

CITY COUNCIL MEETING
October 19, 2006, 8:30 a.m.

CITY COUNCIL OF THE CITY OF ABILENE, TEXAS
COUNCIL CHAMBERS, CITY HALL

The City Council of the City of Abilene, Texas, met in Regular Session on October 19, 2006, at 8:30 a.m. in the Council Chambers at 555 Walnut Street. Mayor Archibald was present and presiding with Councilmen Sam Chase, Joe Spano, Anthony Williams, Stormy Higgins, and Councilwomen Laura Moore and Celia Davis. Also present were City Manager Larry Gilley, City Attorney Sharon Hicks, City Secretary Jo Moore, and various members of the City staff.

Mayor Archibald gave the invocation.

Mayor Archibald introduced Zackary Willis, a 5th grade student from Ward Elementary School, who led and interpreted the Pledge of Allegiance in sign language. Zackary's mother, his principal Mr. Hodges and teacher Ms. Duck were also in attendance.

RECOGNITIONS

Mayor Archibald noted the City of Abilene was the recipient of the Innovative and Proactive Water System Award for 2005. The Mayor presented the award to Tommy O'Brien, Director of Water Utilities. Mr. O'Brien stated the award was given to the City of Abilene for the innovative water treatment system being used at the Hargesheimer Water Treatment Plant and that the City continues to strive to provide the highest quality of water.

Mayor Archibald recognized Assistant City Manager Kathy Merrill for her years of service to the City of Abilene and wished her well on her new position as an Assistant City Manager in College Station.

Mayor Archibald noted the November 2, 2006 Council meeting will be an evening meeting beginning at 5:30 p.m. and will be held in the Council Chambers at City Hall.

DISPOSITION OF MINUTES

2.0 Mayor Archibald noted the minutes from the October 12, 2006 Regular Council meeting will be submitted for Council consideration at the November 2, 2006 Council meeting.

CONSENT AGENDA

Councilwoman Moore made a motion to approve consent agenda items 3.1 and 3.2, first reading of items 3.3 through 3.7, and item 3.8, as recommended by staff. Councilman Higgins seconded the motion, and the motion carried.

AYES: Councilmen Chase, Spano, Williams, Higgins, Councilwomen Moore and Davis, and Mayor Archibald.

NAYS: None

Resolutions:

- 3.1 Oral Resolution authorizing the City Manager to execute Supplemental Agreement Number 3 to the General Services Administration lease (GS-07B-15262) of office space in the Airport Terminal for Transportation Security Administration use.

- 3.2 Oral Resolution approving the following appointments and reappointments to the Youth Advisory Council, terms expiring September 2007:

Abilene High School representatives:

- Brett Greenfield
- Laura Lored
- Bryce Bevil
- Chassidi Onger
- Ryon Allen

Cooper High School representatives:

- Ryan Hocke
- Jennifer New
- Christine Boswell

Woodson Center for Excellence representatives:

- Bianca Parker
- Phillip Bishop

Clack Middle School representative:

- Kirsten Rose

Madison Middle School representatives:

- Ryan Silva
- Trisha Richardson

Lincoln Middle School representative:

- Lindsay Cranford

Franklin Middle School representative:

- Aaryn De La Vega

Mann Middle School representative:

- Hannah Nuhn

Wylie High School representatives:

- James Rosenbaum
- Caitlin Blair
- Roxanne Marsh

Wylie Middle School representatives:

- Savannah Barrington
- Luke Cooksey
- Hunter Musgrave

Eula High School representatives:

- Brooke Galle
- Matt Pannell
- Jonathan Boen

City Council Meeting

October 19, 2006

Page 3

Eula Middle School representatives:

- Kaysi Dean
- Angela Conway

Ordinances:

- 3.3 **TC-2006-05** – Request to abandon Curry Lane between Sharon Road and Southwest Drive; and set a public hearing for November 2, 2006 at 5:30 p.m.

AN ORDINANCE PROVIDING FOR THE ABANDONMENT OF A PORTION OF PUBLIC RIGHT OF WAY; PROVIDING FOR THE TERMS AND CONDITIONS OF SUCH ABANDONMENT; AND CALLING A PUBLIC HEARING.

- 3.4 **Z-2006-39** – Request to rezone property from AO (Agriculture Open Space) and GC (General Commercial) to PDD (Planned Development District) zoning, property located on the south side of Southwest Drive, approximately 300 feet west of Sharon Road; and set a public hearing for November 2, 2006 at 5:30 p.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, “ZONING”, OF THE ABILENE MUNICIPAL CODE, CONCERNING PDD-114 A PLANNED DEVELOPMENT DISTRICT; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

- 3.5 **Appealed Item: Z-2006-41** – Request to rezone property from AO (Agriculture Open Space) to RS-12 (Residential Single-family) zoning, property located at 3710 E. Lake Road; and set a public hearing for November 2, 2006 at 5:30 p.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, “ZONING”, OF THE ABILENE MUNICIPAL CODE, BY CHANGING THE ZONING DISTRICT BOUNDARIES AFFECTING CERTAIN PROPERTIES; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

- 3.6 **Z-2006-42** – Request to rezone property from AO (Agriculture Open Space) to GC (General Commercial) zoning, property located at 3002 & 3102 West Lake Road; and set a public hearing for November 2, 2006 at 5:30 p.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, “ZONING”, OF THE ABILENE MUNICIPAL CODE, BY CHANGING THE ZONING DISTRICT BOUNDARIES AFFECTING CERTAIN PROPERTIES; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

- 3.7 **Z-2006-43** – Request to rezone property from RS-6 (Residential Single-family) to MU (Medical Use) zoning, property located at 1802 Walnut Street; and set a public hearing for November 2, 2006 at 5:30 p.m.

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, "ZONING", OF THE ABILENE MUNICIPAL CODE, BY CHANGING THE ZONING DISTRICT BOUNDARIES AFFECTING CERTAIN PROPERTIES; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

Bid Award:

- 3.8 **Bid #CB-7002** – Sports Lighting. The bid was awarded to Liteco Electric, Inc., Bellville, TX in the amount of \$1,091,712.97.

REGULAR AGENDA

- 4.1 Ronnie Kidd, Director of Administrative Services briefed the Council on an ordinance considered on second and final reading adopting the Texas Municipal Retirement System (TMRS) 20 year at Any Age Service Retirement Eligibility Provision.

Mr. Kidd stated pursuant to meet and confer agreement negotiations with the Abilene Police Officers' Association, the City Manager's budget presented to Council FY 2007 included the effect of adopting the Texas Municipal Retirement System (TMRS) 20 year at any age service Retirement Eligibility Provision. The City Council approved the budget inclusive of the TMRS 20 year at any age service provision. TMRS statutes require Council approval by adopting an ordinance for this provision which will be effective January 1, 2007. The estimated fiscal impact for 2007, as included in the FY07 budget will be approximately \$57,310.00. Staff recommends Council approve on final reading the ordinance adopting the Texas Municipal Retirement System (TMRS) 20 year at any age service Retirement Eligibility Provision.

Mayor Archibald opened a public hearing on the item and there being no one present and desiring to be heard the public hearing was closed.

Councilwoman Davis made a motion to approve the ordinance considered on second and final reading adopting the Texas Municipal Retirement System (TMRS) 20 year at Any Age Service Retirement Eligibility Provision. Councilman Spano seconded the motion, and the motion carried.

AYES: Councilmen Chase, Spano, Williams, Higgins, Councilwomen Moore and Davis, and Mayor Archibald.

NAYS: None

The Ordinance is numbered **56-2006** and captioned as follows:

AN ORDINANCE AFFECTING PARTICIPATION OF CITY EMPLOYEES IN THE TEXAS MUNICIPAL RETIREMENT SYSTEM GRANTING THE ADDITIONAL RIGHTS AUTHORIZED BY SECTION 854.202(g) OF TITLE 8, TEXAS GOVERNMENT CODE, AS AMENDED, AND PRESCRIBING THE EFFECTIVE DATE FOR THE ORDINANCE.

Mayor Archibald stated **item 4.3**, *tabled and appealed item Z-2006-25*, an ordinance considered on second and final reading to rezone property from AO (Agriculture Open Space) to PDD (Planned Development District) zoning, property located at 2582 Waldrop Drive, would be considered before **item 4.2**, *resolution revising the Schedule of Rates and Charges for Water and Sewer Utility Service*.

Councilwoman Moore made a motion to remove from the table appealed item **Z-2006-25**, an ordinance considered on second and final reading to rezone property from AO (Agriculture Open Space) to PDD (Planned Development District) zoning, property located at 2582 Waldrop Drive. Councilman Higgins seconded the motion, and the motion carried.

AYES: Councilmen Chase, Spano, Williams, Higgins, Councilwomen Moore and Davis, and Mayor Archibald.

NAYS: None

4.3 Jon James, Director of Planning and Development Services briefed the Council on appealed item **Z-2006-25**, an ordinance considered on second and final reading to rezone property from AO (Agriculture Open Space) to PDD (Planned Development District) zoning, property located at 2582 Waldrop Drive.

It was noted the applicant, Taylor Electric, has requested rezoning of a 3.01 acre tract from AO (Agriculture Open Space) to PDD (Planned Development District) to allow an Electric Substation that was constructed on the subject property. The applicant originally applied to the Board of Adjustment for a Special Exception (March 2006) to allow the use in AO (Agriculture Open Space) zoning. The Board of Adjustment, in March 2005, considered a request from Taylor Electric for a special exception to accommodate the facility. The Board of Adjustment denied the request, which had substantial opposition from nearby property owners. Taylor Electric then appealed the Board's decision to District Court and to the Public Utility Commission. However, Taylor Electric decided to request rezoning of the property. The rezoning request was denied by the Planning and Zoning Commission and the Council in June and July 2005, respectively. Taylor Electric has not operated the facility, but it has not been removed to date. Staff developed a PDD (Planned Development District) ordinance that would mitigate some of the potential effects of such a facility on nearby properties. The facility as constructed and as proposed in the PDD (Planned Development District) ordinance would have significant restrictions on signage and lighting, it would also require landscaping, and would limit the use to only the substation. The area is sparsely developed with single-family residences and the remainder of the area is open space or used for agriculture purposes. Staff recommends approval of the request. The Planning and Zoning Commission recommends denial of the request. Mr. James noted that although two written withdrawals of opposition had been received for the request to be approved it would still require a super majority (6 affirmative) vote by Council.

Mayor Archibald opened a public hearing on the item and the following individuals addressed the Council:

- Tom Choate, attorney representing Taylor Electric – Mr. Choate stated the proposed PDD (Planned Development District) zoning has been considered for more than a

City Council Meeting

October 19, 2006

Page 6

year and that he is pleased to announce of the three (3) parties in opposition of the zoning request successful negotiations have occurred with two (2) of the parties. Mr. Choate noted the need is great for an electrical substation in the proposed area due to the fast growing development with a potential for 5,000 users. Mr. Choate further stated getting to know the Council has been a positive experience and he complimented the professionalism of city staff.

- Mark Zachary, attorney representing Jack and Linda Stricklin – Mr. Zachary stated the Stricklin's have withdrawn their objections as stated in the withdrawal of protest letter which was filed with the City Secretary prior to the start of today's Council meeting.

There being no one else present and desiring to be heard the public hearing was closed.

Discussion included: 1) the time, study and seriousness given to Council issues; 2) Darrell Shriver, General Manager for Taylor Electric explained if the zoning request is approved a needs assessment of the area would have to be conducted and although the time line for the substation to be operational is not known, it is expected to be relatively soon; 3) Council expressed appreciation for the involved parties having worked together to reach an agreement, and; 4) Council noted a message they would send to businesses in general is that due diligence is needed in all aspects of business planning.

Councilwoman Moore made a motion to approve appealed item **Z-2006-25**, an ordinance considered on second and final reading to rezone property from AO (Agriculture Open Space) to PDD (Planned Development District) zoning, property located at 2582 Waldrop Drive, as recommended by staff. Councilman Higgins seconded the motion, and the motion carried.

AYES: Councilmen Chase, Spano, Williams, Higgins, Councilwomen Moore and Davis, and Mayor Archibald.

NAYS: None

The Ordinance is numbered **57-2006** and captioned as follows:

AN ORDINANCE OF THE CITY OF ABILENE, TEXAS, AMENDING CHAPTER 23, SUBPART E, "ZONING", OF THE ABILENE MUNICIPAL CODE, CONCERNING PDD-109 A PLANNED DEVELOPMENT DISTRICT; CALLING A PUBLIC HEARING; PROVIDING A PENALTY AND AN EFFECTIVE DATE.

4.2 Tommy O'Brien, Director of Water Utilities briefed the Council on a resolution revising the Schedule of Rates and Charges for Water and Sewer Utility Service.

During the October 12, 2006 regular City Council meeting the City Council discussed, due to budget constraint concerns voiced by some of the city's largest water users, revising the Water and Sewer Rates which were previously adopted on July 27, 2006 by Resolution No. 25-2006. Final consideration of revising the rates is before Council today. Staff recommends Council approve a resolution adopting the revised Water and Sewer rates and authorize staff to prepare appropriate amendments to reuse water contracts that will reflect rates based on cost of services.

Mayor Archibald stated this item does allow Council action and although a public hearing will not be held public comments will be allowed at the appropriate time.

Mr. O'Brien stated of the five proposed rate increases options presented at the October 12th Council meeting option "E" was discussed as the preferred option but following the October 12th meeting staff, at the request of the Mayor, prepared a sixth option, referred to as option "F", which Council also has before them today. Mr. O'Brien recapped the process used to determine the proposed rates and reviewed the chart reflecting the Comparison of Current and Proposed Water and Sewer Rate increases which included the previous rates, adopted rates, proposed "E" rates and proposed "F" rates for Residential, Commercial, Industrial, Wholesale and Reclaimed customers.

Council and staff discussion included: 1) current capital improvement projects with current cost figures; 2) earthen basin purpose and location; 2) Council reviewing the rates annually to help assure adequate revenue is being generated to avoid current situation; 3) under option "F" recommended level of revenue in reserves will be achieved at the end of the 4th year; 4) operational cost reflected in FY04-05 Audit report, staff's explanation of two basis of accounting and what will be reflected in FY05-06 Audit report; 5) water/sewer reuse customer contracts dictating how rates are adjusted; 6) potential impact of inflation and increase in construction cost; 7) projects funded through CO's; 8) Council and staff noted that rates have not been increased since 2000; 9) discussions with major water users (13 industrial users) resulted in Council becoming aware that original adopted rates increased users rates by 40%. Council stated they did not do due diligence during the budget process in considering the water/sewer fund; 10) Council noting proposal "F" is a fiscally responsible option, it lessens the impact to customers and allows the customers to prepare their budgets for rate increases; 11) all rates reflect the 60 cents O.H. Ivie surcharge and to assure the ability to have future water supplies a new surcharge (i.e. Cedar Ridge reservoir by 2020) may be implemented; 12) Council noted "contractual" concerns with phase in rates. If unknown increases require new rate increase are the contracts flexible enough to allow that. The city attorney stated the contracts have a 60 day notice to raise rates written in them, and; 13) Council noted even with phase in rate increase Abilene still has the best water for the lowest dollar.

Mayor Archibald recognized the following individuals for public comment:

- Dan Crets, General Manager for Ab Tex Beverage Corp. – Mr. Crets stated his appreciation to Council for their due diligence in reconsidering the rate increases. Mr. Crets further stated the increase in rates has an impact on the corporation's budget and noted the bottling business is very competitive. Mr. Crets requested that in the future meetings be held to discuss the increase of rates prior to the rates being set in order to avoid this situation.
- Dwayne Bear, Division Manager for Coca-Cola Bottling Co.– Mr. Bear stated the proposed rates are more favorable.
- Mike Schultz, Deputy Base Civil Engineer at Dyess Air Force Base – Mr. Schultz stated his appreciation to city staff for their work in this process and noted this will

City Council Meeting

October 19, 2006

Page 8

heighten DAFB interests in conserving water. Mr. Schultz further stated he feels proposal "F" is more favorable than proposal "E" and thanked Council for the opportunity to voice his concerns on behalf of Dyess.

Council and staff discussion continued and included: 1) Council noted a desire to work with all corporate partners; 2) Council noting every opportunity that is taken to use effluent water saves potable water and that DAFB has been a model in energy conservation; 3) Council requested that Dyess representatives share with Council/staff ways to provide incentives for conservation; 4) staff noted if Council approves option "F" the resolution and proposed rate schedule will be revised to reflect that option; 5) staff noted the effluent contracts would go into effect the 1st of January of 2007 and the new rates would be reflected on the first billing statement in December 2006, and; 6) rationale for effluent rates staying flat but other rates being implemented on a 4 year cycle.

Councilman Williams made a motion to approve the Resolution revising the Schedule of Rates and Charges for Water and Sewer Utility Service as reflected, and presented by staff, under the Proposed "F" (first year column) of the Water and Sewer Rate Increases chart, and to authorize staff to prepare appropriate amendments to reuse water contracts that will reflect rates based on cost of service. Councilman Spano seconded the motion, and the motion carried.

AYES: Councilmen Chase, Spano, Williams, Higgins, Councilwomen Moore and Davis, and Mayor Archibald.

NAYS: None

The Resolution is numbered **35-2006** and captioned as follows:

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF ABILENE, TEXAS,
REVISING THE SCHEDULE OF RATES AND CHARGES FOR WATER AND
SEWER UTILITY SERVICE.

EXECUTIVE SESSION

Mayor Archibald recessed the Council into Executive Session pursuant to Sections 551.071, 551.074, and 551.072 of the Open Meetings Act, to seek the advice of the City Attorney with respect to pending and contemplated litigation, to consider the appointment and evaluation of public officers, and to consider the purchase, exchange, lease or value of real property.

The Council reconvened from Executive Session and reported no votes or action was taken in Executive Session.

Mayor Archibald stated Council will recess until 1:30 p.m. today, at which time Council will reconvene in the Council Chambers for the Council Workshop (agenda item 5.4) concerning the City of Abilene's Health Insurance Program.

COUNCIL HEALTH INSURANCE WORKSHOP

5.4 Mayor Archibald reconvened the Council at 1:30 p.m. in the Council Chambers for a workshop for discussion and possible action concerning the City of Abilene's Health Insurance Program. Councilmembers present were Councilmen Sam Chase, Joe Spano, Stormy Higgins, and Councilwomen Celia Davis and Laura Moore. Also present were City Manager Larry Gilley, City Attorney Sharon Hicks, City Secretary Jo Moore and various members of the City staff. Councilman Anthony Williams was absent.

City Manager Larry Gilley briefed the Council on insurance trends, issues and concerns that resulted in staff's review of the City's Self Insured Health Plan. Mr. Gilley noted actions that had been taken to address the issues including enlisting the services of Benefits and Risk Advisors Holmes Murphy who have prepared the 2007 Health Plan projections before Council today.

Ronnie Kidd, Director of Administrative Services noted the city's self insurance plan as well as options for a fully insured plan have been reviewed and Mr. Kidd introduced Jerrad Wills of Holmes Murphy who presented the 2007 Health Plan Projections. Mr. Wills noted the outline for today's discussion and the analysis regarding the health insurance plan includes the following:

- Executive Summary
- Healthcare Projections (Utilization, Trends, Projections)
- Health Plan Performance
- Formal Marketing Analysis (RFP Process)
- How the Vendors Stacked Up
- City Funding/Payroll Deductions
- Options/Alternatives
- Next Steps

The Executive Summary included:

- Reviewed Historical and Current Plan Performance
- Performed Informal Market Review/Benchmark
- Developed Cost Projections for CY 2007
- Calculated Plan Design and/or Payroll Deduction Impact for 2007 at that time
- Performed a formal Marketing Analysis through a Request For Proposal
- Analyzed Responses
- Presenting Results/Seeking Feedback Today

Mr. Wills reviewed the Healthcare Projections as listed:

- Utilization and Inflation
- Employer Cost Shifting
- Supply: Specialty Rx
- Supply: Hospital Inpatient
- Supply: Hospital Outpatient
- Demand
- Obesity Trends Among U.S. Adults

City Council Meeting

October 19, 2006

Page 10

- Diabetes Trends Among U.S. Adults
- Attack the Problem
- Cost Containment Levers
- Altitude vs. Trajectory
- Altitude: “Moment In Time” Improvements
- Trajectory: Flattening Trend

Mr. Wills discussed the Health Plan Performance by reviewing the following statistics:

- Carrier History (Years 2002 – 2006)
- Experience (Claims Paid: 10/01/05 – 09/30/06)
- Experience: Trended 2007 (Claims Paid: 10/01/05 – 09/30/06)
 - Trend Illustration I: Claims Paid: 10/01/05 – 09/30/06
(Trended Claims 15 Months Using the Most Recent 12 Months of Claims)
 - Trend Illustration II: Claims Paid: 01/01/06 – 09/30/06
(Trended Claims 15 Months Using the Most Recent 9 Months of Claims)
- Experience: Plan Changes
 - Claims Paid: 10/01/05 – 09/30/06
(Plan Changes 01/01/07; Reduced Plan Costs; Premiums Remained Unchanged)
- Benchmark: Plan Design
 - City Plan Designs vs. Other City Plan Designs
- Benchmark: Contributions
 - City Contributions vs. Other City Contributions
 - ✓ Relative to benchmark cities, the City of Abilene contributes less on average to the overall premium; employees contribute more
 - ✓ Actual City Contributions Per Employee Per Month (PEPM) compared to what projected City Contribution should be based on Historical Inflation

Mr. Wills reviewed the Marketing Analysis as follows:

- Market Responses
- Where the Dollars Go
- Plan Administrators
- Stop Loss Carriers
- Networks

Mr. Wills explained “How the Vendors Stacked Up Rx” by discussing the following:

- TML has subcontracted with Caremark, a new PBM, effective 1/1/07.
- Should the City stay with TML, it is projected that Rx Spend will decrease by 5-7%.
- BCBS projects rebates in excess of \$100k annually; already included in projected spend.
- TML has a robust Specialty Rx Program to help control cost on high-dollar medications.
- TML will yield a stronger Rx discount than BCBS.

City Council Meeting
October 19, 2006
Page 11

Mr. Wills discussed the Marketing Analysis concerning Self Funded Options involving cost comparisons dealing with self funded and fully insured quotes.

Mr. Wills reviewed the Health Plan Performance involving large claimants and their potential stop loss, the experiences involving retirees 65+ years old and their claims paid for 10/01/05 – 09/30/06, the Marketing Analysis involving the retiree options, and what the next steps to be taken are.

Mr. Gilley stated the health insurance program has to be adequately funded and issues to consider include: 1) staying with the self insurance plan, with a 3rd party administrator, versus going to a fully insured plan; 2) determining which 3rd party administrator to go with; 3) considering the best provider with access and flexibility, and; 4) what avenues need to be explored to assist with changing the negative long term trend.

Discussion included: 1) Council noting their fiscal responsibilities and responsibilities to city employees but stated their confidence in city staff to make administrative decisions; 2) Council requested a copy of today's presentation; 3) Council's lack of confidence in TML due to losses that have occurred over the past 3 years; 4) the pro's and con's of TML and the potential vendors; 5) the importance of city employees perception that the program is being properly and fairly administered; 6) the need for good strategic partners but the lack of guarantees in health care; 7) the possibility of changing to BCBS and having a local representative from BCBS to work through implementation; 8) potential time line (3 months ideal), with enrollment occurring mid November; 9) coverage and contribution information needed; 10) with Council direction, recommendation and implementation plan can be developed; 11) determining policy on funding (long term); 12) the need to change cultural implication of insurance (lowering number of employees with illnesses, change projection); 13) reviewing all policies related to the current established policy of 60% city/40% employee; 14) Council requested update on Employee Clinic; 15) Council noted TML has not provided good consultant services, but staff stated TML has worked with staff in trying to turn negative trend around; 16) information provided by TML on how discounts are performing; 17) due to budget constraints city did not consider full funding, as suggested by TML; 18) consider Council meeting dates to review policies, discuss changing culture and community wellness initiatives, and; 19) the City Manager, based on Council discussion and in the best interest of the City, will make the administrative decision regarding who the City Health Insurance Plan Administrator will be.

There being no further business, the meeting was adjourned at 3:50 p.m.

Jo Moore
City Secretary

Norm Archibald
Mayor