



Board of Directors BUDGET & PERSONNEL

Mid-America Regional Council • 600 Broadway, Suite 200 • Kansas City, Missouri 64105 • 816/474-4240

April 25, 2023

11:15 a.m.

In-person attendees in MARC's Heartland room with a remote option via Zoom

- Members of the public who wish to participate in this meeting: please email McKenzie Neds at mnedes@marc.org by 9:00 a.m. on Tuesday, April 25, 2023, for instructions to join the teleconference.

AGENDA

1. Approve Contracts, Grants, and Other Major Expenditures

HEALTHY ENVIRONMENT

- a. VOTE: Authorize contract with Burns and McDonnell to support the update to regional stormwater engineering standards and the MARC/APWA Manual of Best Management Practices to Protect Water Quality
- b. VOTE: Authorize submittal of a letter of interest to receive a planning grant from the U.S. Environmental Protection Agency Climate Pollution Reduction Program totaling \$1 million

EFFICIENT TRANSPORTATION AND QUALITY PLACES

- c. VOTE: Authorize consultant agreements for four Planning Sustainable Places projects in the listed jurisdictions

THRIVING OLDER ADULTS AND COMMUNITIES

- d. VOTE: Approve amendment to increase the current Community Center Services agreement with the City of Blue Springs
- e. VOTE: Approve amendment to increase the current Community Center Services agreement with the Don Bosco Community Center
- f. VOTE: Authorize the Mid-America Regional Council to contract with All Ways Caring and Dynamic Unity for In-home Respite
- g. VOTE: Authorize an application and acceptance of funds from the Health Forward Foundation for \$250,000 to support the KC Regional Community Health Worker Collaborative

SAFE AND SECURE COMMUNITIES

- h. VOTE: Authorize an application to the U.S. Department of Justice Bureau of Justice Assistance for the FY2023 Connect and Protect: Law Enforcement Behavioral Health Response Program

EXEMPLARY CORE CAPACITIES

- i. VOTE: Approve changes to employee fringe benefit package effective July 1, 2023

2. VOTE: Approve Consent Agenda (Administrative Matters and Minor Expenditures)

- a. Approve the Minutes of the March 28, 2023, Meeting

3. Other Business

4. Adjournment

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 1a
Healthy Environment

ISSUE:

VOTE/REPORT: Authorize contract with Burns and McDonnell to support the update to regional stormwater engineering standards and the MARC/APWA Manual of Best Management Practices to Protect Water Quality

BACKGROUND:

In September 2022, the Mid-America Regional Council (MARC) Board authorized receipt of approximately \$740,000 in funds from 22 local governments to support the update of the regional stormwater engineering standards (American Public Works Association, APWA, 5600) and the MARC/APWA Manual of Best Management Practices to Protect Water Quality. This action was preceded by approval from the Executive Committee of the APWA - Kansas City Chapter for MARC to facilitate and manage this initiative.

A technical advisory committee composed of representatives from all of the communities providing support for this effort was formed in September 2022. Since that time, this group refined its project approach, and drafted a request for qualifications/proposals to solicit consulting support for project implementation.

The request for proposals/qualifications was issued on Feb. 2, 2023. Two firms responded to the request by the deadline of March 17, 2023. A subcommittee of the technical advisory committee representing four of the 22 communities along with a representative of the APWA Executive Committee selected firms to be interviewed. Interviews were conducted on April 6, 2023. Unanimous subcommittee recommendations were shared with the full technical advisory committee on April 11, 2023. The full committee unanimously endorsed the recommendation to hire a team led by Burns and McDonnell, including Black and Veatch, Vireo and the Center for Watershed Protection.

The exact scope of work will depend on available funding and will be developed by MARC with the technical and steering committees. It is anticipated that the scope will, at a minimum:

- Create a set of stormwater standards that are more adaptable
- Combine water quantity and quality design standards
- Include development and redevelopment standards
- Address resiliency and sustainability by promoting more holistic system evaluations
- Update rainfall standards and other appropriate hydrology methods
- Increase the level of hydrology and hydraulic evaluation requirements
- Reduce the existing subjectivity in technical assumptions
- Provide more natural system design criteria
- Improve the evaluation of stormwater detention requirements for increased value.

AGENDA REPORT

Budget and Personnel Committee

BUDGET CONSIDERATIONS:

REVENUES	
Amount	\$735,400
Source	Grant funds
PROJECTED EXPENSES	
Personnel (salaries, fringe, rent)	\$59,000
Contractual	\$676,400
Pass-Through	
Other (supplies, printing, etc.)	

RELATED JURISDICTIONS:

This effort is expected to benefit all area cities and counties. On the Kansas side, jurisdictions expected to provide funding support for the initiative include Bonner Springs, Gardner, Johnson County, Leawood, Lenexa, Merriam, Miami County, Mission, Prairie Village, Unified Government, Westwood and Westwood Hills. Contributing partners on the Missouri side include Blue Springs, Excelsior Springs, Gladstone, Grandview, Independence, Kansas City, Liberty, North Kansas City, Parkville and Riverside. The APWA will also contribute funds toward the effort.

RECOMMENDATION:

Authorize Executive Director to execute agreement with Burns and McDonnell in the amount not to exceed \$676,400 to support the update to regional stormwater engineering standards (APWA 5600) and the MARC/APWA Manual of Best Management Practices (BMPs) to Protect Water Quality.

STAFF CONTACT:

Tom Jacobs

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 1b
Healthy Environment

ISSUE:

VOTE: Authorize submittal of a letter of interest to receive a planning grant from the U.S. Environmental Protection Agency Climate Pollution Reduction Program totaling \$1 million

BACKGROUND:

In March 2021, the Mid-America Regional Council (MARC) Board of Directors adopted the Regional Climate Action Plan. New grant resources will enable MARC to refine this plan, and help the region prepare for additional federal funding and plan implementation.

Through the Inflation Reduction Act, the Environmental Protection Agency (EPA) established a new Climate Pollution Reduction Grant Program. At a national level, this two-staged grant program provides \$250 million of funding for noncompetitive planning grants, and \$4.6 billion for competitive implementation grants. Initial planning grants will award \$1 million to large metro areas like Kansas City to establish or refine existing climate plans. In late 2023 or early 2024, EPA will request proposals for significant implementation grants.

Planning grants allow for only one organization in each metro to apply for funds. Consultation with over two dozen local governments, the Climate and Environment Council, Air Quality Forum and Climate Action KC have clarified local support for MARC to serve in this role. EPA requires that MARC submit a formal letter of interest for this program by April 28, 2023, and then submit a scope of work, schedule, and budget by May 31, 2023. Funds are expected to become available in July 2023.

MARC will develop a scope of work through a multi-step consultation process with multiple MARC committees and stakeholder groups to ensure that future work addresses meaningful local and regional needs. Grant funds will enable MARC to work with community partners to transform the Climate Action Plan into a prioritized implementation plan, so that the region is prepared to compete for competitive implementation funds in 2024. The grant will help MARC address additional needs including a focus on benchmarking and metrics, community engagement focused on environmental justice and social equity, outreach and communications, and updated greenhouse gas inventory. Future contracts supported through this grant will be brought to the board for approval.

BUDGET CONSIDERATIONS:

REVENUES	
Amount	\$1,000,000
Source	US Environmental Protection Agency Climate Pollution Reduction Program
PROJECTED EXPENSES	
Personnel (salaries, fringe, rent)	\$600,000
Contractual (estimated)	\$325,000
Pass-Through	
Other (supplies, printing, etc.)	\$75,000

AGENDA REPORT

Budget and Personnel Committee

COMMITTEE ACTION:

Air Quality Forum and the Climate and Environment Council recommend MARC serve as the local applicant of funding for the Kansas City metro region.

RELATED JURISDICTIONS:

This item impacts all counties in the MARC region.

RECOMMENDATION:

Authorize the Mid-America Regional Council to submit a letter of interest, and if awarded, receive funds to execute a planning grant agreement from the US Environmental Protection Agency Climate Pollution Reduction Program totaling \$1 million

STAFF CONTACT:

Tom Jacobs

AGENDA REPORT

Budget and Personnel Committee

April 2023

Item No. 1c

Efficient Transportation and Quality Places

ISSUE:

VOTE: Authorize consultant agreements for four Planning Sustainable Places projects in the listed jurisdictions

BACKGROUND:

For projects funded through Planning Sustainable Places (PSP), the Mid-America Regional Council (MARC) will hold the contracts on individual projects, although the project leads and local match will be provided by the local sponsors. Details for the projects are provided below. A qualifications-based competitive selection process was used in the selection of all consulting teams.

1: City of Independence, MO - Transportation for All. This study seeks to create a citywide multi-modal network. Key components of the plan include:

- Capture connectivity gaps to existing corridor studies, established bus routes, and emerging multi-modal centers.
- Identify facility needs in all districts of the city and incorporate connectivity with the Historic Trail Retracement Plan.
- Locate gaps on school routes, activity centers, historical sites, park trail segments and population and employment centers.
- Identify facilities in city limits maintained by outside jurisdictions.

The team of Olsson, BikeWalk KC, and Venice Communications, was selected for this project.

2: City of Osawatomie, KS - Oz Commons: Community Hub. This plan will build upon the previous Oz Commons plan and create a narrowed conceptual framework, based on community input and preference, that looks at how bike and pedestrian transportation systems can be enhanced to create safe and reliable connections between the City of Osawatomie's downtown, the Flint Hills Trail State Park, and our other tangible assets. Key components of the plan include:

- Identify network of active transportation pathways that connect to downtown
- Create active transportation access and facilities for residents and visitors
- Capitalize on existing trail framework
- Sustainable, creative reuse of buildings and surroundings to create a vibrant transportation hub in the downtown

The team of Architect One, Vireo and Shockey was selected for this project.

3: City of Parkville, MO - Parkville ADA Transition Plan. This project involves the creation of a citywide ADA transition plan to ensure that all individuals with disabilities have reasonable access to public accommodations via the citywide transportation system. Key components of the plan include:

- Establish a formal process for receiving, documenting and addressing ADA complaints received from the public.
- Establish a process for City staff to inventory and identify ADA gaps in our system (ex: guidelines, policies & procedures, utilizing a standardized form)
- Conduct engagement (e.g., public meeting, surveys) to better understand mobility needs of the community.

AGENDA REPORT

Budget and Personnel Committee

- Conduct the following pilot project, so City staff can replicate it for other neighborhoods over time.
- Conduct an inventory of pedestrian infrastructure in downtown Parkville.
- Create a list of recommended ADA improvements in downtown Parkville based on a prioritization matrix, including costs for implementation

The firm of ACT Services was selected for this project.

4: City of Westwood, KS - Rainbow Blvd/7th St./Hwy. 169 Complete Streets Traffic Management Plan. This project will examine a three-mile route to plan for enhanced and safe options for multi-modal transportation to key destinations along the corridor.

- Propose the optimal locations and types of multi-modal improvements along the corridor, considering current and anticipated traffic volumes and suitability of improvements based on the varying levels of traffic volume and types of land use in each distinct section of the corridor, both existing and anticipated.
- Integrate into the design recommendations strategies and solutions that reduce - or at a minimum don't contribute to or cause higher levels of - non-resident vehicular traffic on adjacent residential streets.
- Integrate the recommendations and findings of the numerous disparate planning documents prepared to-date into one, single Sustainable Places Plan which can be used to seek funding for implementation/construction activities, and which is in a format that can be integrated into the governmental units' capital improvement plans (e.g. include opinions of probable cost and phasing options)
- Create robust public engagement activities to gather community input to understand the personal experiences of residents, employees, and regular multimodal visitors within the corridor to ensure the recommendations and findings address concerns and issues with existing conditions, with the goal of cultivating community buy-in for implementation/construction activities.

The team of WSP and Vireo was selected for this project.

BUDGET CONSIDERATIONS:

The projects will use Planning Sustainable Places (Federal STP) funding with a required local match as follows:

1. City of Independence, MO: Planning Sustainable Places (Federal STP) funding (\$74,250) with the required local match of \$27,500 provided by the City of Independence.

2. City of Osawatomie, KS: Planning Sustainable Places (Federal STP) funding (\$80,000) with the required local match of \$20,000 provided by the City of Osawatomie.

3. City of Parkville, MO: Planning Sustainable Places (Federal STP) funding (\$20,000) with the required local match of \$5,000 provided by the City of Parkville.

4. City of Westwood, KS: Planning Sustainable Places (Federal STP) funding (\$118,500) with the required local match of \$31,500 provided by the City of Westwood (\$15,000), City of Mission Woods (\$1,500), and the University of Kansas Health System (\$15,000).

COMMITTEE ACTION:

The MARC Board authorized the award of the PSP funds to the seven projects and the receipt of their local match on Sept. 27, 2022.

AGENDA REPORT

Budget and Personnel Committee

RELATED JURISDICTIONS:

The consultant contracts involve the jurisdictions of: Independence, MO; Kansas City, MO; North Kansas City, MO; Osawatomie, KS; Overland Park, KS; Parkville, MO; and Westwood, KS

RECOMMENDATION:

Authorize consultant agreements for the following:

1. City of Independence, MO: Agreement with the team of Olsson, BikeWalkKC, and Venice Communications, for the Transportation for All study for an amount not to exceed \$101,750.
2. City of Osawatomie, KS: Agreement with the team of Architect One, Vireo and Shockey, for the Oz Commons: Community Hub study for an amount not to exceed \$100,000.
3. City of Parkville, MO: Agreement with the firm of ACT Services, for the Parkville ADA Transition Plan for an amount not to exceed \$25,000.
4. City of Westwood, KS: Agreement with the team of WSP and Vireo, for the Rainbow Blvd/7th St./Hwy. 169 Complete Streets Traffic Management Plan for an amount not to exceed \$150,000.

STAFF CONTACT:

Beth Dawson
Martin Rivarola
Ron Achelpohl

AGENDA REPORT

Budget and Personnel Committee

April 2023

Item No. 1d

Thriving Older Adults and Communities

VOTE: Approve amendment to increase the current Community Center Services agreement with the City of Blue Springs

BACKGROUND:

The Mid-America Regional Council's (MARC) Aging and Adult Services contracts with the City of Blue Springs, Missouri, to provide community center services at Vesper Hall Senior Center to eligible participants, funded through the Older Americans Act. A total of seven service components are included in the agreement. Two components include a community nutrition site providing hot, nutritious meals served daily. In addition, hot meals for eligible home-delivered meal participants are prepared, packaged, and delivered to individuals who are homebound.

Participation and demand in both programs exceeded projections when the initial agreement was developed.

BUDGET CONSIDERATIONS:

To prevent disruption of these services at Vesper Hall and to complete the full 12 months of the program year, an increase is required within the agreement:

	Current	Increase	Total
Congregate Nutrition @ \$5.86/meal	\$66,703	\$24,026	\$90,729
Home Delivered Nutrition @ \$5.96/meal	\$73,297	\$11,920	\$85,217
Total Nutrition Value of Agreement	\$140,000	\$35,946	\$175,946

COMMITTEE ACTION:

The Commission on Aging recommended that the MARC Board authorize the increase in the total value of MARC's SFY 2023 Community Center Services agreement with the City of Blue Springs.

RELATED JURISDICTIONS:

The City of Blue Springs, Missouri.

EXHIBITS:

None

RECOMMENDATION:

Approve amendment to increase the current Community Center Services agreement with the City of Blue Springs by a total of \$35,946.

STAFF CONTACT:

Melody Elston

Bob Hogan

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 1e

Thriving Older Adults and Communities

ISSUE:

VOTE: Approve amendment to increase the current Community Center Services agreement with the Don Bosco Community Center

BACKGROUND:

The Mid-America Regional Council's (MARC) Aging and Adult Services contracts with the Don Bosco Community Center to provide community center services to eligible participants. These services are funded through the Older Americans Act. The agreement consists of eight components. Those components include a congregate nutrition site that prepares and serves hot, nutritious meals daily. Additionally, meals are prepared, packaged, and delivered hot to individuals who are homebound.

A fourth component was inadvertently omitted from the original recommendation and is therefore not included in the current agreement. Through the end of February, Don Bosco has delivered nearly 17,000 frozen meals and received \$27,991 in payment. MARC's Aging and Adult Services requests approval to include this service within Don Bosco's existing Community Services Agreement.

All these programs were in greater demand than expected at the time the present agreement was established.

BUDGET CONSIDERATIONS

To prevent disruption of these services, and to complete the full twelve months of the program year, an increase is required in the amounts within this agreement for these components, as follows:

	Current	Increase	Total
Congregate Nutrition @ \$6.62/meal	\$126,243	\$20,588	\$146,831
Home Delivered Nutrition @ \$5.96/meal	\$173,760	\$96,882	\$270,642
Hot Meal Delivery @ \$3.60/meal	\$93,784	\$54,994	\$148,778
Frozen Meal Delivery @ \$1.65/meal	\$0	\$48,500	\$48,500
Total Nutrition Value of Agreement	\$393,787	\$221,074	\$614,861

COMMITTEE ACTION

The Commission on Aging recommended that the MARC Board authorize the increase in the total value of MARC's SFY 2023 Community Center Services agreement with the Don Bosco Community Center.

AGENDA REPORT

Budget and Personnel Committee

RELATED JURISDICTIONS:

This item impacts Jackson County, Missouri.

EXHIBITS:

None

RECOMMENDATION

Approve amendment to increase the current Community Center Services agreement with the Don Bosco Community Center by a total of \$221,074.

STAFF CONTACT

Melody Elston

Bob Hogan

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 1f

Thriving Older Adults and Communities

ISSUE:

VOTE: Authorize the Mid-America Regional Council to contract with All Ways Caring and Dynamic Unity for In-home Respite

BACKGROUND:

The Mid-America Regional Council's (MARC) Aging and Adult Services posted a Request for Proposal (RFP) for In-home Respite, an additional service program that provides caregivers support by attending to their loved ones so they can take time away from caregiving responsibilities to perform necessary tasks and attend to the caregiver's own wellness. MARC received responses from the following providers for the In-home Respite Service Line: All Ways Caring, Dynamic Unity, Crystal Home Care, and Senior Helpers.

BUDGET CONSIDERATIONS:

All Ways Caring	
Service Units Proposed	1,827
Proposed Unit Cost	\$30.52
Total Unit Cost	\$30.52
Total Contract Cost	\$55,760.04

Dynamic Unity	
Service Units Proposed	7,104
Proposed Unit Cost	\$30.52
Total Unit Cost	\$30.52
Total Contract Cost	\$216,814.08

COMMITTEE ACTION:

Two members of the Commission on Aging served on a proposal review panel and recommended All Ways Caring and Dynamic Unity through scoring. Crystal Home Care and Senior Helpers were disqualified for scoring due to incomplete item submission.

EXHIBITS:

None

RELATED JURISDICTIONS:

This item impacts the Missouri counties of Cass, Clay, Jackson, Platte, and Ray.

RECOMMENDATIONS:

The Commission on Aging recommended authorization of contracts for In-home Respite Agreements with All Ways Caring for \$55,760.04 and Dynamic Unity for \$216,814.08 for upcoming SFY 2024.

RELATED JURISDICTIONS:

Cass, Clay, Jackson, Platte, and Ray counties.

STAFF CONTACT

Melody Elston
Bob Hogan

AGENDA REPORT

Budget and Personnel Committee

April 2023

Item No. 1g

Thriving Older Adults and Communities

ISSUE:

VOTE: Authorize an application and acceptance of funds from the Health Forward Foundation to support the KC Regional Community Health Worker Collaborative

BACKGROUND:

The Mid-America Regional Council (MARC) supported the launch of a regional community health worker collaborative in 2016, and MARC has continued to assist with coordination of the collaborative and various committees through regular meetings, communications and outreach, planning and training. Community Health Workers (CHWs) are individuals trained to work with patients to connect them to needed health care and community services that help improve their health outcomes, including reducing re-admissions at hospitals. MARC has received funding over the past seven years to support the collaborative’s work from foundations and state agencies. The work over the past year has focused on advocacy, encouraging agencies to consider adding CHWs to their workforce; supervisory, Continuing Education Unit (CEU) and other training and enrollment in a state credential for CHWs in both Missouri and Kansas to increase professionalism of those in the workforce; and preparation of a toolkit to help agencies understand how to use billing codes for reimbursement of CHW services.

The work that would be supported by the two-year Health Forward Foundation grant would include continuation of support for expanding the collaborative, promoting the use of CHWs by local healthcare and other agencies, supporting education and advocacy around state policy to support use of CHWs, and helping agencies utilize established insurance billing codes to secure reimbursement for CHW services.

BUDGET CONSIDERATIONS:

REVENUES	
Amount	\$250,000
Source	Health Forward Foundation
PROJECTED EXPENSES	
Personnel (salaries, fringe, rent)	\$125,000
Contractual	ES Advisors LLC - \$60,000; GTI: \$26,000; Billing Consultant: \$20,000; Training Consultant: \$11,500
Pass-Through	
Other (supplies, printing, etc.)	Meeting \$3,000; Printing \$2,000; Supplies \$2,500

EXHIBITS:

None.

RECOMMENDATION:

VOTE: Authorize an application and acceptance of funds from the Health Forward Foundation for \$250,000 to support the KC Regional Community Health Worker Collaborative.

STAFF CONTACT:

Marlene Nagel
Hannayd Ruiz

AGENDA REPORT

Budget and Personnel Committee

April 2023

Item No. 1h

Safe and Secure Communities

ISSUE:

VOTE: Authorize an application to the U.S. Department of Justice Bureau of Justice Assistance for the FY2023 Connect and Protect: Law Enforcement Behavioral Health Response Program

BACKGROUND:

The Eastern Jackson County Shared Services Initiative includes Blue Springs, Grandview, Independence, Lee's Summit and Raytown. These five cities in Missouri work collaboratively on issues such as employee training and cooperative purchasing. In 2020, the original participants of Blue Springs, Independence and Lee's Summit partnered with Certified Community Behavioral Health Organizations (CCBHOs) Burrell Behavioral Health d/b/a Comprehensive Mental Health Services and ReDiscover to expand a program to embed mental health clinicians within the three police departments to respond with law enforcement on calls for service. The Mid-America Regional Council (MARC) administers a grant through the Bureau of Justice Assistance (BJA) Justice and Mental Health Collaboration Program (JMHCP) to support this work. The current grant expires in September 2023.

The partners asked MARC to apply for a new grant through the Connect and Protect program to sustain funding for the mental health co-responder partnership. If awarded, the grant will begin in October 2023. The new funding would expand the program to all five police departments. The CCBHOs will expand their staff, cover some annual training costs and work with the police departments to improve program data collection and analysis.

BUDGET CONSIDERATIONS:

The grant award is for \$550,000 for three years. Below is an estimated budget based on preliminary planning among the grant partners.

REVENUES	
Amount	\$550,000
Source	FY23 DOJ BJA Connect and Project Grant
Amount	\$231,250
Source	In-Kind Local Match (CCBHOs and Law Enforcement)
PROJECTED EXPENSES	
Personnel (salaries, fringe, rent)	\$101,931
Contractual	
Pass-Through	\$448,069
In-Kind	\$231,250
Other (supplies, printing, etc.)	

RELATED JURISDICTIONS:

This grant involves communities in suburban Jackson County, Missouri and primarily reaches Blue Springs, Grandview, Independence, Lee's Summit and Raytown.

RECOMMENDATION:

Authorize an application to the U.S. Department of Justice Bureau of Justice Assistance for the FY2023 Connect and Protect: Law Enforcement Behavioral Health Response Program in the amount of \$550,000 plus local match to expand the Eastern Jackson County Mental Health Co-Responder Program.

STAFF CONTACT:

Lauren Palmer

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 1i
Exemplary Core Capacities

ISSUE:

VOTE: Approve changes to employee fringe benefit package effective July 1, 2023

BACKGROUND:

MARC's cafeteria, health, dental and vision insurance plans operate on a July 1 – June 30 plan year. MARC currently offers four health insurance plans, one dental plan and one vision plan to employees, all obtained through Midwest Public Risk (MPR). Periodically, we do a full marketing of our health benefits to ensure competitive pricing.

In April 2023, the MPR Board of Directors approved premium increases of 3% to 5% with minimal changes to the plan designs. This year, MPR marketed the entire risk pool and have changed providers from Cigna to United Healthcare or UMR. Even with that change, MPR was able to offer us the same array of plan options and plan design at no increase in cost.

The following are goals that have been developed for benefit plan renewal:

- Offer plan options that represent true choice differences.
- Offer plans with benefit structures that are competitive to the market.
- Offer market competitive employer/employee cost sharing.
- Implement a program that is within our budget and is publicly appropriate.

The Employee Council reviewed the renewal based on these goals.

MARC uses Hallier Benefit Advisors to assist in benefits management. In comparison with regional and national data provided by Hallier Benefit Advisors, the premiums offered are competitive in the market. Other features of the plans including deductibles, premiums, and employee/employer cost sharing are also competitive with the market.

Employee/Employer Cost Sharing

As a basis for cost sharing, MARC designates one plan as a basic “core insurance plan” each year on which to base the cost sharing formula. MARC's current employer premium cost sharing percentages are 72% for family, 78.3% for Tier 2 and 82.3% for individual coverage. The plan with the largest number of employees, the HDHP 1500, is identified as the core plan and the dollar amounts are then carried forward to all plans.

Other Benefits

Dental and vision insurance rates did not change either. MARC does not contribute towards these plans. Staff recommends continuing to offer both benefits.

All employees (whether on MARC's health insurance or not) currently receive a monthly Cafeteria Allowance which helps offset insurance costs and/or to purchase optional benefits of dental, vision, life and disability insurance and/or to contribute to a flexible spending account or health savings account. The current allowance is \$220/month. Staff recommends no increase to that allowance at this time.

AGENDA REPORT

Budget and Personnel Committee

For many years, MARC has offered a Health Savings Account pre-fund option for the HDHP plans. This approach provides the employee with some funds available in the HSA to help with any medical expenses that occur early in the plan year. The current pre-fund amount for individual coverage is \$600, and \$1,200 for tier 2 or family coverage. Staff recommends no change to this benefit for this plan year.

Summary of Recommendations

Recommendations for the 2023-2024 Plan Year are as follows:

- Health Insurance

Plan	Total Premium	Employer		Employee	
Copay Plan 1500					
Family	\$2010.00	\$1172.00	58.3%	\$838.00	41.7%
Tier 2	1712.00	1076.00	62.9%	636.00	37.1%
Single	746.00	487.00	65.3%	259.00	34.7%
Copay Plan 2500					
Family	\$1938.00	\$1172.00	60.5%	\$766.00	39.5%
Tier 2	1650.00	1076.00	65.2%	574.00	34.8%
Single	716.00	487.00	68.0%	229.00	32.0%
High Deductible 1500*					
Family	\$1628.00	\$1172.00	72.0%	\$456.00	28.0%
Tier 2	1374.00	1076.00	78.3%	298.00	21.7%
Single	592.00	487.00	82.3%	105.00	17.7%
High Deductible 2500					
Family	\$1464.00	\$1172.00	80.1%	\$292.00	19.9%
Tier 2	1242.00	1076.00	86.6%	166.00	13.4%
Single	518.00	487.00	94.0%	31.00	6.0%

*Core Plan

- Vision and Dental Insurance. Employees who elect vision and/or dental plans may use their Cafeteria Plan Allowance for premiums. There is no other cost sharing from MARC.

	Employee Total Monthly Premium		
	Family	Tier 2	Individual
Vision	\$ 22.00	\$ 16.00	\$ 8.00
Dental	88.00		36.00

- Cafeteria Plan Allowance at \$220/month.
- Pre-funding option for employees on the high deductible plans of \$600 for individual and \$1,200 for family and tier 2.

AGENDA REPORT

Budget and Personnel Committee

BUDGET CONSIDERATIONS

All employer share of benefit costs are budgeted in the Indirect and Clearing Fund and funded through our Fringe Benefits allocation rate. Budgeted numbers are calendar year, and include 6 months of one plan year, and 6 months of the next plan year.

Employer Costs	2022 Budget	2022 Actual	2023R Budget	
Health Insurance	\$1,304,905	\$1,255,401	\$1,466,208	Based on proposed cost sharing
Cafeteria Allowance	\$439,200	\$407,160	\$450,120	

RECOMMENDATION

Authorize changes to the employee fringe benefit package effective July 1, 2023, including offering the Copay Plan 1500, Copay Plan 2500, QHDHP 1500 and QHDHP 2500 with the cost sharing shown above; continuing to offer employee funded Vision and Dental insurance; continuing the Cafeteria Plan Allowance at \$220/month; and prefunding QHDHP plan Health Savings Accounts at \$600/\$1200 to be repaid by employees over the plan year.

STAFF CONTACT

Jeremy Medlin
Carol Gonzales

AGENDA REPORT

Budget and Personnel Committee

April 2023
Item No. 2a

ISSUE:

VOTE: Approve minutes of the March 28, 2023, Board meeting

BACKGROUND:

The minutes of the March 28, 2023, meeting are enclosed.

RECOMMENDATION:

Approve the minutes of the March 28, 2023, meeting.

STAFF CONTACT:

David Warm
McKenzie Neds