

**“The public was offered to participate in the Insurance meeting electronically by Zoom internet connection or by phone.”**

The City of Harlan Insurance Committee met at 12:00 noon Friday, March 11, 2022, in the City Council Chambers. Chairperson Kroger called the meeting to order. The following members were:

Present: City: Sharon Kroger  
HMU: Jim Shelton, Michelle Erickson

Present Electronically: Jay Christensen, Jeanna Rudolph

Absent: Richard Petersen

Also, Present: Gene Gettys, Jane Smith, Ashley Schleis, Ken Weber, Jenney Kelley, Brent Scheve

It was moved by Christensen and seconded by Kroger to approve the agenda. The motion carried unanimously.

Members were asked to state any conflicts of interest, as applicable.

Brent Scheve with The Agency was present to review the renewal summary of coverage for property/casualty and work comp insurance for the City and HMU. The policy will go into effect April 1, 2022. Insurance rates have gone up due to the increase in weather disasters that have occurred in Iowa, COVID-19, the cost of goods and materials, as well as social inflation. Discussion was held on the provided insurance documentation including Summary of Coverage and Workers Compensation.

It was moved by Erickson and seconded by Shelton to make a recommendation to Council to approve The Agency’s proposal for the Property & Casualty Insurance renewal with EMC Insurance. The motion carried unanimously.

It was moved by Erickson and seconded by Shelton to make a recommendation to Council to approve The Agency’s proposal for the Work Comp Insurance renewal with EMC Insurance. The motion carried unanimously.

Old Business - none

There being no further business, the meeting adjourned.

Jane Smith, Recording Secretary

*“These minutes are as recorded by the secretary and are subject to Committee approval at the next regular meeting.”*

City of Harlan Insurance Committee – April 11, 2022

The City of Harlan Insurance Committee met at 12:00 noon Monday, April 11, 2022 in the City Council Chambers. Chairperson Kroger called the meeting to order. The following members were:

Present: City: Sharon Kroger, Richard Petersen  
HMU: Michelle Erickson, Jim Shelton

Absent: None

Also Present: Gene Gettys, Jane Smith, Ashley Schleis, Jenney Kelly, and Rick Adams (Holmes Murphy)

It was moved by Michelle Erickson and seconded by Jim Shelton to approve the agenda. The motion carried unanimously.

Members were asked to state any conflicts of interest, as applicable.

Health & Dental Insurance Renewal options were discussed by Rick Adams from Holmes Murphy.

It was moved by Sharon Kroger and seconded by Richard Petersen to approve the Health Insurance increase renewal of 3.97%. The motion carried unanimously.

It was moved by Michelle Erickson and seconded by Jim Shelton to approve the 11.20% Dental Insurance increase renewal. The motion carried unanimously.

It was moved by Michelle Erickson and seconded by Richard Petersen to approve the renewal of the Short-Term Disability (STD) for another year and clarifying the exhaustion of leave to say all accrued leave time. The motion carried unanimously.

It was moved by Michelle Erickson and seconded by Sharon Kroger to approve to flex limit contribution amounts to match the IRS maximum if released by IRS by November 1 of each year. The motion carried unanimously.

Old Business – none.

Other Business – Meet in July or August to discuss wellness programs or committee.

There being no further business, the meeting adjourned.

Ashley Schleis, Recording Secretary

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City of Harlan Insurance Committee – August 25, 2022

The City of Harlan Insurance Committee met at 12:00 noon Thursday, August 25<sup>th</sup>, 2022, in the City Council Chambers. Chairperson Kroger called the meeting to order. The following members were:

Present: City: Sharon Kroger, Richard Petersen, Kyle Lindberg  
HMU: Michelle Erickson, Jim Shelton

Absent: None

Also Present: Gene Gettys, Jane Smith, Ashley Schleis, Jenney Kelly and Joe Rueschenberg with HMU, and Joe Langel and Ali Morford with Holmes Murphy

It was moved by Richard Petersen and seconded by Jim Shelton to approve the agenda. The motion carried unanimously.

Members were asked to state any conflicts of interest, as applicable.

Discussion was had on Orthodontia Coverage to include dependents through age 26 (same as health insurance) and include adults as long as they're on the plan. It was moved by Michelle Erickson and seconded by Kyle Lindberg to leave the plan as it is now with orthodontia going to age 19. Motion carried unanimously.

There was discussion on wellness plan ideas for the City of Harlan and Harlan Municipal Utilities. Clerk Smith reached out to the state auditors and was told giving cash or gift card incentives for wellness programs were not advised. The state auditors also stated that hospitals are different than cities, and that may be why they can receive cash or gift card incentives for wellness programs. Possibly raising the amount that is paid for wellness center passes was discussed as well as educating employees with the current options we have that are free to them. It was moved by Jim Shelton and seconded by Kyle Lindberg to revise the existing policies and recommunicate them. Motion carried unanimously with Richard Petersen abstaining.

There being no further business, the meeting adjourned.

Ashley Schleis, Recording Secretary

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