



# CITY OF GILLETTE

Administration  
P.O. Box 3003 • Gillette, Wyoming 82717-3003  
Phone (307) 686-5203  
www.gillettesy.gov

## MEMORANDUM

TO: Mayor and Members of the City Council  
FROM: Patrick G. Davidson, Interim City Administrator  
RE: General Information  
DATE: August 25, 2017

The following meetings are scheduled for the week of **August 26<sup>th</sup> – September 1<sup>st</sup>**

### Sunday, August 27<sup>th</sup>

- 4:00 p.m. Gillette Main Street 82717 Community Dinner
- Third Street Plaza

### Tuesday, August 29<sup>th</sup>

6:00 p.m. City Council Work Session, Agenda Attached

- Winland Update and Grant Application
- Employee Benefits Presentation – Human Resources Director Aguirre
- Simulator Demonstration (Tentative)
- Review September 5<sup>th</sup> Council Agenda
- City Hall – 2nd Floor Community Room
- Dinner Served at 5:30 p.m.

1. Attached please find a memorandum regarding Winland Industrial Park – Project and Funding Update dated August 23, 2017 provided by Development Services Director Hamilton. \*
2. Attached please find a memorandum regarding Dalbey Park to Energy Capital Sports Complex Pathway Project dated August 24, 2017 provided by Interim Director of Development Services VonEye. \*
3. Attached please find a letter regarding Name Suggestion for New Shelter at Dalbey Park provided by City Councilman Montgomery. \*
4. Attached please find information regarding the 2018 Employee Health Benefits & Medical Fund dated August 29, 2017 provided by Human Resources Director Aguirre.
5. Attached please find information regarding Roosevelt's Coal Army Exhibit provided by the Rockpile Museum.
6. Attached please find a thank you card from Adult Treatment Court.

\* Item previously discussed by Council

PGD/adw

	<b>Work Session</b> Tuesday, August 29, 2017 Meeting: 6:00 p.m. 2nd Floor Community Room

Dinner served at 5:30 in the 2nd Floor Community Room

**Agenda Topics:**

- Winland Update and Grant Application
- Employee Benefits Presentation – Human Resources Director Aguirre
- Simulator Demonstration (Tentative)
- Review September 5th Council Agenda
- Executive Session

**Upcoming Work Session Topics:**

**September 12 SPECIAL MEETING**

- **ACTION ITEM:** .25% Tax MOU
- Winland Industrial Park Update\*
- Fiber Grant Update\*
- Review September 19th Agenda
- Executive Session

**September 26**

- Chapter 16 (Police, Judge, Fines & Imprisonment) Review
- Chapter 17 (Public Utilities) Review
- Review October 3rd Agenda
- Executive Session

**October 10**

- Snow Season Pre-Brief
- Review October 17th Agenda
- Executive Session

**October 24 - Canceled**

**October 31**

- Review November 7th Agenda
- Executive Session

**November 14**

- Review November 21st Agenda
- Executive Session

**November 28**

- Review December 5th Agenda
- Executive Session

**December 12**

- Review December 19th Agenda
- Executive Session

**December 26**

- Review January 2nd Agenda
- Executive Session

**Upcoming Council Pre-Meeting Topics**

**September 5**

- Introduction of Board of Adjustment Member
- Quarterly Updates
  - Cam-Plex
  - Gillette Main Street
- Review September 5th Agenda
- Executive Session

**September 19**

- Swimming Pool Debrief
- Employee Appreciation Holiday Discussion
- Review September 19th Agenda
- Executive Session

**October 3**

- Pre-Corp Franchise Agreement Discussion
- Annexation Update\*
- Chapter 16 Amendment Discussion\*
- Review October 3rd Agenda
- Executive Session

**October 17**

- Review October 17th Agenda
- Executive Session

**November 7**

- Review November 7th Agenda
- Executive Session

**November 21**

- Review November 21st Agenda
- Executive Session

**December 5**

- Review December 5th Agenda
- Executive Session

**December 19**

- Review December 19th Agenda
- Executive Session

**Upcoming Activities**

- **September 9** – NEWY Meeting 8:00 a.m. - 3rd Floor Conference Room

### New Agenda Items for September 5, 2017

1. Council Consideration of a Street Closure for the 3rd Street Plaza on September 29th from 4:00 p.m. to Midnight for a WYCF Wine & Whiskey Tasting, Requested by Allison Gee.

(New Business – Minute Action)

2. Council Consideration of a Street Closure for September 8th from 6:00 p.m. to 10:00 p.m. on the 3300 Block of Alberta Drive for a Block Party, Requested by Tonya Stroup.

(New Business – Minute Action)

3. Council Consideration of a Street Closure for Wenger Drive on September 11th from 3:00 p.m. to 9:00 p.m. for a Marine Corp League 5k Race at Fire Station 3, Requested by Dan Smith.

(New Business – Minute Action)

4. Council Consideration of a Telecommunications Right-of-Way Agreement Between the City of Gillette and Visionary, Inc.

(New Business – Minute Action)

5. Council Consideration of a Dark Fiber IRU Agreement with RT Communications, Inc.

(New Business – Minute Action)

6. Council Consideration of a Dark Fiber IRU Agreement with Advanced Communications Technologies, Inc.

(New Business – Minute Action)

7. Council Consideration of a Professional Services Agreement for Design and Bidding Services Associated with the 2018 Water Main Replacement Project with HDR Engineering, Inc., in the Amount of \$226,521.00 (1% Project).

(New Business – Minute Action)

8. Council Consideration for the Acceptance of Public Improvements for the Donkey Creek Festival Improvements Project, Installed by Van Ewing Construction Inc., in the Amount of \$98,161.07 (1% Project, Cloud Peak Donation, Wyoming Cultural Trust Fund Grant).

(New Business – Minute Action)

9. Council Consideration of a Professional Services Agreement for the 2018 Pavement Management System – Schedule B Project, with Kadrmass, Lee and Jackson, Inc., in the Amount of \$100,500.00 (1% Project).

(New Business – Minute Action)

10. Council Consideration of a Bid Award for the Dalbey – Sports Complex Pathway Project to S & S Builders, LLC, in the Amount of \$371,631.50 (WYDOT TAP Grant and 1% Project).

(New Business – Minute Action)

11. Council Consideration of a Bid Award for the Sinclair Street Median Landscaping Project to G & G Landscape, Inc., in the Amount of \$72,355.25 (1% Project).

(New Business – Minute Action)

12. Council Consideration of a Resolution Approving and Authorizing the Tonn Simple Subdivision, Subject to All Planning Requirements.

(New Business – Minute Action)

13. Appointment to Board of Adjustment for Partial Term Expiring on June 30, 2020.

(Appointments)

14. Appointment of Lisa K. Finkey as Municipal Court Judge for the Remainder of 2017.

(Appointments)

15. Swearing in Ceremony for Municipal Court Judge Lisa K. Finkey

(Appointments)

16. A Public Hearing to Consider the Sale of Used Property to the Central Campbell County Wyoming Improvement and Service District.

(Public Hearings and Considerations)

17. Council Consideration of a Resolution to Authorize the Sale of Used Property to the Central Campbell County Wyoming Improvement and Service District.

(Public Hearings and Considerations)



# CITY OF GILLETTE

Development Services  
Engineering Division  
201 E. 5th Street • Gillette, Wyoming 82716  
Phone 307.686.5265  
www.gillettewy.gov

## MEMORANDUM

TO: Patrick G. Davidson, Interim City Administrator  
Mayor & City Council

FROM: Dustin Hamilton, PE, Development Services Director

DATE: August 23, 2017

RE: Winland Industrial Park – Project and Funding Update

As you recall, as part of the Countywide Consensus Funding request from Campbell County, the City of Gillette applied for funding in the amount of \$400,000 to go towards the Winland Industrial Park Project. The Wyoming State Loan and Investment Board approved the request in the amount of \$400,000 on August 10, 2017.

The City had also applied to the Wyoming Business Council for approximately \$2,100,000 in the form of a Business Ready Community Grant for the Winland Industrial Park project in addition to the Countywide Consensus Funds. City staff recently received word from the Business Council staff that a recommendation for NO FUNDING for the project through the Business Ready Community Grant program was being presented for the September 14, 2017 Wyoming Business Council Meeting in Alpine, Wyoming.

City staff has followed up with Business Council staff regarding the NO FUNDING recommendation and has subsequently met with representatives from the Winland Industrial Park Landowners Association (WIPLA). The Business Council staff indicated the application could move forward for consideration by the full Business Council, however based upon the feedback from staff, there are Business Committed applications that are much stronger in their view. The WIPLA group represented they may have dollars available to add to the Consensus Funds which would aide in funding a revised scope of work focused on water and sanitary sewer improvements and the street repairs associated with the utility work.

Based upon discussions with both entities, City staff would recommend withdrawl of the Business Council application (which would give the City another application opportunity this calendar year on a different project) and working with the WIPLA group to bring their funds to the table for a potential project. Further, should the Council desire, to aide in funding the estimated shortfall of approximately \$400,000 for the project, staff could plan for inclusion of funding in the upcoming budget season for FY19 capital construction. This approach would allow for design of the project to begin leveraging the Consensus Funds, bring WIPLA funding into the equation, and potentially allow for construction to begin mid to late summer of next year.

Staff will be available to discuss this project at the August 29, 2017 City Council Work Session.



# CITY OF GILLETTE

Development Services Department  
Engineering Division  
P.O. Box 3003 • Gillette, Wyoming 82717-3003  
Phone 307.686.5265  
www.gillettewy.gov

## Memo

DATE: August 24, 2017

TO: Mayor and City Council  
Patrick G. Davidson, Interim City Administrator 

FROM: Heath VonEye, P.E., City Engineer | Interim Director of Development Services 

RE: Dalbey Park to Energy Capital Sports Complex Pathway Project

### Background:

We would like to provide an update regarding the funding and upcoming bid award for the new pathway project to connect Dalbey Park with the Energy Capital Sports Complex. The project provides a new 8' wide concrete pathway from Butler Spaeth Road to Garner Lake Road and into the Sports Complex, including a new pedestrian bridge across Donkey Creek and on-street bike lane striping on Sinclair Street where existing sidewalks are less than 8' wide. This is the first of multiple pathway projects that will eventually connect the college area to the regional park facility. The project was designed in-house by City Engineering staff and was recently bid on August 8<sup>th</sup> where four bids were received.

### Project Funding Summary:

The WYDOT Transportation Alternatives Program (TAP) has awarded a grant in the amount of \$244,517 for this project. This award amount is based on an 80/20 cost share with the City. The City will be paying for their match using 1% Sales Tax Funds (via the 1% Bike and Walking Pathways fund).

The City budgeted \$329,517.00 for this project, which includes the TAP grant funds. The current remaining balance for this project is \$321,618.24. Attached is a copy of the recent bid results. The apparent low bidder is S&S Builders with a bid of \$371,631.50. There is also an additionally estimated \$6,000 for testing and \$4,000 for construction contingencies. This leaves the current project funding approximately \$60,000 short.

In order to move the project forward to bid award, and to take full advantage of the grant funding, Staff would like to recommend that the City budget an additional \$60,000 from the 1% budget to cover the current funding shortfall for this project. These funds could be allocated from the currently estimated unassigned cash on-hand from last fiscal year, which includes previous year project savings and additional tax revenues that came in through the end of the fiscal year.

This project is on the September 5<sup>th</sup> Council Agenda for consideration for award. We would be glad to answer any questions at the August 29<sup>th</sup> Work Session. Thank you.



## CITY OF GILLETTE BID OPENING RESULTS FORM

**Project:** Dalbey - Sports Complex Pathway (Revised)

**City of Gillette Project Number:** 16EN04

**Date** August 8, 2017

**OWNER:** CITY OF GILLETTE

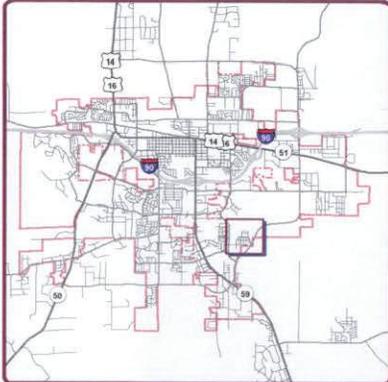
**TIME:** 2:00 pm

	BIDDER	BID BOND	ADDENDUM	CERTIFICATE OF RESIDENCY	BASE BID BID AMOUNT
1.	GW Construction	X	X	X	\$ 485,062.00
2.	Reiman Corp.	X	X	X	\$ 408,353.10
3.	S & S Builders	X	X	X	\$ 371,631.50
4.	Van Ewing	X	X	X	\$ 471,172.78
5.					\$
6.					\$
7.					\$
8.					\$
<b>ENGINEER'S ESTIMATE</b>					<b><u>\$ 349,637.25</u></b>



**CITY OF GILLETTE**

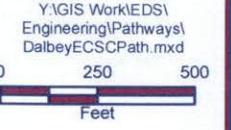
GIS Division  
 P.O. Box 3003  
 Gillette, Wyoming 82717-3003  
 Phone (307) 686-5364  
 www.gillettewy.gov



**Legend**

- Future Dalbey/ECSC Path
- Pathway

THE INFORMATION ON THIS DRAWING WAS OBTAINED FROM RECORD AND DESIGN DRAWINGS. THE CITY OF GILLETTE MAKES NO GUARANTEE REGARDING THE ACCURACY OF THIS DRAWING OR THE INFORMATION CONTAINED THEREIN.



Y:\GIS Work\EDS\  
 Engineering\Pathways\  
 DalbeyECSCPath.mxd

**Future Dalbey/ECSC  
 Connecting Path**

August 11, 2017

Service With P.R.I.D.E.  
 Productivity Responsibility Integrity Dedication Enthusiasm

Director of Public Works Mr. Sawley Wilde,

City of Gillette Park's Board Members;

I would ask you to consider naming the new shelter at Dalbey, "City of Gillette Veterans Memorial Shelter". Being a Viet Nam Veteran myself, I believe that naming the shelter this would honor all men and women who now or have served our country. Thank you for considering this name and the time and commitment to our City of Gillette.

Sincerely,

Billy Montgomery

Gillette City Council

**2018 EMPLOYEE  
HEALTH BENEFITS & MEDICAL FUND**

Mayor & City Council

August 29, 2017



# AGENDA

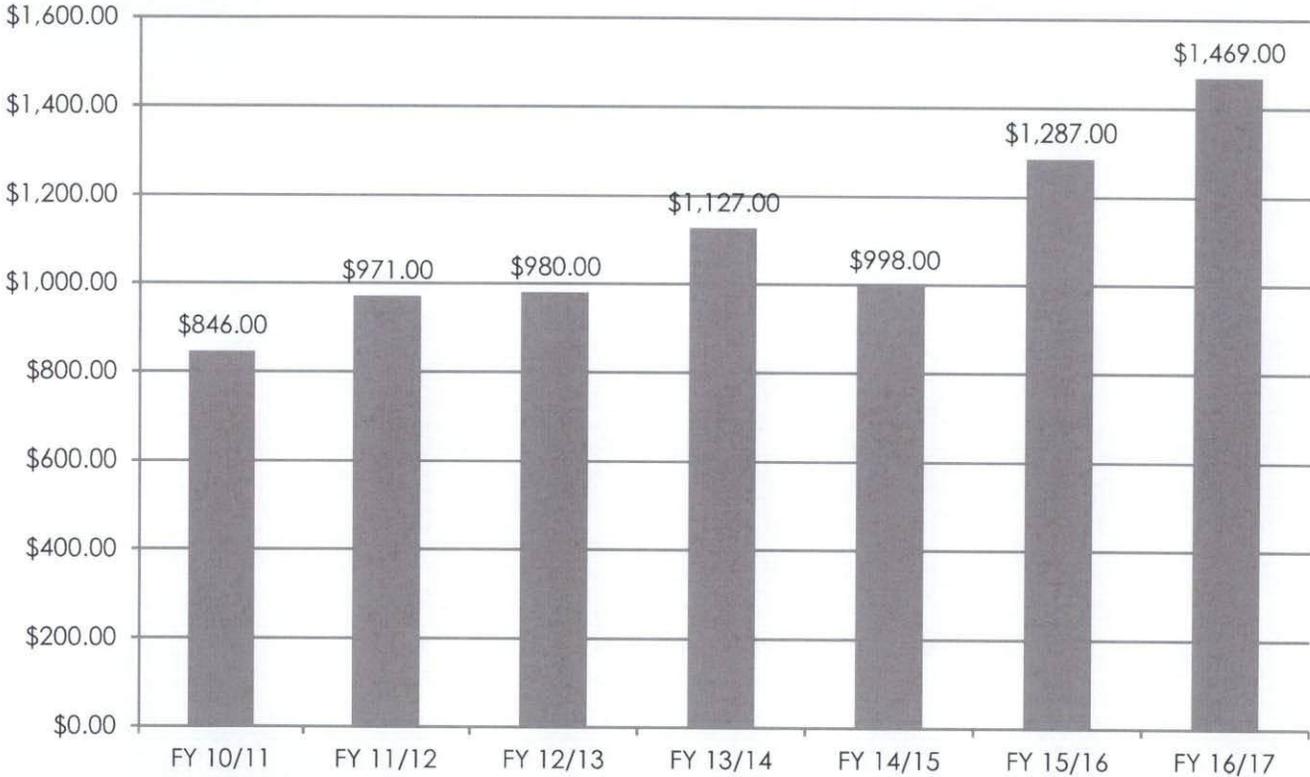
- 2017 – Review & Consideration Of:
  - Medical & Rx Plan Details & Claims
  - Health Of Medical Fund
  - Medical Fund Reserves Policy
  - Medical Fund Task Force
- Recommended Changes
  - Medical & Dental Premiums
  - Addition of HDHP Option
- Wellness Update

# **HISTORICAL MEDICAL/RX TREND**

## **(AS OF JUNE 30TH)**

- **FY 11/12 Medical Claims \$3,075,960**
  - *Cost Per Employee Per Month \$971*
  - *2 Claims In Excess Of \$95,000*
- **FY 12/13 Medical Claims \$3,230,243**
  - *Cost Per Employee Per Month \$980*
  - *5 Claims In Excess Of \$95,000*
- **FY 13/14 Medical Claims \$3,771,794**
  - *Cost Per Employee Per Month \$1,127*
  - *5 Claims In Excess Of \$95,000*
- **FY 14/15 Medical Claims \$3,486,829**
  - *Cost Per Employee Per Month \$998*
  - *2 Claims In Excess Of \$100,000*
- **FY 15/16 Medical Claims \$4,504,337**
  - *Cost Per Employee Per Month \$1,287*
  - *3 Claims In Excess Of \$100,000*
- **FY 16/17 Medical Claims \$4,786,181**
  - *Cost Per Employee Per Month \$1,469*
  - *5 Claims In Excess Of \$125,000*

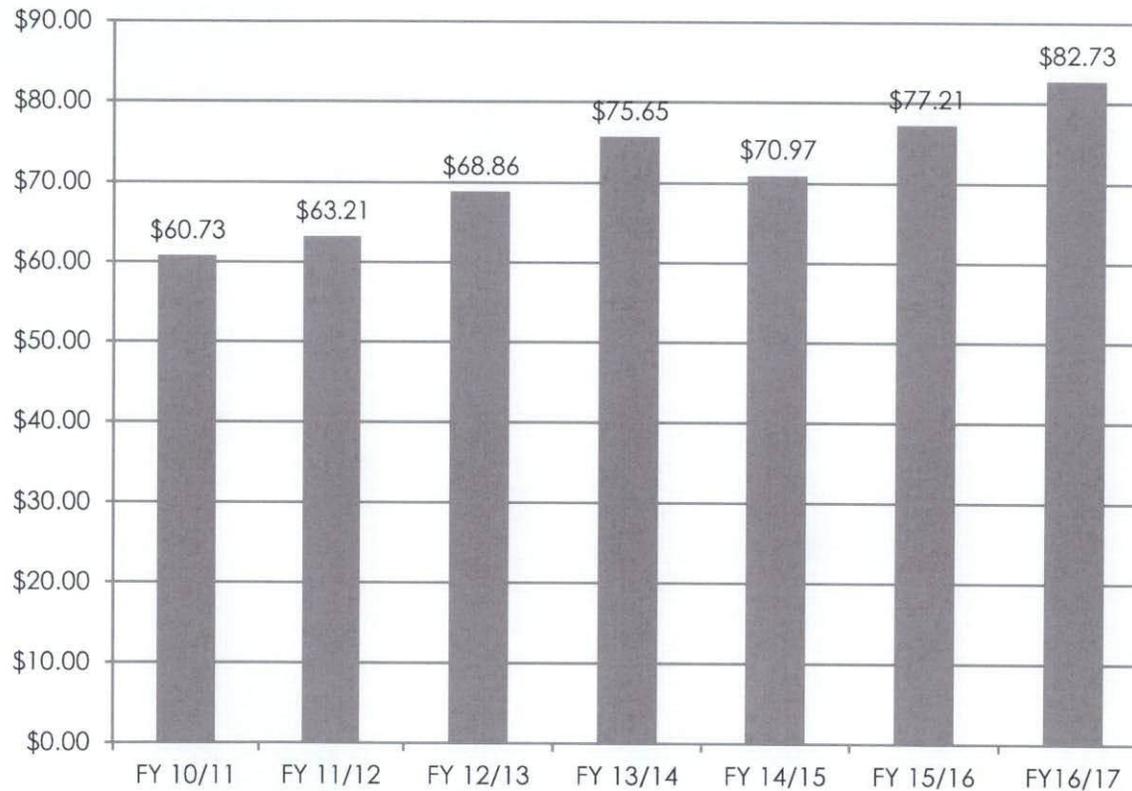
# MEDICAL/RX CLAIMS (AS OF JUNE 30TH) COST PER EMPLOYEE PER MONTH



# DENTAL CLAIMS SUMMARY (AS OF JUNE 30TH)

- FY 11/12 Dental Claims \$200,263
  - Cost Per Employee Per Month \$63.21
- FY 12/13 Dental Claims \$227,248
  - Cost Per Employee Per Month \$68.86
- FY 13/14 Dental Claims \$253,292
  - Cost Per Employee Per Month \$75.65
- FY 14/15 Dental Claims \$247,848
  - Cost Per Employee Per Month \$70.97
- FY 15/16 Dental Claims \$270,555
  - Cost Per Employee Per Month \$77.21
- FY 16/17 Dental Claims \$269,046
  - Cost Per Employee Per Month \$82.73

# DENTAL CLAIMS (AS OF JUNE 30<sup>TH</sup>) COST PER EMPLOYEE PER MONTH



# CLAIMS ANALYSIS

- Health Fund Will Realize A Net Decrease of \$381,286 in FY 16/17 Compared To A Decrease Of \$195,215 in FY 15/16.
- Dental Plan Realized A Net Decrease of \$7,497.
- Total Rx Cost in FY 15/16 was \$903,397 and decreased to \$878,929 in FY 16/17.
- Total Rx Plan Cost Decreased By \$24,468 From Previous Year.
- Rx Cost Per Employee Per Month Increased From \$257.82 in Previous Year to \$270.27.

# EXPENSES

**FY 12/13, FY 13/14, FY 14/15, FY 15/16 & FY 16/17**

- **Routine Medical Claims**
  - FY 12/13: \$2,498,390
  - FY 13/14: \$2,963,995
  - FY 14/15: \$2,897,148
  - FY 15/16: \$3,211,929
  - FY 16/17: \$3,331,851
- **Stop Loss Claims**
  - FY 12/13: \$475,000 – 5 Claims @\$95K Ceiling
  - FY 13/14: \$475,000 – 5 Claims @ \$95K Ceiling
  - FY 14/15: \$200,000 - 2 Claims @\$100K Ceiling
  - FY 15/16: \$300,000 – 3 Claims @ \$100K Ceiling
  - FY 16/17: \$625,000 – 5 Claims @ \$125K Ceiling
- **Claims Between \$50K & Stop Loss**
  - FY 12/13: \$256,852 – 4 Claims Over Threshold
  - FY 13/14: \$329,195 – 5 Claims Over Threshold
  - FY 14/15: \$389,681 - 6 Claims Over Threshold
  - FY 15/16: \$992,408 – 14 Claims Over Threshold
  - FY 16/17: \$600,915 – 7 Claims Over Threshold

# HIGH DOLLAR CLAIMS EXPENSES

- Total of All Medical & Rx Claims Cost: \$4,786,181
- Number of High Dollar Claims: 12
  - Down 5 Claims & Down \$22,520 From Prior Year
  - Stop Loss Claims (5) - \$845,674 (18% of Total Claims)
  - Other Claims \$50K & Over (7) - \$600,915 (13% of Total Claims)
- Total High Dollar Claims Cost: \$1,446,591
- High Dollar Claims Account for 30.3% of All Claims

# MEDICAL SPEND — CATASTROPHIC CLAIMS

DATA IS FISCAL YEAR JUNE 30, 2017

- \$301,469 – Rheumatoid Arthritis – 2 Claims
- \$172,907 – Surgical Complication (Pseudo-arthritis after fusion)– 1 Claim
- \$326,394 – Delivery and Related Complications – 2 Claims
  - 125% Increase in New Additions to our City Family in 2016
  - Total *Institutional* Maternity in CY 2016 = \$450,000
  - Total *Institutional* Maternity in CY 2015 = \$55,000
- \$379,893 – Scoliosis, Back & Spinal Disorders – 4 Claims
- \$147,342 – Blood & Organ Disorders – 2 Claims
- \$230,679 – Broken Arm & Other Disorders– 3 Claims

# **RX SPEND – TOP INDICATIONS BY COST**

DATA IS CALENDAR YEAR 2016

- \$522,042 – Inflammatory Conditions
- \$269,108 – Diabetes
- \$131,223 – Multiple Sclerosis
- \$76,117 – Seizures
- \$66,040 - Asthma
- \$62,646 – High Blood Cholesterol
- \$56,564 – Heartburn
- \$53,847 – High Blood Pressure/Heart Disease
- \$49,842 - Inflammation
- \$45,484 - Depression

# ANCILLARY BENEFITS

- 1 Pending Life Insurance Claim
  
- 0 Long Term Disability Claims
  
- 7 Short Term Disability Claims
  - \$12,411.43 Paid

# **MEDICAL FUND TASK FORCE (MFTF)**

- 15 Members from Various Departments
- Met Numerous Times Throughout 2017
- Periodically Reviewed Medical Fund Status
- Met With Gallagher, City's Benefits Consultant
- Reviewed Multiple Benefit Plan Options
- Detailed Consideration of HSA & HDHP
- Provided Continuous Feedback To And From Employees
- Provided Appropriate Recommendations

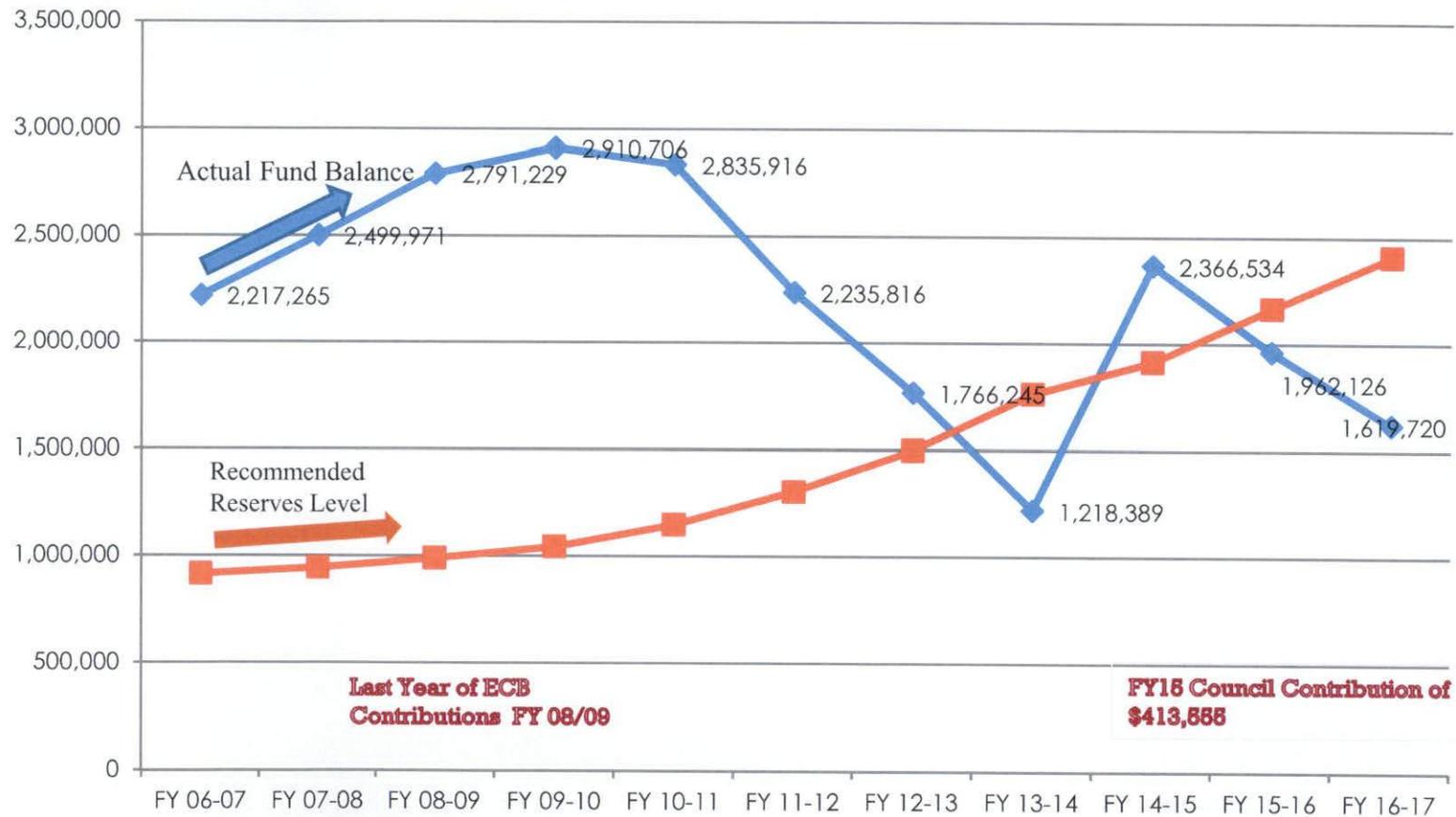


# **MEDICAL FUND RESERVES POLICY**

- The Medical Fund should maintain an amount that would satisfy processing of claims for a 6 month run-out period, averaged over the past 5 years
- Should reserves fall below this threshold, they are to be replenished over a 3 year period
  - Year 1 – 50% Depleted Amount
  - Years 2 & 3 – 25% Depleted Amount
- Replenishment may involve:
  - Changes to the Health Plan Design
  - City Fund Transfers
  - Changes to Premiums (limited to 10% increases in a year)
- Reserves shortage of approximately \$789,367 for FY17
  - Will know more once all the claims are accrued & Comprehensive Financial Statements issued

# MEDICAL FUND BALANCE

- FY 16/17 Approximately \$1,619,720 (As of June 30, 2017)



# 2018 BENEFIT PLAN RECOMMENDATIONS

## (EFFECTIVE 1/1/2018)

- Premium Changes:
  - 3% Medical Premium Increase For Employees/Employer
  - 3% Dental Premium Increase For Employees/Employer
  - Currently Included in the Approved Budget
  - Recovers \$125,000
    - 1/1/2017 - 3% Increase is Already Working and 6 Month Loss is \$52k.
- Cash Infusion
  - Transfer-in of \$200,000 per the Medical Fund Reserves Policy if these above measures do not close the reserves gap
  - Last Infusion was in 2015 for \$413,555
    - \$270,955 – Reserve Deficit and \$142,600 to Cover Budgeted Deficit
- Addition of Optional HDHP with HSA Plan:
  - Surveyed employees
    - 96 Responded & 36% Expressed Interest in Adding the Option

# COMPARISON OF MONTHLY MEDICAL & DENTAL PREMIUMS

<u>Family</u>	Employer BCBS	Employer Dental	Employee Contribution	Employee Wellness	Employee & Spouse Wellness	Employee Dental
2017	1,719.44	97.10	303.43	279.86	256.28	17.14
3% Increase 1/1/2018	1,771.03	100.02	312.53	288.25	263.97	17.65
Monthly Increase	51.59	2.92	9.10	8.39	7.69	0.51
<u>Employee +1</u>						
2017	1,344.13	66.04	237.20	213.63	190.05	11.66
3% Increase 1/1/2018	1,384.45	68.26	244.32	220.04	195.76	12.05
Monthly Increase	40.32	2.22	7.12	6.41	5.71	0.39
<u>Single Coverage</u>						
2017	667.96	33.02	117.87	94.30	n/a	5.83
3% Increase 1/1/2018	687.99	34.02	121.41	97.13	n/a	6.00
Monthly Increase	20.03	1.00	3.54	2.83		0.17



# 3% PREMIUM INCREASE – CITY IMPACT

Fund	Current Annual Premiums	Proposed Premiums 3% Increase	Annual Variance
General	2,923,601.21	3,011,309.25	87,708.04
Madison Water	16,922.11	17,429.77	507.66
Utilities Admin	297,522.07	306,447.73	8,925.66
Solid Waste	111,088.20	114,420.85	3,332.65
Water	258,900.07	266,667.07	7,767.00
Power	267,213.17	275,229.57	8,016.40
Sewer	149,710.19	154,201.50	4,491.31
Building Maint.	25,333.84	26,093.86	760.02
Warehouse	38,720.63	39,882.25	1,161.62
Vehicle Maintenance	99,239.78	102,216.97	2,977.19
<b>Total</b>	<b>4,188,251.27</b>	<b>4,313,898.81</b>	<b>125,647.54</b>

Prepared by the Human Resources Department 8/16/2017

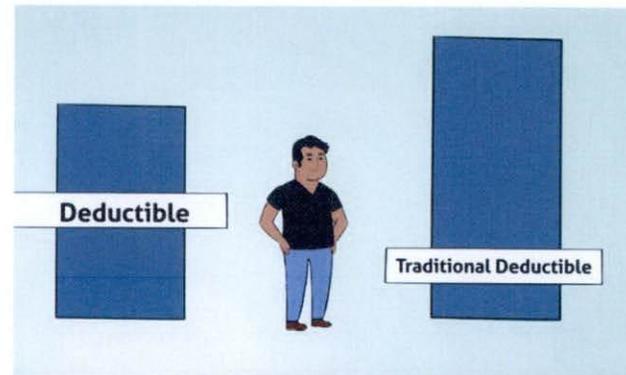
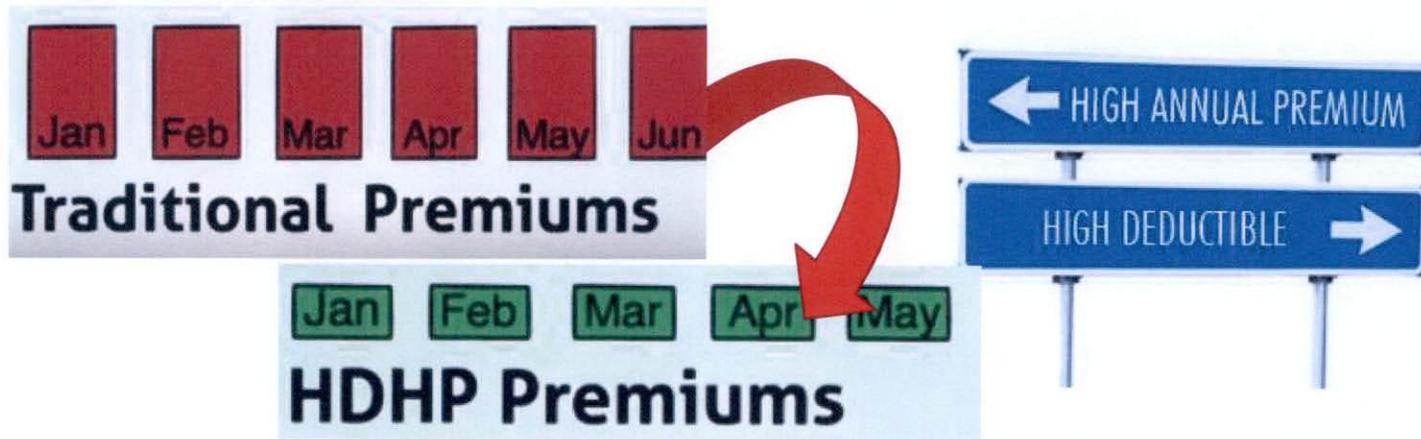


# PREMIUM HISTORY

- Premiums Adjustments

- 2009 Increases = Medical +3%                      Dental +0%
- 2010 Increases = Medical +3%                      Dental +0%
- 2011 Increases = Medical +0%                      Dental +0%
- 2012 Increases = Medical +0%                      Dental +0%
- 2013 Increases = Medical 10% (Jan 1)              Dental 10% (Jan 1)
  - = Medical 10% (July 1)      Dental 10% (July 1)
- 2014 Increases = Medical 10%                      Dental +0%
- 2015 Increases = Medical 3%                        Dental 3%
- 2016 Increases = Medical 3%                        Dental 3%
- 2017 Increases = Medical 3%                        Dental 3%

# HIGH DEDUCTIBLE HEALTH PLANS



# HDHP – WHO MIGHT BE INTERESTED?

## Members with No Medical or Rx Claims

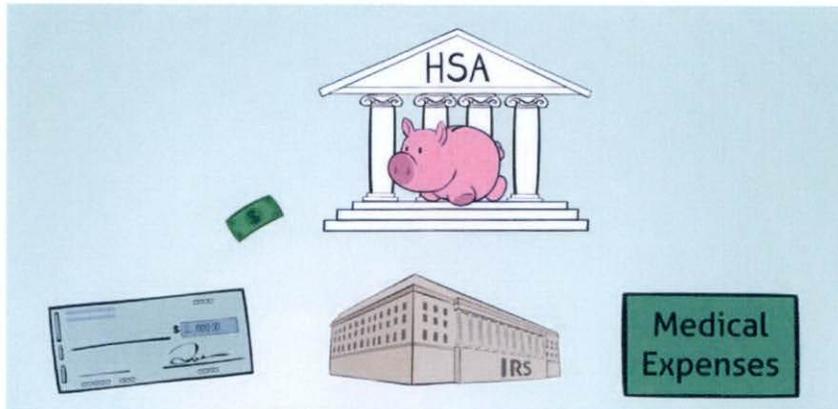
# Members  
 % of Total Plan Members  
 Average Age  
 % Policyholders  
 % Spouses  
 % Child/Dependent  
 Age/Sex Risk Score  
 % Female

## Benchmark

13.3%  
 30.69  
 42.53%  
 16.11%  
 41.36%  
 0.886  
 45.2%

## 2016

107  
 14%  
 26.02  
 35.5%  
 15.0%  
 49.5%  
 0.769  
 39.3%



# CURRENT PPO PLAN

<b>Current PPO Plan</b>			
	<b>Individual</b>	<b>Employee + 1</b>	<b>Family</b>
<b>Deductible</b>	\$330	\$660	\$660
<b>Coinsurance %</b>	20%	20%	20%
<b>Out-of-pocket*</b>	\$2,665	\$5,330	\$6,670
<b>Employee Annual Premium:</b>	\$1,528.92	\$3,076.44	\$3,962.16
<b>Total Employee Spend Could Be:</b>	\$4,193.92	\$8,406.44	\$10,632.16
<b>Rx</b>	Retail/90 Day Mail/90 Day Retail		
<b>Generic</b>	\$10/\$20/\$25		
<b>Preferred</b>	\$30/\$60/\$75		
<b>Non-Preferred</b>	\$35/\$70/\$87.50		
<b>*Out-of-pocket DOES NOT include prescription</b>			

# HIGH DEDUCTIBLE HEALTH PLAN OPTION — WITH HSA

<b>HDHP Option to Current PPO Plan</b>		
	<b>Individual</b>	<b>Other than Individual</b>
<b>Deductible</b>	\$1,500	\$3,000
<b>Coinsurance %</b>	10%	10%
<b>Out-of-pocket*</b>	\$6,650	\$13,300
<b>After deductible:</b>		
<b>Rx</b>	Retail/90 Day Mail/90 Day Retail	
<b>Generic</b>	\$10/\$20/\$25	
<b>Preferred</b>	\$30/\$60/\$75	
<b>Non-Preferred</b>	\$35/\$70/\$87.50	
<b>*Out-of-pocket includes deductible and prescription</b>		

Wellness Contributions into HSA:  
 \$300 – Employee  
 \$600 – Employee + Spouse Participation

2018 Max HSA Contributions  
 (Employee & Employer):  
 Single - \$3,450  
 Other - \$6,900



# CITY PREMIUM - VARIANCE

1/1/2018 Funding Structure – City Portion (Assumes 3% Increase)			
Plan Type	High Deductible	Budgeted PPO	Monthly Variance
Single	\$678.00	\$688.00	(\$10.00)
Employee + 1	\$1,363.00	\$1,384.45	(\$21.45)
Family	\$1,744.00	\$1,771.04	(\$27.04)



# WELLNESS PROGRAM

- 20% Differential Premium Incentive
- Active Participation In The Wellness Program
  - Election During Open Enrollment In October.
  - Initial Wellness Screening – Health Risk Assessment
  - Follow Thru With Health Coach Based On Testing Results.
  - Non-Compliant - Six Weeks To Comply Or Dis-enrolled From Program And Incentive Premium Removed.
  - If Dis-enrolled, Eligible At Next Open Enrollment.
  - Offset By Estimated Reduced Claims Costs & Premiums
  - 2<sup>nd</sup> Year of Incentive Payouts Cut From Budget



# Campbell County Health

*Excellence Every Day*

[www.cchwyo.org](http://www.cchwyo.org)



**CITY OF GILLETTE  
WELLNESS PROGRAM  
RESULTS**

**2017**



# CITY OF GILLETTE WELLNESS PROGRAM PARTICIPATION

Date	Employees	Spouses	Total Participants
2010 (Before Health Coaches)	80	9	89
2011	138	11	149
2012	212	68	280
2013	217	72	289
2014	220	69	289
2015	201	73	274
2016	206	81	287
2017	188	87	275

Prepared by the Human Resources Department 8/16/2017

# CITY OF GILLETTE WELLNESS PROGRAM PARTICIPATION

Date	Medical Plan	Participants	% Participation
April 2011	337	149	44%
April 2015	459	205	45%
April 2016	425	251	60%
April 2017	428	273	63%
Risk Factors	Low Risk	Medium Risk	High Risk
April 2011	76 (51%)	50 (34%)	23 (15%)
April 2015	118 (58%)	64 (31%)	23 (11%)
April 2016	151 (60%)	72 (29%)	28 (11%)
April 2017	155 (57%)	91 (33%)	27 (10%)

Prepared by the Human Resources Department 8/16/2017

# CITY OF GILLETTE WELLNESS PROGRAM PARTICIPATION

Employee VS. Spouse Participation			
	On Insurance	On Insurance Wellness	% of Participation
Employee	264	186	71%
Spouse	164	87	53%
Total	428	251	177 Not in Wellness

# **COST RISK REPORTS**

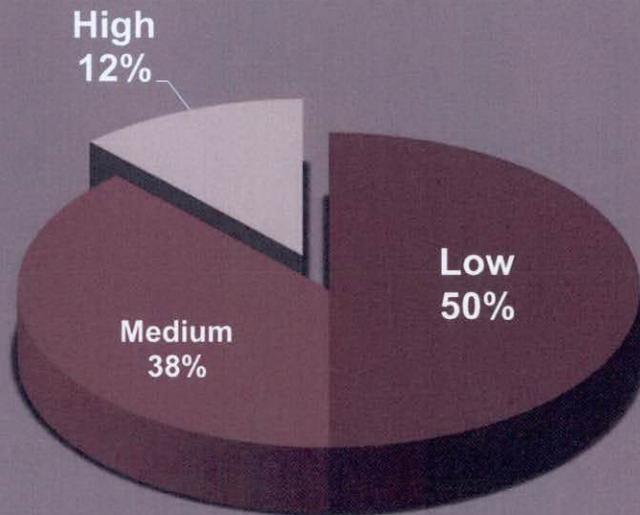


# **COST RISKS**

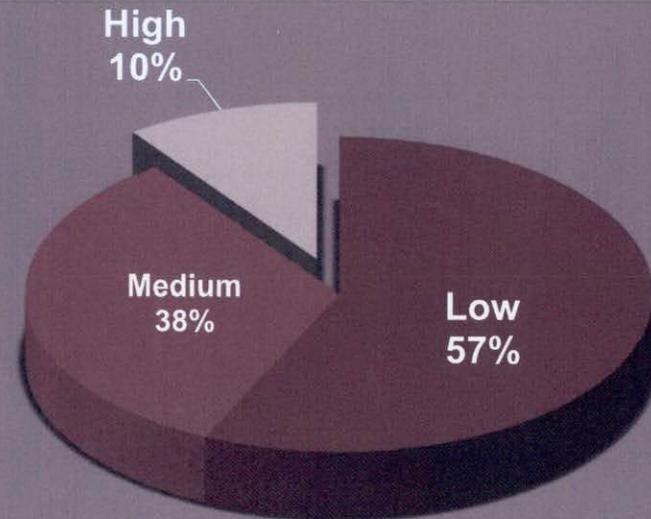
- **The 15 Cost Risks include:**
  - Absenteeism, Alcohol Abuse, Existing Medical Condition, High Blood Pressure, High Total Cholesterol, Inactivity, Life Dissatisfaction, Low Back Pain, Low HDL Cholesterol, Negative Health Perception, Personal Safety Risk, Overweight, Seriously Overweight, Stress, and Tobacco Smoke.
- **Low Cost = 0-2 Risks**
- **Medium Cost = 3-4 Risks**
- **High Cost = 5+ Risks**
- **Based on studies by Dee Eddington at University of Michigan Health Management Research Center**

# CITY OF GILLETTE CURRENT COST RISK LEVELS

April 2011



April 2017

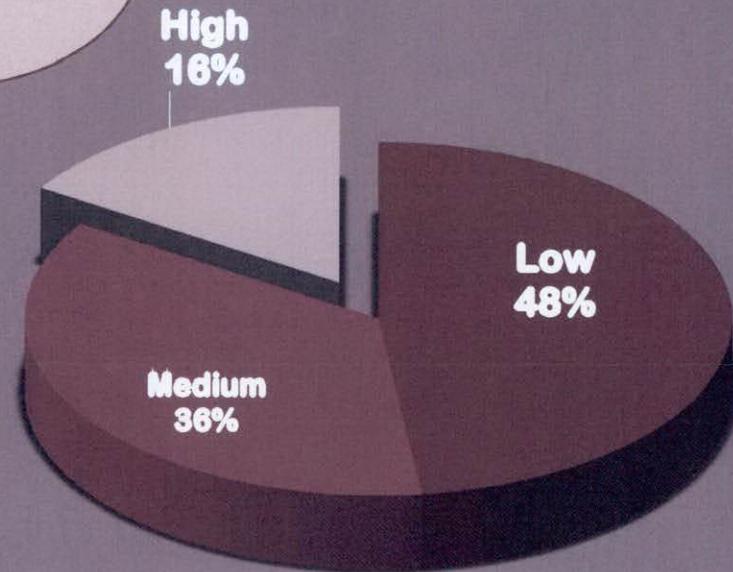
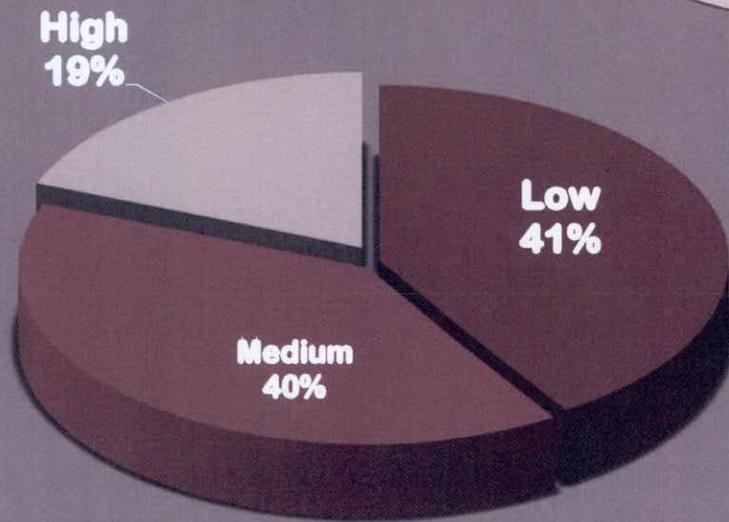


# CITY OF GILLETTE COHORT COST RISK COMPARISONS

April 2011

April 2017

84  
Participants

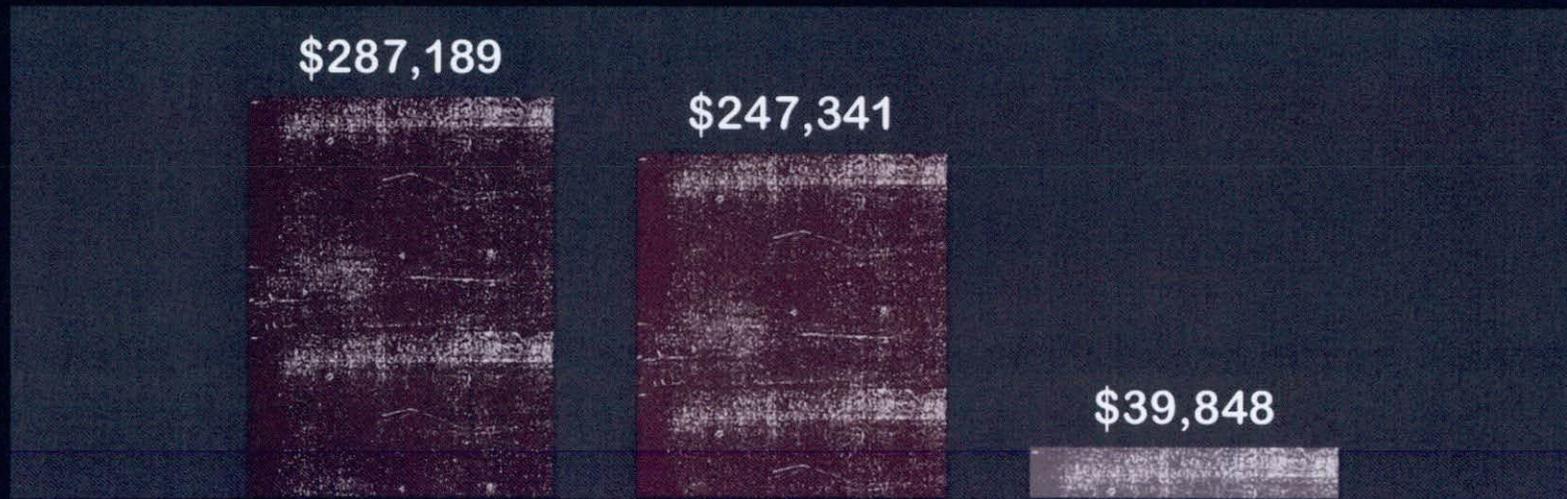


# PRODUCTIVITY REPORT



# CITY OF GILLETTE DECREASED SPEND & PRODUCTIVITY SAVINGS

■ Initial Loss   ■ Ending Loss   ■ Productivity Savings



## Where We Have Been

- **↑ Participation by 68%**

Date	Participants
2010	89
2017	275

- **↓ Cost Risks**

Date	Low Risk	Medium Risk	High Risk
2011	46%	41%	13%
2017	57%	34%	10%

## Where We Are Going

- **Increased Participation >80%**
- **Inactivity**
- **Weight**
- **Cholesterol**
- **Glucose (blood sugars)**



Angela Williams <angelaw@gillettewy.gov>

# Fwd: Announcing...Roosevelt's Coal Army

1 message

ADMN ADMN <admn@gillettewy.gov>  
To: Angela Williams <angelaw@gillettewy.gov>

Fri, Aug 18, 2017 at 10:54 AM

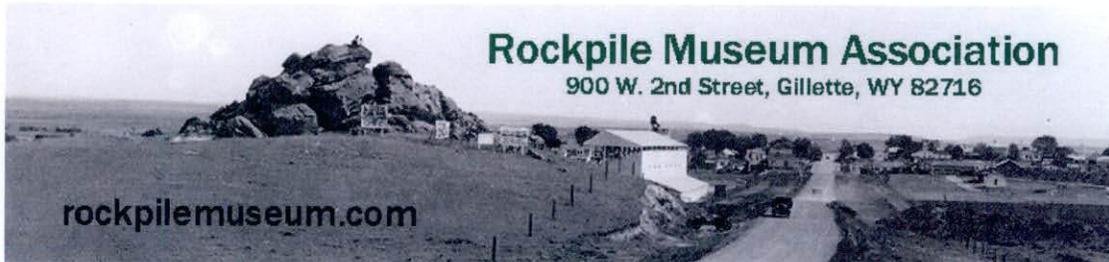
For GI

----- Forwarded message -----

From: **Rockpile Museum Association** <rockpile@vcn.com>  
Date: Thu, Aug 17, 2017 at 5:02 PM  
Subject: Announcing...Roosevelt's Coal Army  
To: Gillette <admn@gillettewy.gov>

News and Event Update from the Rockpile Museum Association

[View this email in your browser](#)



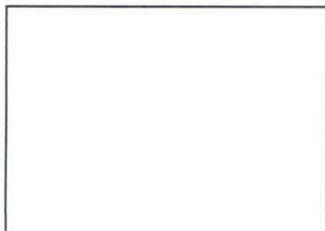
Coming Soon:

**Aug. 19th**, 11:00 and 1:00 -  
The RMA sponsors Lakota dancer Starr Chief Eagle at the Energy Capital Eclipse Festival in downtown Gillette.  
**Sept. 13th**, 1:00 p.m. -  
"Caring for your Family Treasures: Photographs" - a free educational workshop at the Rockpile Museum.



## Friends of the Rockpile Museum,

We are pleased to announce the opening of a new temporary exhibit: **Roosevelt's Coal Army: Civilian Conservation Corps in Campbell County 1933-1942**. Launched April 5, 1933, the Civilian Conservation Corps, or CCC, provided jobs and family income for America's unemployed young men ages 18 to 25 and war veterans, who worked to improve public and private lands. In



**Support Rockpile Museum Association.**  
 When you shop at [smile.amazon.com](https://smile.amazon.com), Amazon donates.  
[Go to smile.amazon.com](https://smile.amazon.com)

**amazonsmile**

Shop on AmazonSmile to support the RMA!

Gillette, over a dozen camps were established between 1933 and 1942 to fight coal fires. This project, overseen by the General Land Office, was unique to the CCC, and in fact was the only project like it in the nation.

Make sure to check out this new exhibit, **Roosevelt's Coal Army**, on display now in the Rockpile Museum's Temporary Gallery. For more information, please call Registrar Angela Beenken at 307-682-5723 or visit the Museum's website at [rockpilemuseum.com](http://rockpilemuseum.com).

**Donate**



*Copyright © 2017 Rockpile Museum Association, All rights reserved.*

You are receiving this email because you have indicated that you would like updates on events and programs happening at the Campbell County Rockpile Museum.

**Our mailing address is:**

Rockpile Museum Association  
 900 W. 2nd Street  
 Gillette, WY 82716

[Add us to your address book](#)

Want to change how you receive these emails?  
 You can [update your preferences](#) or [unsubscribe from this list](#)





THANK YOU for all you  
do and please dont ever  
forget the importance of  
your work.

Thank You  
Cathy