the December 5, 2016 workshop meeting.

16-3635 Approve the minutes of the December 5, 2016 regular meeting.

16-3636 Reschedule the January 16, 2017 City Council Workshop and Meeting to Tuesday, January 17, 2017.

17-3639 Accept the Monthly Revenue and Expenditure Report for the period ending November 30, 2016.

Councilman King made a motion to approve items 16-3634, 16-3635, 16-3636, and 17-3639 as submitted. Councilman Watkins seconded that motion and the motion was unanimously approved.

MAYOR AND CITY COUNCIL ANNOUNCEMENTS REGARDING SPECIAL EVENTS:

No comments were made.

CITIZENS INPUT:

Liz Tobler, 3345 7th Street requested that the business trash containers near their residences be changed out to have lids due to the rat problem.

REGULAR AGENDA ITEMS:

17-3637 Receive presentation and discuss the Comprehensive Plan.

Mrs. Nash introduced this item stating that the first draft will be presented tonight by the consultants, which includes Old Town and the Industrial area. The second part which includes the President George Turnpike area will be done at the next Council meeting.

Kelsey Berry with Gateway Planning presented an update to Council regarding the Comprehensive Update initiative. Mrs. Berry reflected on the timeline of the program to date as well as provided an overview of the community engagement including what they heard, and the online surveys that were done. The consultants met with property owners and discussed key sites for redevelopment, which included the SH 190 corridor, the Industrial site, and Old Town. Mrs. Berry expanded on the Industrial area and the two scenarios that were compiled and the Old Town scenario which incorporated a mixed-use destination and the 5th street redesign.

Jason Claunch with Catalyst expanded on the fiscal impact that would assist in the policy decisions and tools for testing the scenarios. Three components were utilized for each model: base, infill, and proposed program for each Catalytic area. The consultants used the baseline of the City budget, factored costs of services, and also calculated a twenty year horizon. Mr. Claunch provided an overview of the scenarios for the Industrial and Old Town areas.

Mrs. Berry touched on the elements within the Comprehensive Plan with priorities including the Master Trails and Parks Plan, Master Thoroughfare Plan, Future Land Use Plan (FLUP), and Zoning implementation recommendations that will be made in coordination with the update. Mrs. Berry summarized stating the plan once adopted, will be a tool to help direct policy and resource allocation for development in the City, which links the goals and strategies of the City and turns them into action plans using the City's budget.

The Council discussed various elements of the presentation including the size of the lots within the scenarios, the future City facilities study, review of City ordinances, the scenarios presented and their compatibility with what property owners/developers would like to see.

Mayor Felix opened comments up to the public.

Liz Tobler, 3345 7th Street, commented that she likes having the open space/park area near her residence.

Corrine Smith, 4008 Blossom Drive, stated her concerns are about density and how the key areas will tie into commercial areas. Mrs. Berry noted that some of the density will only be two to three story units and smaller developments which will act as buffers to the surrounding/adjacent areas.

Jeannie Martin, 4908 Maple Shade, stated that she like seeing the forward thinking, likes scenario one of the Industrial area, and does not like rental registrations.

Mrs. Nash provided an upcoming timeline of future meetings regarding the Comprehensive Plan for Council, EDC, and the Planning and Zoning Commission.

No further discussions or comments were made.

EXECUTIVE SESSION: The City Council Shall Convene into Executive Session pursuant to the Texas Government Code, Section §551.072: Deliberation of the purchase, sale, and license of real property generally located in mid-west part of the City of Sachse.

At 8:07 p.m., Council recessed into Executive Session.

At 9:08 p.m., Council reconvened back into Regular Session.

No further action was taken.

ADJOURNMENT:

Mayor Felix adjourned the meeting at 9:08 p.m.

MIKE J FELIX, MAYOR

ATTEST:

Michelle Lewis Sirianni, City Secretary



City of Sachse, Texas

Legislation Details (With Text)

File #:	16-3616	Version:	1	Name:	Council Liaisons to Boards and Commissions
Type:	Agenda Item	Status:		Status:	Agenda Ready
File created:	11/28/2016	In control:		In control:	City Council
On agenda:	1/17/2017	Final action:		Final action:	
Title:	Consider appointment(s) of Council liaisons to the City's Boards and Commissions.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:					

Date	Ver.	Action By	Action	Result
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Title

Consider appointment(s) of Council liaisons to the City's Boards and Commissions.

Background

On a yearly basis the Council has reviewed the Council appointed liaisons to each Board or Commission. At the November 21, 2016 City Council meeting, the Council appointed the following:

Mayor Felix	NTTA, NCTCOG
Mayor Pro Tem Ross	TIF Board and Library Board
Councilman Bickerstaff	EDC and GISD
Councilman Franks	Parks and Recreation Board

Councilman Watkins showed interest in serving on the Planning and Zoning Commission, but due to the absence of a few Council Members, the Council collectively decided to wait until remaining members were in attendance to continue discussions. The current liaisons to the remaining Boards/Commissions are as follows:

Councilman King	Animal Shelter Board and Animal Shelter Advisory Committee
Councilman Adams	Planning and Zoning Commission
Councilman Watkins	WISD

Policy Considerations

None.

Budgetary Considerations

None.

Staff Recommendations

Appoint Council liaisons to the remaining City's Boards and Commissions as appropriate.



City of Sachse, Texas

Legislation Details (With Text)

File #:	17-3647	Version:	1	Name:	Discussion of City of Sachse Medical Insurance renewal.
Type:	Agenda Item	Status:		Status:	Agenda Ready
File created:	1/12/2017	In control:		In control:	City Council
On agenda:		Final action:		Final action:	
Title:	Discuss City of Sachse Medical Insurance renewal.				
Sponsors:					
Indexes:					
Code sections:					
Attachments:	Presentation				

Date	Ver.	Action By	Action	Result
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Title

Discuss City of Sachse Medical Insurance renewal.

Background

Andrew Weeger with IPS Advisors, our benefits consultant, will brief City Council on the current status of the City of Sachse medical plan and will discuss the 2017-2018 renewal strategy along with the preliminary timeline for the renewal process.

Policy Considerations

None at this time.

Budgetary Considerations

None at this time.

Staff Recommendations

Discussion only.

Where Experience and
Independence Matter

Corporate Benefits Consulting
Insurance Planning Services
Retirement Plan Consulting



Benefits Strategy – Council Update



Brent Weegar

Andrew Weegar

Principal, MBA

Employee Benefits Specialist

January 17th, 2017



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Historical Per Capita Cost Analysis

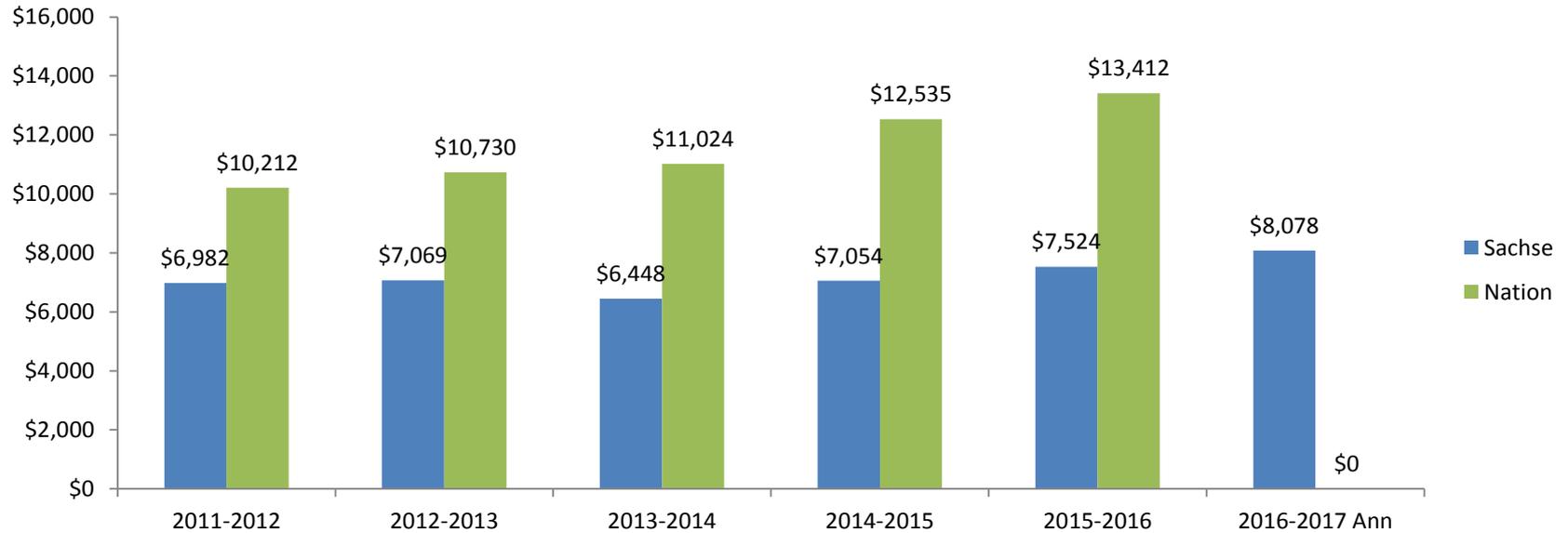


Per Capita Premium Paid vs Claims Paid

Date	Total	Medical	Rx	Total Cost	Premium	Loss Ratio
May-15	123	\$27,378	\$12,446	\$39,824	\$72,656	54.8%
Jun-15	122	\$38,079	\$8,914	\$46,993	\$73,108	64.3%
Jul-15	123	\$21,996	\$11,739	\$33,735	\$74,028	45.6%
Aug-15	120	\$44,012	\$10,322	\$54,334	\$74,882	72.6%
Sep-15	121	\$203,686	\$11,109	\$214,795	\$74,076	290.0%
Oct-15	119	\$119,149	\$12,565	\$131,714	\$74,519	176.8%
Nov-15	119	\$38,724	\$10,068	\$48,792	\$75,757	64.4%
Dec-15	122	\$49,771	\$18,321	\$68,092	\$76,141	89.4%
Jan-16	124	\$83,988	\$10,276	\$94,264	\$79,427	118.7%
Feb-16	123	\$91,672	\$7,145	\$98,817	\$81,021	122.0%
Mar-16	123	\$55,161	\$12,353	\$67,514	\$80,742	83.6%
Apr-16	125	\$18,519	\$13,730	\$32,249	\$81,517	39.6%
Plan Year (YTD)	122	\$792,135	\$138,988	\$931,123	\$917,874	101.4%
Per Capita	122	\$6,493	\$1,139	\$7,632	\$7,524	101.4%
May-16	124	\$76,593	\$5,807	\$82,400	\$83,776	98.4%
Jun-16	124	\$75,504	\$8,875	\$84,379	\$83,226	101.4%
Jul-16	127	\$38,877	\$9,013	\$47,890	\$84,053	57.0%
Aug-16	124	\$75,598	\$26,671	\$102,269	\$84,592	120.9%
Sep-16	126	\$42,697	\$23,929	\$66,626	\$85,025	78.4%
Oct-16	127	\$45,814	\$10,436	\$56,250	\$85,554	65.7%
Plan Year (YTD)	125	\$355,083	\$84,731	\$439,814	\$506,226	86.9%
Annualized		\$710,166	\$169,462	\$879,628	\$1,012,452	
\$ Change from Current		-\$81,969	\$30,474	-\$51,495	\$94,578	
% Change from Current		-10%	22%	-6%	10%	
Annualized Per Capita		\$5,666	\$1,352	\$7,018	\$8,078	
% Change from Current		-13%	19%	-8%	7%	

Loss Ratio - Last Twelve Months : 86%

Plan Cost vs. Nation



	Sachse	Nation
2011-2012	\$6,982	\$10,212
2012-2013	\$7,069	\$10,730
2013-2014	\$6,448	\$11,024
2014-2015	\$7,054	\$12,535
2015-2016	\$7,524	\$13,412
2016-2017 Ann	\$8,078	Pending

*Annualized - May through October 2016

2017-2018 Budget Projection



2017-2018 Conservative Budget Projection

	Total
Projected Paid Medical Claims	\$809,791
Projected Paid Rx Claims	\$191,474
Total Projected Claims	\$1,001,264
Administration	0.84
Needed Annual Premium	\$1,191,981
Current Premium Cost	\$1,026,648
Needed \$ Increase	\$165,333
Needed % Increase	16.10%

*Assumes 7.8% Medical Trend, 11.5% Rx Trend
 Projected Per Capita Claim costs are based on a blending of the last 24 months of Claims
 Assumes 127 Employees*

2017-2018 Benefits Strategy



2017-2018 Benefits Strategy

- **Request for Proposal**
 - IPS will release a request for proposal for medical, dental and vision coverage due in February 2017.
 - Upon receipt of bids, IPS will conduct RFP evaluation, naming of finalists, best and final offers and presentation of recommendations including plan design and contribution adjustments.
- **Health Insurance – United Health Care**
 - The City is currently running at a 86.9% loss ratio year-to-date, a -14.5% difference from last year. It is important to note that the year to date loss ratio is not inclusive of projected Incurred But Not Reported Claims (IBNR). The loss ratio increases to over 90% with IBNR included. IPS is projecting a 16.1% renewal increase to premium rates and an RFP is being conducted to leverage negotiations.
 - The City currently retains a more progressive benefits strategy by providing high deductible health plans with HRA and HSA contributions to assist in offsetting deductible liability. Furthermore, the City does offer Exclusive Provider Organizations (EPO's) which drives employees to utilize in-network facilities.
 - Since implementing EPO plan designs, the City has seen positive in-network utilization of 99%.
 - The City currently contributes approximately 78.1% to the total health plan costs which is in line with public sector benchmarks of 81%.
 - No significant changes are recommended to the City's subsidy levels, however is it recommended to consider moving towards a cost neutral funding strategy between all benefit plans over time.
 - IPS will be providing savings considerations including adjustments to HRA/HSA funding structures to align with best practices. Additionally, IPS recommends that the City discontinue offering the Buy-Up plan (\$3,000 individual Deductible) due to low participation and utilization. Only 7% of the work force utilizes this plan option today.

2017-2018 Benefits Strategy

- **Dental Insurance – United Healthcare**
 - DHMO and DPPO both offered and paid at 100% for EE, 0% for dependents.
 - The dental plans are in-line with normative data and no changes are recommended at this time.
 - The Dental Policy renews 5/1/17.
- **Life / Accidental Death & Dismemberment Insurance – Dearborn National**
 - The City provides a benefit of 1 x basic annual earnings up to \$50k in addition to 1 x basic annual earnings TMRS benefit.
 - These benefit amounts are in-line with benchmarks.
 - Combined benefits over \$50k may be subject to imputed income taxes to the employee.
 - The Life Insurance Policy renews 5/1/18.
- **Long Term Disability – Dearborn National**
 - The City provides a Long Term Disability program to employees which covers up to 60% of their paycheck (to a maximum) if they are too sick or injured to work.
 - These benefits are in-line with benchmarks.
 - The Long Term Disability Policy renews 5/1/18.
- **Vision Insurance - Avesis**
 - Optional Vision program to employees which is in-line with benchmarks.
 - The Optional Vision policy renews 5/1/18 but due to some service issues, the City is choosing to review this benefit this year instead of waiting until 2018.
- **Concierge - Compass Professional Health Services**
 - The City provides a Concierge service that helps employees find pathways to care and become better consumers of healthcare.
 - The policy with Compass renews 12/1/2017.

2017-2018 Benefits Strategy

- **Healthcare Reform Compliance**

- Measurement Periods and Stability Periods Established. City is in compliance with Minimum Value and Affordability requirements.
- Health Industry and PCORI Fee are included within UHC's premiums.
- IPS will continue to prepare the City with 6055 and 6056 tracking for 2016 reporting requirements.
- The Cadillac Tax of 2018 has been delayed until 2020. IPS will conduct a Cadillac Tax Assessment for the City.
- IPS will provide the City with continued updates on the future of the Affordable Care Act.

- **Health Risk Management**

- The City will continue to contract with Methodist Health System for the City's Wellness program.
- Implementation of a tobacco surcharge will take place effective 5/1/17. Employees who use tobacco will be charged an additional premium amount if they continue to utilize tobacco after the effective date.
- The future of wellness programming will be dependent upon any legislative changes that are made over the coming months/years.

- **Future Considerations**

- Under the Texas Government Code, the City is required to offer medical insurance for retirees once the City has reached a total census of 25,000 residents as determined by the 2020 census. However, the City is not required to fund retiree premiums.

2017 Preliminary Timeline



2017 Preliminary Time Line

January - 2017

- ✓ RFP Draft to City
- ✓ Begin Drafting Benefits Communication Guides
- ✓ Monthly Reporting
- ✓ January Release

February - 2017

- ✓ RFP Due
- ✓ Presentation of Renewal Results
- ✓ Presentation of Best and Final Offers
- ✓ Complete Benefits Strategy
 - ✓ Plan Design
 - ✓ Contribution Structure
- ✓ Monthly Reporting

March - 2017

- ✓ Present Recommendations to Council
- ✓ Finalize Benefit Communications
- ✓ Conduct Open Enrollment
- ✓ Monthly Reporting

April - 2017

- ✓ Complete Open Enrollment
- ✓ Release ID Cards
- ✓ Finalize Implementation
- ✓ Monthly Reporting

May - 2017

- ✓ Receipt and Review of Plan Documents
- ✓ Monthly Reporting

June / July - 2017

- ✓ Strategy Meeting – End of Year Report
 - ✓ Claims and Utilization Review
 - ✓ Preliminary Recommendations
 - ✓ Strategic Planning / Time Line





City of Sachse, Texas

Legislation Details (With Text)

File #: 17-3659 **Version:** 1 **Name:** Comp Plan 1-17-17 CC
Type: Agenda Item **Status:** Agenda Ready
File created: 1/12/2017 **In control:** City Council
On agenda: 1/17/2017 **Final action:**
Title: Receive presentation and discuss the Comprehensive Plan.

Sponsors:

Indexes:

Code sections:

Attachments:

Date	Ver.	Action By	Action	Result
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Title
Comprehensive Plan

Background
On January 3, 2017, the City Council received a presentation from Gateway Planning regarding elements of the Comprehensive Plan. Tonight, the City Council will continue discussion of plan components in preparation of a draft plan and ultimately final adoption of the Comprehensive Plan.

Policy Considerations
None.

Budgetary Considerations
None.

Staff Recommendations
Hear the presentation, discuss, and provide feedback.