CITY OF COVINGTON
CITY COUNCIL SPECIAL MEETING AGENDA – 5:40 P.M.
CITY COUNCIL REGULAR MEETING AGENDA – APPROXIMATELY 7:00 P.M.
www.covingtonwa.gov

Tuesday, September 12, 2017
City Council Chambers
16720 SE 271st Street, Suite 100, Covington

Council will interview Youth Council and Economic Development Council applicants beginning at 5:40 p.m.

CALL CITY COUNCIL REGULAR MEETING TO ORDER – approximately 7:00 p.m.

ROLL CALL/PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA

PUBLIC COMMUNICATION

- Mayor’s Day of Concern for the Hungry Proclamation - Saturday, September 23, 2017 (Johnston)
- Domestic Violence Awareness Month Proclamation – October 2017 (Victoria Throm)

PUBLIC COMMENT Speakers will state their name, address, and organization. Comments are directed to the City Council, not the audience or staff. Comments are not intended for conversation or debate and are limited to no more than four minutes per speaker. Speakers may request additional time on a future agenda as time allows.*

APPROVE CONSENT AGENDA

C-1. Vouchers (Hendrickson)
C-2. Approve Resolution Declaring One Vehicle as Surplus Property and Authorizing Replacement Funds to be Expended for a New Vehicle (Vondran)
C-3. Authorize the City Manager to Sign a Special Power of Attorney and Covenant and Waiver of Protest with Soos Creek Water and Sewer District in Association with the Covington Community Park Phase 2 Project (Newton)

NEW BUSINESS

1. Jenkins Creek Park Master Plan Update (The Watershed Company)
2. Consider Appointments to Covington Economic Development Council (Council)
3. Consider Appointments to Youth Council (Council)
4. Consider Resolution Amending Resolution No. 2016-19, Section 4.2 to Establish a Set Number of Members on Youth Council (Bolli)
5. Consider Resolution Approving an Interfund Loan for the Covington Community Park Phase 2 Project (CIP 1010) (Newton)
6. Consider Resolution Repealing Resolution No. 10-31 and Authorizing a New Employee Medical Benefits Program (Beaufreere)

FUTURE AGENDA ITEMS
COUNCIL/STAFF COMMENTS

PUBLIC COMMENT *See Guidelines on Public Comments above in First Public Comment Section

EXECUTIVE SESSION – if needed

ADJOURN

Americans with Disabilities Act – reasonable accommodations provided upon request a minimum of 24 hours in advance (253-480-2400).
SUBJECT: APPROVAL OF VOUCHERS

RECOMMENDED BY: Rob Hendrickson, Finance Director

ATTACHMENT(S): Vouchers: Vouchers #36234 - #36293, including ACH payments in the amount of $197,743.58, dated August 18, 2017; Vouchers #36294 - 36307, including ACH payments in the amount of $7,207.55, dated August 23, 2017; Vouchers #36308 - #36362, including ACH payments in the amount of $595,102.08, dated September 1, 2017; and Paylocity Payroll Vouchers #1007332719 - #1007332734 and #1007332744 through #1007332744 inclusive, plus employee direct deposits and wire transfers, in the amount of $215,082.39, dated August 25, 2017.

PREPARED BY: Sharon Scott, City Clerk

CITY COUNCIL ACTION: _______Ordinance _______Resolution __X__ Motion _______Other

Councilmember __________ moves, Councilmember __________ seconds, to approve for payment Vouchers: Vouchers #36234 - #36293, including ACH payments in the amount of $197,743.58, dated August 18, 2017; Vouchers #36294 - 36307, including ACH payments in the amount of $7,207.55, dated August 23, 2017; Vouchers #36308 - #36362, including ACH payments in the amount of $595,102.08, dated September 1, 2017; and Paylocity Payroll Vouchers #1007332719 - #1007332734 and #1007332744 through #1007332744 inclusive, plus employee direct deposits and wire transfers, in the amount of $215,082.39, dated August 25, 2017.
SUBJECT: CONSIDER RESOLUTION DECLARING ONE VEHICLE AS SURPLUS PROPERTY AND AUTHORIZING REPLACEMENT FUNDS TO BE EXPENDED FOR A NEW VEHICLE.

RECOMMENDED BY: Don Vondran, Public Works Director

ATTACHMENT(S):
1. Proposed Resolution

PREPARED BY: Ross Junkin, Maintenance Supervisor

EXPLANATION:
Staff is seeking council’s approval to surplus the following vehicles per the city’s Fleet Management Policy, Section 11.
- #3425 – 2010 Ford Escape (VIN #1FMCU4K38AKB18573)

Staff is also seeking council authorization to utilize replacement funds set aside for the vehicle to purchase a replacement vehicle utilizing the State Joint Purchasing contract.

ALTERNATIVES:
1. Not declare the vehicle/equipment as surplus and continue to perform costly repairs.

FISCAL IMPACT:
This vehicle will be replaced with the funds set aside for this purpose in the Equipment Replacement Fund. The additional $2,340 will be paid out of the Central Services Department.

- Asset #3425 – 2010 Ford Escape (VIN #1FMCU4K38AKB18573) currently has $23,212.20 set aside for replacement through August.
- The replacement vehicle will be a 2017 Ford C-Max Hybrid. The new vehicle will be purchased through the Washington State joint purchasing contract for $25,552.20

CITY COUNCIL ACTION: _____Ordinance    X   Resolution    _____Motion    _____Other

Councilmember ______________ moves, Councilmember ______________ seconds, to pass a resolution in substantial form as that attached hereto, declaring the Ford Escape (#3425) as surplus property and authorizing replacement funds to be used to purchase a new vehicle.

REVIEWED BY: City Manager, City Attorney, Finance Director

2 of 49
RESOLUTION NO. 2017-08

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON, DECLARING ONE VEHICLE AS SURPLUS PROPERTY AND AUTHORIZING THE PURCHASE OF A REPLACEMENT VEHICLE.

WHEREAS, the City of Covington maintains a vehicle fleet to complete city business; and

WHEREAS, the city has a vehicle replacement program to replace vehicles on a scheduled basis to maintain a functioning fleet; and

WHEREAS, the city owns a 2010 Ford Escape (Asset #3425) that is scheduled for replacement in 2017; and

WHEREAS, the city’s Financial Management Policies require that titled vehicles be surplused by City Council resolution; now, therefore

BE IT RESOLVED by the City Council of the City of Covington, King County, Washington, as follows:

Section 1. The City Council does hereby declare that the 2010 Ford Escape, Asset #3425 (VIN #1FMCU4K38AKB18573) is surplus to the needs of the city, and authorizes disposal of the vehicle in the most cost effective manner. The City Council further authorizes the use of the equipment replacement funds to purchase a replacement vehicle as needed.

PASSED in open and regular session on this 12th day of September 2017.

________________________________________
Mayor Jeff Wagner

ATTESTED:

____________________________
Sharon Scott, City Clerk

APPROVED AS TO FORM ONLY:

____________________________
Kathy Hardy, City Attorney
SUBJECT: AUTHORIZE THE CITY MANAGER TO SIGN A SPECIAL POWER OF ATTORNEY AND COVENANT AND WAIVER OF PROTEST WITH SOOS CREEK WATER AND SEWER DISTRICT IN ASSOCIATION WITH THE COVINGTON COMMUNITY PARK PHASE 2 PROJECT.

RECOMMENDED BY: Ethan Newton, Parks and Recreation Director

ATTACHMENT(S):
1. Special Power of Attorney and Covenant and Waiver of Protest

PREPARED BY: Mary Gardocki, Parks Project Manager

EXPLANATION:
The construction limits of the Covington Community Park Phase 2 are outside of the Soos Creek Water and Sewer District boundary. Rather than process a formal annexation now, the District proposes to accept the attached Special Power of Attorney and Covenant and Waiver of Protest. This document permits the District to annex the property at a later date and allow Soos Creek Water and Sewer District to provide timely sewer service to Covington Community Park during Phase 2 construction.

ALTERNATIVES:
1. Authorize the City Manager to execute the special power of attorney and covenant and waiver of protest.
2. Do not authorize the City Manager to execute the special power of attorney and covenant and waiver of protest. This would require additional time to process a formal annexation and potentially delay construction.

FISCAL IMPACT:
There will be a nominal fee paid to King County to record the special power of attorney and covenant and waiver of protest.

CITY COUNCIL ACTION: _____ Ordinance _____ Resolution _____X_____ Motion _____ Other

Council member ______________ moves, Council member ______________ seconds, to authorize the city manager to sign a special power of attorney and covenant and waiver of protest, in substantial form as that attached hereto, to provide timely sewer service to Covington Community Park.

REVIEWED BY: Parks and Recreation Director, Finance Director, City Attorney, City Manager
IRREVOCABLE SPECIAL POWER OF ATTORNEY
AND
COVENANT AND WAIVER OF PROTEST

KNOW ALL MEN BY THESE PRESENTS, that _________________, and
________________________, of _________________, Washington, in consideration of the provision of
domestic water service and/or sanitary sewer service have made, constituted and appointed, and by
these presents do make, constitute and appoint the Operations Manager of Soos Creek Water and Sewer District, or his or her successor in such position, their true and lawful attorney for them and in their
name, place and stead, and for their use and benefit, to act in their stead only with regard to the
following (check all that apply):

X  Signing of petition and annexation to Soos Creek Water and Sewer District of the property legally described here in below:

The SW corner of the intersection of 180th Avenue SE and SE 240th Street in the City of Covington, King County, Washington (NE ¼ of Section 24, Township 22 North, and Range 4 East, W.M.). Parcel numbers are 2422059182, 2422059085, 2422059001, and 2422059020.

___  Signing of petition and formation of a sewer Utility Local Improvement
GIVING AND GRANTING unto their said attorney full power and authority to do and perform any and all other acts necessary or incident to the performance of the powers herein expressly granted, with power to do and perform all acts authorized hereby; as fully to all intents and purposes as they might or could do if personally present, hereby ratifying and confirming all that their said attorney shall lawfully do or cause to be done by virtue of these presents.

WAIVING the right to protest all actions taken in accordance herewith; provided, however, that if the action is formation of a Utility Local Improvement District, this shall not constitute a waiver of the right to protest the amount of any assessment in accordance with applicable law.

AND FURTHER, establishing the authorization hereof as a covenant running with the following described property which, if recorded, shall be binding upon the heirs, successors, assigns, or grantees thereof:

(Here include legal description and description of any other actions authorized)

This Special Power of Attorney and Covenant and Waiver of Protest is irrevocable, and will continue until the action contemplated hereunder has been fully accomplished.

IN WITNESS WHEREOF, we have hereunto set our hand and seal this _____ day of ______________________, 20____.
On this ___ day of ___________________, 20 ____, before me the undersigned, a Notary Public in and for the State of Washington, duly commissioned and sworn, personally appeared ___________________________ and ______________________________, to me known to be the President and Secretary, respectively, of ___________________________, the corporation that executed the foregoing instrument and acknowledged the said instrument to be the free and voluntary act and deed of said corporation, for the uses and purposes therein mentioned, and on oath stated that they are authorized to execute of said instrument, and that the seal affixed is the corporate seal of said corporation.

WITNESS my hand and official seal hereto affixed the day and year first above written.

____________________________________________
NOTARY PUBLIC in and for the State of Washington, residing at _______________________.
My commission expires _______________________.

STATE OF WASHINGTON )
COUNTY OF KING ) ss [Individual]

On this day personally appeared before me ___________________________ and ______________________________, to me known to be the individual described in and who executed the foregoing instrument and acknowledged that _____ signed the same as ______ voluntary act and deed, for the uses and purposes therein mentioned.

GIVEN under my hand and official seal this ___ day of _____________________, 20___.

____________________________________________
NOTARY PUBLIC in and for the State of Washington, residing at _________________________.
My commission expires _______________________.
SUBJECT:  JENKINS CREEK PARK MASTER PLAN UPDATE

RECOMMENDED BY:  Ethan Newton, Parks and Recreation Director

ATTACHMENTS:
1. Schedule
2. Frequently Asked Questions
3. Site Assessment Map
4. Summary of Public Input to Date

PREPARED BY:  Mary Gardocki, Parks Project Manager

EXPLANATION:
On June 13, 2017, City Council approved a contract with The Watershed Company and its sub-consultants for contract services for the development of a Master Plan for Jenkins Creek Park. Such a park master plan process is common professional practice to fully understand the site potential for improvements opportunities and restraints, and input from key stakeholders and residents to understand the desires of the community. This master planning process serves as the first phase of design for renovating this park. The goal of this process is to develop a master plan with projected costs that would be usable in grant applications. Design development and construction documents would not proceed without further budgetary and fiscal impact considerations.

The Watershed Company has included the attached materials in this packet and will present their findings to date.

ALTERNATIVES:
None.

FISCAL IMPACT:
None.

CITY COUNCIL ACTION:      Ordinance      Resolution      Motion     X     Other

NO ACTION NECESSARY – DISCUSSION ITEM ONLY

REVIEWED BY:  Parks & Recreation Director, City Manager
DRAFT Project Schedule (as of 2017-08-22):

**Phase 1. Inventory and Site Assessment, Development of a Park Design Program**

- **June 28, 2017** Project Kick-off (City, Watershed, BERK)

**Site Assessment, Inventory, and Analysis**

- **July 11** Site reconnaissance and inventory (Watershed)
- **July 13** Provide materials for Covington Days booth
  - Outreach flyer (BERK)
  - Park overview map (Watershed)
  - Print materials (City)
- **July 18** Finalize date for first public meeting (Team)
  - Wednesday, August 9 @ Jenkins Creek Park, 5:30 PM – 7:30 PM
- **July 17-20** Conduct background data review (Watershed)
- **July 21**
  - Provide draft of public involvement plan (BERK)
  - Begin public noticing and venue planning (City)
- **August 9** Public Workshop #1 at Jenkins Creek Park (Team)
  - August 7 Finalize meeting materials
    - Site Analysis and Opportunities and Constraints maps (Watershed)
    - Public outreach tools (BERK)
  - August 11-15 Compile public workshop summary and comments
- **August 16** Parks and Recreation Commission (City, Watershed), Jenkins Creek Park
  - Site walk-thru with to discuss park program (City, Watershed)
- **September 12** Present at City Council meeting (Watershed)
  - August 23 Council packet due

**Development of Park Design Program**

- **September 2017** Complete Public Process for Design Program
  - Conduct stakeholder interviews (BERK)
  - Compile public input (BERK)
- **Sept/Oct 2017** Anticipated deliverables:
  - Development and Program Feasibility Analysis (Watershed)
  - Preliminary Park Design Program (Watershed)
- **October 18** Public Workshop #2, 5 PM – 6 PM, Council Chambers (Team)
- **October 18** Parks and Recreation Commission, 6 PM, Council Chambers (Watershed, City)
- **November 14** City Council Meeting, 7 PM, Council Chambers (Watershed, City)
  - October 25 Council packet due
- **Oct - Nov 2017** PRC and City Council Approval of Design Program
  - Anticipated deliverables:
    - Funding Situation Assessment (BERK)
    - Phase 1 Summary Report (Watershed, BERK)
PHASE 2. Schematic Design and Implementation Program

- Dec 2017  Develop Schematic Design Alternatives
- Jan 2018  Public review and comment; Design refinement
- Feb 2018  PRC and City Council Approval of Schematic Design
Frequently Asked Questions

What is a Master Plan? Why do we need one for Jenkins Creek Park?

Jenkins Creek Park is a 22-acre community park adjacent to a highly populated residential area in Covington. There is opportunity to further develop and utilize the park to best meet the needs of the community. The goal for this project is to complete a master plan, including development of a park design program, schematic design and implementation program. With the master plan, the City may proceed with securing funding for subsequent design and development.

What is the planning process and timeline?

The master plan process is currently underway and it depends heavily on input from park users and Covington residents. While the Master Plan will not be completed until February 2018, public input must be gathered early in the process.

How do I participate? How will my input be used?

Your comments and input are priceless. We want to know how you, your neighbors, and others use the park. Public comments and feedback will guide the park design and inform future park development. There will be upcoming public workshops to hear community input on preferred design alternatives and drafts of the master plan. A few key dates to keep in mind:

<table>
<thead>
<tr>
<th>Summer 2017</th>
<th>Fall 2017</th>
<th>Winter 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public Workshop 1</td>
<td>Public Workshop 2</td>
<td>Public Workshop 3</td>
</tr>
<tr>
<td>August 9, 2017</td>
<td>October/November 2017</td>
<td>January 2018</td>
</tr>
<tr>
<td>Open house to learn about the project, the park, and share ideas on vision and desires for the park.</td>
<td>Learn about and provide feedback on design alternatives.</td>
<td>Learn about and provide feedback on the Master Plan Design Concept.</td>
</tr>
</tbody>
</table>


Please share this link with others and encourage them to share their thoughts and vision for Jenkins Creek Park.

Where can I find more information? How can I stay informed?

Sign up for updates and learn more at the project website: [http://www.covingtonwa.gov/parks/JCP.php](http://www.covingtonwa.gov/parks/JCP.php)

You can also contact Mary Gardocki, Parks Project Manager (253) 480-2400 mgardocki@covingtonwa.gov
JENKINS CREEK PARK
MASTER PLAN

The City of Covington is beginning a master plan process for Jenkins Creek Park, and your input is crucial to the process.

As part of the master plan effort, a site assessment and reconnaissance was conducted; however, we need your knowledge.

What can you tell us about Jenkins Creek Park?
Please submit your comments, edits, and ideas at the project link bit.ly/jenkinscreek

To sign up for project updates and to leave feedback, visit: bit.ly/jenkinscreek
INTRODUCTION

The City of Covington held a public input workshop on Wednesday August 9, 2017 from 5:30 to 7:30pm. The purpose of the workshop was to collect public feedback and comment on Jenkins Creek Park for the Master Plan project. The workshop was held in the Upper Meadow of the park at the picnic table. There were approximately 15 to 20 attendees, as well as additional conversations with park users. The workshop included two walking tours, games for kids, and question prompts and a large park map to gather feedback. This document provides summary themes that were heard in the feedback, as well as the detailed comments collected in each of the activities.

SUMMARY THEMES

The following themes emerged from the public comments received: safety; operations and maintenance (O&M); park program and facility needs; natural resources, including habitat and wildlife; park history and background; interpretation and wayfinding; circulation and connectivity; parking; and acquisition or expansion.

In total, 155 individual comments were received. Each comment was categorized by theme, with some comments responding to more than one theme. Most comments responded in whole or in part to the park program and facility needs (68). Subsequent categories were operations and maintenance concerns (41), natural resources (42), interpretation/wayfinding (31), and circulation/connectivity (28).
WHAT PEOPLE LIKE ABOUT THE PARK

- **People enjoy the natural landscape of the park** – the trees, the pond, the wildlife (birds and ducks), the feeling of being in nature and away from the city. Many love the large trees and wooded areas. Some come for bird watching or to feed the ducks. Others like it as a place to hang out with friends or to walk the dog.

- **Connectivity.** Many participants walk or bike through the park to reach other parts of the community.

THINGS TO IMPROVE

The following items are current park features and amenities that participants would like to see improved:

- **Park entrances and parking.** Participants would like to see improvements to the various park entrances to make them more inviting, attractive, and visible. There doesn’t seem to be a “main” park entrance. Many participants mentioned the need for parking. The public provided several ideas for properties that could be acquired for parking; however, the general consensus was that existing areas of the park should not be converted to parking.

- **Park maintenance and safety.** Participants were interested in controlling invasive species, as well as regularly maintaining park trails by mowing or clearing brush. Regular maintenance would also support visibility and park safety. Trash, garbage and pet waste should also be removed regularly.

- **Wayfinding and interpretation.** There is a lack of wayfinding and signage on the park trails, and participants said they get lost on the park trails. Because many people like and use the nature trails, they also suggested adding more interpretive signage.

- **Vandalism, safety, and illicit activities.** Many participants identified areas of the park where they witnessed illegal activities, such as graffiti, vandalism (e.g., broken tree saplings, broken signs, burning and melting park benches and tables, etc.) drug use, nudity, and homeless encampments. They would like to see these activities abated.

- **Natural Habitat.** While most commenters spoke highly of the park’s natural areas, many pointed out area for improvement, including restoration and improvements to upland and aquatic habitats.

- **Outreach and awareness of the park.** Many participants, some who have been long-time Covington residents, did not know the park existed. The park is not searchable on major web browsers.

POTENTIAL CHALLENGES/OPPORTUNITIES

- Balancing natural, “wild” landscape with open lawns, natural trails versus paved paths and roads
- Potential permitting or cost implications of working in and around the park’s critical areas, such as stream, wetland, and buffer restoration activities
- Increasing “eyes in the park” and discouraging illicit activities while also being sensitive to the removal of trees, plants and natural habitat
**WORKSHOP ACTIVITIES (DETAILS)**

**WALKING TOUR**

Two walking tours of the park were held at 5:45pm and 6:45pm. The tour was led by The Watershed Company. Because comments were collected along the tour route, many of the public comments responded to specific locations and features of the park.

<table>
<thead>
<tr>
<th>Comment Themes</th>
<th>Sample Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Safety</strong></td>
<td>• Park lacks critical mass of people to keep “eyes on the park”</td>
</tr>
<tr>
<td></td>
<td>• Shrubs encroaching on path have changed feel of path = not inviting. Wish there was better visibility</td>
</tr>
<tr>
<td><strong>Operation and Maintenance</strong></td>
<td>• Lots of people leave trash around, like by the benches.</td>
</tr>
<tr>
<td></td>
<td>• Pet waste</td>
</tr>
<tr>
<td><strong>Program and Facility Needs</strong></td>
<td>• Kids playground</td>
</tr>
<tr>
<td></td>
<td>• Nature trails</td>
</tr>
<tr>
<td><strong>Natural Resources / Habitat / Wildlife</strong></td>
<td>• Control invasive species</td>
</tr>
<tr>
<td></td>
<td>• People love bird watching, the wildlife, the big trees</td>
</tr>
<tr>
<td><strong>History</strong></td>
<td>• Restore historical plant species (oak savannah, big leaf maple)</td>
</tr>
<tr>
<td></td>
<td>• Restoring pond to original stream wetland habitat</td>
</tr>
<tr>
<td><strong>Interpretation and Wayfinding</strong></td>
<td>• Include interpretive signs on nature trail</td>
</tr>
<tr>
<td></td>
<td>• Better signage at park entrances to make them more obvious</td>
</tr>
<tr>
<td><strong>Circulation / Connectivity</strong></td>
<td>• Park users walk or ride bikes to access other parts of the city</td>
</tr>
<tr>
<td><strong>Parking</strong></td>
<td>• Parking is a big problem of the park</td>
</tr>
<tr>
<td></td>
<td>• Should be more parking</td>
</tr>
<tr>
<td><strong>Acquisition / Expansion</strong></td>
<td>• City should acquire property for parking</td>
</tr>
</tbody>
</table>
INTERCEPT INTERVIEWS

Interviewed people in the park about their experience.

- One resident comes to Jenkins Creek Park frequently to walk her dog. She comes in the early morning and early evening. For a long time, she didn’t know the park was here, and she has lived in Covington for 15 years. She usually walks to the park but occasionally drives. She uses the Upper Meadow Entrance most often. She sometimes sees teens hanging out at the picnic tables and benches. Some illicit activity she has noticed is drug use and homeless individuals.

- A young man walking through the Upper Meadow to lower meadow gave some of his thoughts on the park. He said he is currently homeless and lives in his truck at his mother’s house nearby. He comes to the park to get some space and time alone, to think, to exercise, or to hang out. He also uses the new path (biking and walking) to travel to other parts of town. He would like to see the graffiti and trash cleaned up from under the bridges.

- Two boys were walking along the main path from lower meadow to upper meadow. They live nearby and said they like to come to the park to eat snacks and hang out. One boy wished that there were more park benches and tables, and that the graffiti and tags would be cleaned up. He also thought it would be nice to have playground for the kids.

- A teenage girl was on her first visit to the park to dog walk. She entered the park through the west entrance and was walking east along the main path.
TABLE PROMPTS

Several table prompts asked participants to share their ideas on what they like about the park currently and what they would like to see in the future.

<table>
<thead>
<tr>
<th>Table Prompt</th>
<th>Sample Comments</th>
</tr>
</thead>
</table>
| **What I love most about Jenkins Creek Park is...** | ▪ The pond area and feeding the ducks  
▪ The peaceful feeling of being out in nature. When we are in the park, we feel like we are away from the city.  
▪ The history |
| **Jenkins Creek Park would be amazing if...**      | ▪ There was more visibility within the park  
▪ There was a real bathroom  
▪ The park in general was cleaned up, watered, and generally maintained |
| **I wish I could _____ in Jenkins Creek Park**    | ▪ Walk my dog off leash  
▪ Find my way  
▪ Let my kids play on a playground |
Agenda Item 2  
Covington City Council Meeting  
Date: September 12, 2017

SUBJECT: APPOINTMENTS TO OPENINGS ON THE COVINGTON ECONOMIC DEVELOPMENT COUNCIL (CEDC).

RECOMMENDED BY: Regan Bolli, City Manager

ATTACHMENT(S): See Interview Schedule and Applications provided separately.

PREPARED BY: Joan Michaud, Senior Deputy City Clerk

EXPLANATION:
Five CEDC terms expired on July 31, 2017. Two of these terms are to be appointed by the City of Covington. Each term is for a period of two years. The city received three applications for appointment to CEDC.

<table>
<thead>
<tr>
<th>Name of Applicant</th>
<th>Resides/Works</th>
<th>Attendance Last 12 Months</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ruby Shrestha Interviewed</td>
<td>Resides in Covington</td>
<td>N/A</td>
</tr>
<tr>
<td>Kathy Fosjord (term ended</td>
<td>Resides within 3-mile radius</td>
<td>78%</td>
</tr>
<tr>
<td>July 31, 2017) Interviewed</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Braden Anderson Interviewed</td>
<td>Lives in Kent</td>
<td>N/A</td>
</tr>
</tbody>
</table>

ALTERNATIVES:
Not appoint at this time and direct staff to continue to advertise for additional applicants.

CITY COUNCIL ACTION: _____ Ordinance _____ Resolution X Motions ______ Other

Council member _____________ moves, Council member _____________ seconds, to appoint _____________ to fill a position on the Covington Economic Development Council with a term expiring July 31, 2019.

Council member _____________ moves, Council member _____________ seconds, to appoint _____________ to fill a position on the Covington Economic Development Council with a term expiring July 31, 2019.

REVIEWED BY: City Clerk and City Manager
SUBJECT: CONSIDER APPOINTMENTS TO YOUTH COUNCIL

RECOMMENDED BY: Regan Bolli, City Manager

ATTACHMENTS:
1. Resolution No. 2016-19 Creating Youth Council
2. Applications provided separately.

PREPARED BY: Sharon Scott, City Clerk

EXPLANATION:
Council adopted Resolution No. 2016-19 creating a Youth Council on October 25, 2016. Council subsequently appointed two Youth Council Leaders. Advertisement for the youth members has been ongoing for several months. Two youth members were appointed at your June 13, 2017 meeting. Two youth members were appointed at your July 11, 2017 meeting. One youth member was appointed at your August 22 meeting. Three additional youth were interviewed on September 12. Resolution No. 2016-19 states youth shall serve one-year terms.

<table>
<thead>
<tr>
<th>Anna McLaughlin</th>
<th>Attends Kentlake and Home School</th>
</tr>
</thead>
<tbody>
<tr>
<td>Antonio Jimenez</td>
<td>Attends Kentwood</td>
</tr>
<tr>
<td>Taye Ansah</td>
<td>Attends Kentlake</td>
</tr>
</tbody>
</table>

ALTERNATIVES:
Not appoint at this time and direct staff to continue to advertise for additional applicants to be considered for the open positions.

CITY COUNCIL ACTION: _____ Ordinance _____ Resolution _____ Motion _____ Other

Councilmember __________ moves, Councilmember __________ seconds, to appoint __________ to fill Position No. 6 on the Youth Council with a term expiring September 30, 2018.

Councilmember __________ moves, Councilmember __________ seconds, to appoint __________ to fill Position No. 7 on the Youth Council with a term expiring September 30, 2018.

Councilmember __________ moves, Councilmember __________ seconds, to appoint __________ to fill Position No. 8 on the Youth Council with a term expiring September 30, 2018.

REVIEWED BY: Recreation Specialist, City Clerk, City Manager
RESOLUTION NO. 2016-19

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON, ESTABLISHING A YOUTH COUNCIL

WHEREAS, it is important and beneficial to all residents of the City of Covington (the “City”) to foster involvement of the community’s youth in the process of government and the ideals of public service; and

WHEREAS, it is desirable to expand the City’s connections to the community; and

WHEREAS, it is desirable to increase the number of volunteers who help the City achieve its goals; and

WHEREAS, it is important to obtain community input on key issues facing the City;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF COVINGTON, WASHINGTON, hereby resolves as follows:

Section 1. Covington Youth Council Established. The Covington City Council hereby establishes the Covington Youth Council, which shall be referred to as the “Youth Council”. The city manager shall designate appropriate city staff to advise and provide administrative assistance to the Youth Council leaders and members.

Section 2. Purpose. The purpose of the Youth Council shall be as follows:

2.1. Involve youth in local government.

2.2. Increase volunteerism among youth in civic affairs.

2.3. Increase communication with youth in the Covington community.

2.4. Involve youth in planning youth activities for the Covington community.

2.5. Serve as an advisory body to the City Council on matters dealing with youth in the Covington community.

Section 3. Adult Leader Positions. The Youth Council shall be guided and mentored by at least two (2) non-voting adult leaders. The adult leader positions shall be appointed and fulfilled pursuant to the following:

3.1 Appointment. Notice of Vacancies. Unless otherwise directed by the council, the city clerk’s office shall advertise notice of vacant positions so that any interested and qualified individual may submit an application.
3.2 Applicant Interviews and Appointment. The city council will endeavor to interview all applicants for an available position; provided that the mayor and mayor pro tem may limit the number of applicants interviewed by the council as a whole when the gross number of applicants is so large as to be an undue burden on the council’s schedule.

- All interviews for available positions shall be scheduled at either a special or committee of the whole council meeting. For the purpose of any special or committee of the whole council meeting in which interviews are the only agenda item, the council may proceed with calling the meeting to order and conducting said interviews so long as three (3) or more council members are present.

- The council shall also interview applicants seeking reappointment for the same position, unless otherwise determined by a majority of the council.

- Appointments will be made during a regularly scheduled council meeting.

- Upon appointment, new appointees will receive a briefing by city staff regarding the duties and responsibilities of the members of the Covington Youth Council.

3.1. Appointment; Term. The City Council, by majority vote, shall appoint at least two (2) adult leaders to the Youth Council. Upon establishment of the Youth Council, all adult leader positions shall be initially appointed for a two-year term. Thereafter, upon the expiration or vacancy of an adult position, the City Council, by majority vote, shall appoint individuals to the adult leader positions in staggered-length terms to be determined by the City Council (e.g. one adult leader position assigned to a one-year term and the other adult leader position assigned to a two-year term; or, one adult leader position assigned to a two-year term and the other adult leader position assigned to a three-year term, etc.).

3.2. Removal. The City Council may remove an adult leader from their position at any time without reason upon a majority vote of the council.

Section 4. Youth Council Members. Voting members of the Youth Council shall be appointed and serve pursuant to the following:

4.1. Selection and Appointment. The city clerk’s office shall advertise notice of vacant positions so that any interested and qualified individual may submit an application. Applicants shall be interviewed by the City Council and the adult leaders. The City Council shall make the final decision on appointments.
4.2. **Member Criteria.** Youth Council members shall be between the ages of fifteen (15) and eighteen (18) at the time of selection and reside or attend school within the City of Covington or a 3-mile radius of the City of Covington city limits.

4.3. **Term.** Selected Youth Council members shall each serve for a term of one (1) year. There is no limit on the number of terms a Youth Council member may apply for and be appointed to.

4.4. **Removal.** The City Council, by majority vote, may remove a member of the Youth Council at any time without reason. The City Council may take such action only upon the recommendation of all adult leaders.

**Section 5. Organization and Rules.** The Youth Council shall recommend such rules for governing its procedures as it deems necessary or advisable to the City Council for approval and shall keep a record of its proceedings, which record shall be a public record. The Youth Council shall hold regular meetings at least once every two (2) months and, pursuant to Section 8.0 of the Covington City Council Policies and Procedures, shall comply with the requirements of the Open Public Meetings Act (RCW 42.30).

**ADOPTED** by the City Council of the City of Covington, Washington, in open and regular session this 25th day of October, 2016, and signed in authentication thereof.

ATTESTED:

Sharon Scott, City Clerk

APPROVED AS TO FORM:

Sara Springer, City Attorney

JEFF WAGNER, MAYOR
SUBJECT: CONSIDER RESOLUTION AMENDING RESOLUTION NO. 2016-19, SECTION 4.2 TO ESTABLISH A SET NUMBER OF MEMBERS THAT MAY BE APPOINTED TO THE COVINGTON YOUTH COUNCIL

RECOMMENDED BY: City Council

ATTACHMENT(S):
1. Proposed resolution.

PREPARED BY:
Regan Bolli, City Manager

EXPLANATION:
At a recent city council meeting the council directed staff to place an item on a future city council meeting agenda to discuss the number of students that may be appointed to the Covington Youth Council (CYC). Below are what some other jurisdictions are doing:

- Beaverton, OR = 20
- Seattle = 15
- Several that I looked at are between 15-25
- Auburn has roughly 60
- The CYC suggested between 9 -11

In looking at other youth councils we did not find a minimum number.

ALTERNATIVES:

FISCAL IMPACT:

CITY COUNCIL ACTION: _____ Ordinance ______ Resolution _____ Motion
Other

Council member _____________ moves, Council member ____________ seconds to adopt a resolution amending Resolution No. 2016-19, Section 4.2 to Establish a Set Number of Members that may be Appointed to the Covington Youth Council.

REVIEWED BY: City Manager; City Clerk
RESOLUTION NO. 2017-09

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON, AMENDING RESOLUTION NO. 2016-19, SECTION 4.3. TO ESTABLISH A SET NUMBER OF MEMBERS

WHEREAS, it is important and beneficial to all residents of the City of Covington (the “City”) to foster involvement of the community’s youth in the process of government and the ideals of public service; and

WHEREAS, it is desirable to expand the City’s connections to the community; and

WHEREAS, it is desirable to increase the number of volunteers who help the City achieve its goals; and

WHEREAS, it is important to obtain community input on key issues facing the City;

NOW THEREFORE, THE CITY COUNCIL OF THE CITY OF COVINGTON, WASHINGTON, hereby resolves as follows:

Section 1. Covington Youth Council Established. The Covington City Council hereby establishes the Covington Youth Council, which shall be referred to as the “Youth Council”. The city manager shall designate appropriate city staff to advise and provide administrative assistance to the Youth Council leaders and members.

Section 2. Purpose. The purpose of the Youth Council shall be as follows:

2.1. Involve youth in local government.

2.2. Increase volunteerism among youth in civic affairs.

2.3. Increase communication with youth in the Covington community.

2.4. Involve youth in planning youth activities for the Covington community.

2.5. Serve as an advisory body to the City Council on matters dealing with youth in the Covington community.

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3.1 Appointment. Notice of Vacancies. Unless otherwise directed by the council, the city clerk’s office shall advertise notice of vacant positions so that any interested and qualified individual may submit an application.

3.2 Applicant Interviews and Appointment. The city council will endeavor to interview all applicants for an available position; provided that the mayor and mayor pro tem may limit the number of applicants interviewed by the council as a whole when the gross number of applicants is so large as to be an undue burden on the council’s schedule.

- All interviews for available positions shall be scheduled at either a special or committee of the whole council meeting. For the purpose of any special or committee of the whole council meeting in which interviews are the only agenda item, the council may proceed with calling the meeting to order and conducting said interviews so long as three (3) or more council members are present.

- The council shall also interview applicants seeking reappointment for the same position, unless otherwise determined by a majority of the council.

- Appointments will be made during a regularly scheduled council meeting.

- Upon appointment, new appointees will receive a briefing by city staff regarding the duties and responsibilities of the members of the Covington Youth Council.

3.1. Appointment; Term. The City Council, by majority vote, shall appoint at least two (2) adult leaders to the Youth Council. Upon establishment of the Youth Council, all adult leader positions shall be initially appointed for a two-year term. Thereafter, upon the expiration or vacancy of an adult position, the City Council, by majority vote, shall appoint individuals to the adult leader positions in staggered-length terms to be determined by the City Council (e.g. one adult leader position assigned to a one-year term and the other adult leader position assigned to a two-year term; or, one adult leader position assigned to a two-year term and the other adult leader position assigned to a three-year term, etc.).

3.2. Removal. The City Council may remove an adult leader from their position at any time without reason upon a majority vote of the council.

Section 4. Youth Council Members. Voting members of the Youth Council shall be appointed and serve pursuant to the following:

4.1. Selection and Appointment. The city clerk’s office shall advertise notice of vacant positions so that any interested and qualified individual may submit an application.
Applicants shall be interviewed by the City Council and the adult leaders. The City Council shall make the final decision on appointments.

4.2. **Member Criteria.** Youth Council members shall be between the ages of fifteen (15) and eighteen (18) at the time of selection and reside or attend school within the City of Covington or a 3-mile radius of the City of Covington city limits.

4.3. **Number of Members - Terms.** The Covington Youth Council shall consist of ____ members. Selected Youth Council members shall each serve for a term of one (1) year. There is no limit on the number of terms a Youth Council member may apply for and be appointed to.

4.4. **Removal.** The City Council, by majority vote, may remove a member of the Youth Council at any time without reason. The City Council may take such action only upon the recommendation of all adult leaders.

**Section 5. Organization and Rules.** The Youth Council shall recommend such rules for governing its procedures as it deems necessary or advisable to the City Council for approval and shall keep a record of its proceedings, which record shall be a public record. The Youth Council shall hold regular meetings at least once every two (2) months and, pursuant to Section 8.0 of the Covington City Council Policies and Procedures, shall comply with the requirements of the Open Public Meetings Act (RCW 42.30).

**ADOPTED** by the City Council of the City of Covington, Washington, in open and regular session this 12th day of September 2017, and signed in authentication thereof.

______________________________
JEFF WAGNER, MAYOR

ATTESTED:

______________________________
Sharon Scott, City Clerk

APPROVED AS TO FORM:

______________________________
Kathy Hardy, City Attorney
SUBJECT:  APPROVE AN INTERFUND LOAN UP TO $3,000,000 FROM THE
GENERAL FUND TO CAPITAL INVESTMENT PROGRAM FUND FOR THE
COVINGTON COMMUNITY PARK PHASE 2 PROJECT (CIP 1010)

RECOMMENDED BY: Ethan Newton, Parks and Recreation Director

ATTACHMENT(S):
1. Resolution approving interfund loan

PREPARED BY: Ethan Newton, Parks and Recreation Director

EXPLANATION:
Covington Community Park Phase 2 Project (CIP 1010) has $8,000,000 of reimbursement grants funding the $8,799,688 project. Such reimbursement grants requires the city to have upfront funds to pay for expenses before receiving the funds in the form of reimbursements. The projected cashflow for the project estimates up to $3,000,000 be available as a “line of credit” to pay for expenses prior to receiving grant reimbursements. To ensure the city has adequate available funds, an interfund loan up to $3,000,000 from the city’s General Fund to the city’s Capital Fund is being requested.

Per Covington Municipal Code (CMC) 2.20.050 the City Council must approve of an interfund loan amount above $1,000,000. Attached is a resolution for this purpose.

ALTERNATIVES:
1. Choose not to approve an interfund loan. Without the interfund loan, the city would not be able to make all payments on this project until an interfund loan or another loan type was approved.

FISCAL IMPACT:
The project is fully funded and the interfund loan amount will be fully reimbursed by grant funds. Per CMC 2.20.050 the loan may carry interest at a rate no less than the monthly local government investment pool (LGIP) rate, at the discretion of the City Manager. Interest is not required on this loan because the General Fund is also funding a portion of this project.

CITY COUNCIL ACTION: _____Ordinance    X_ Resolution _____Motion _____Other

Council member _________ moves, Council member ___________ seconds, to pass a resolution in substantial form as that attached hereto, approving an interfund loan up to $3,000,000 for the Covington Community Park Phase 2 Project (CIP 1010).

REVIEWED BY: Finance Director, City Attorney, City Manager
RESOLUTION NO. 2017-10

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON, TO APPROVE AN INTERFUND LOAN UP TO $3,000,000 FROM THE GENERAL FUND TO CAPITAL INVESTMENT PROGRAM FUND FOR THE COVINGTON COMMUNITY PARK PHASE 2 PROJECT (CIP 1010)

WHEREAS, the Covington Community Park Phase 2 Project (CIP 1010) has $8,000,000 of reimbursable grants; and

WHEREAS, the projected cashflow for the project estimates up to $3,000,000 be available as a “line of credit” to pay for expenses prior to receiving grant reimbursements; and

WHEREAS, Covington Municipal Code 2.20.050 requires that “the City Manager shall not authorize a loan for more than $1,000,000 from any fund without obtaining the City Council’s approval by resolution; now, therefore,

BE IT RESOLVED by the City Council of the City of Covington, King County, Washington, as follows:

Section 1. The Covington City Council approves an interfund loan up to $3,000,000 from the General Fund to Capital Investment Program Fund for the Covington Community Park Phase 2 Project (CIP 1010).

PASSED in open and regular session on this 12th day of September, 2017.

_____________________________________
JEFF WAGNER, MAYOR

ATTESTED:

Sharon Scott, City Clerk

APPROVED AS TO FORM:

_____________________________________
Kathy Hardy, City Attorney
SUBJECT: CONSIDER REVISED EMPLOYEE MEDICAL BENEFITS PROGRAM

RECOMMENDED BY: Regan Bolli, City Manager

ATTACHMENT(S):
1. Association of Washington Cities 2017 Medical Plan Comparison Between Regence HealthFirst and Regence HealthFirst 250
3. Proposed City of Covington Resolution

PREPARED BY: Noreen Beaufriere, Personnel Manager

EXPLANATION:
Why Changes are being Recommended:
The cost of medical plans has been on the rise for many years. Since the adoption of the Affordable Care Act (ACA) in 2010, the healthcare landscape has been evolving, with no end yet in sight. The City previously underwent a plan change in January 2011, due to the discontinuance of both medical plans it offered through the Association of Washington Cities (AWC) Employee Benefit Trust (EBT). Now, again, the two medical plans presently offered by the City—the Regence HealthFirst and the Kaiser Permanente $20 Co-pay plans (the latter formerly known as the Group Health $20 Copay plan)—are being discontinued. Both times, the discontinuation was because the cost of the plans would have made them subject to the ACA Excise Tax (or “Cadillac” Tax). Originally scheduled to begin in 2018, the ACA Excise Tax has been delayed until 2020. Whether or not it will actually become effective even then is unpredictable, although AWC is proceeding with the elimination of the city’s current plans, effective January 1, 2018.

The City’s Medical Benefits Review Committee:
The City’s Medical Benefits Review Committee was tasked with making recommendations for replacement health plans. Committee meetings were conducted between May and June 2017. Committee members represented a cross section of insured employee/family configurations and concerns. In addition to Personnel Manager Noreen Beaufriere, members included Accountant I Lindsay Hagen, Public Works Programs Supervisor Shellie Bates, Principal Planner Salina Lyons, Lead Maintenance Worker John Gaudette, Management Assistant Darren Mhoon, and Communications & Marketing Manager Karla Slate.

Overview of the Association of Washington Cities (AWC) Employee Benefit Trust (EBT):
The City is a member of the Association of Washington Cities (AWC) Employee Benefit Trust (EBT). The AWC EBT is Washington’s largest local government benefit pool for cities, towns, and other local governments. AWC has over 40 years of claims administration and customer service. AWC’s services include health promotion resources, tools and support; a health and benefits portal for employees to access health and benefit information; new employee
information packets; and reoccurring federally-mandated mailings and informational mailings to employees at their homes. Over the years, they have continuously provided outstanding customer service. Staff is highly responsive, extremely knowledgeable, and offer complete support for management and employees on benefit issues.

On January 1, 2014, AWC was approved to self-insure medical plans, including vision and dental plans, giving them the ability to leverage the power of a large purchasing collective for the benefit of member cities and towns. This allowed the Trust to eliminate several taxes mandatory for fully insured plans, including a 2% state tax and a 2%-3% federal insurer tax. Retention and stop loss fees were also lowered, as well. Additionally, the AWC Trust trend line has been lower than carriers’ trends for many years. In 2014, the first year they became self-insured, there was a 0% increase across all the above-mentioned medical plans. Finally, the City, as an annual AWC WellCity Award recipient, receives a 2% discount off the base rate of medical premiums.

Finally, AWC has navigated the confusing, ever changing, and uncertain healthcare landscape, while providing clear direction and training to all its members and ensuring full compliance with changing laws and timelines.

The Medical Benefit Review Committee’s Research, Findings and Recommendations:

Regence Plans that were considered to replace HealthFirst included all options that will be offered by the AWC EBT on January 1, 2018: HealthFirst 250, HealthFirst 500, and the High Deductible Health Plan (HDHP).

After comparing all plans, the committee members unanimously recommend HealthFirst 250 to replace HealthFirst. That selection was made because it is the next best plan to the City’s current plan. Even though the Out-of-Pocket Maximum dollars per person and per family are significantly higher, they are still less than the two remaining plans. Additionally, like Covington, the majority of cities that belong to the AWC EBT and currently offer HealthFirst have made the decision to shift to HealthFirst 250—an extremely important consideration for both recruiting and retention of staff. Attachment 1, herewith, is a side-by-side comparison of the benefit levels employees are currently receiving under HealthFirst and the benefit levels employees will be receiving under HealthFirst 250, should this recommendation be approved.

Likewise, the Kaiser Permanente plans that were considered to replace the $10 Copay plan consisted of the $200 Deductible, the $500 Deductible, the High Deductible Health Plan (HDHP), and the Access PPO plans. The committee recommends the Kaiser Permanente $200 Deductible plan for the same reasons it recommends Regence Healthfirst 250. Attachment 2, provided herewith, is a side-by-side comparison of the benefit levels employees are currently receiving under Kaiser Permanente $10 Copay and the benefit levels employees will be receiving under Kaiser Permanente $200 Deductible, should this recommendation be approved.

Major Differences Between the City’s Current Medical Plans and the Recommended Medical Plans Starting in 2018:

Although the HealthFirst (current) plan has a $10/visit co-pay and the HealthFirst 250 (recommended) plan requires no co-pay, the remaining benefits are generally significantly less generous for the newly-recommended plan. While the current plan has no annual deductible,
the new plan has a $250/person deductible, although prescriptions, preventative care, and the first 4 office visits are not subject to the deductible. Other coverage, such as physician visits beyond the first four per year, lab work, maternity care, hospital professional services, and prescription drugs are covered at a reduced rate. Overall, the current plan has an Out-of-Pocket Maximum of $1,100/person-$2,200/family annually, while the Out-of-Pocket Maximum for the new plan is $3,000/person-$6,000/family annually. (For purposes of comparison, the two Regence plans not recommended to be adopted by the City—HealthFirst 500 and the High Deductible Health Plan—have an Out-of-Pocket Maximum of $3,500/person-$7,000/family and $5,000/person-$10,000/family, respectively.

The comparison between the current and newly recommended Kaiser Permanente plans displays similar, although not exact, differences.

**Savings to City Based on Recommended Plan Changes:**
At the current level of staffing and dependent coverage, the annual savings to the City after switching to the recommended medical plans (at 2017 premium rates) would be $60,211.70.

**Recommended Distribution of City Savings:**
Further committee recommendations regard the distribution of City savings and are included, below, also for council consideration and consensus. The formal adoption of the FY 2018 budget takes place very late in the year (late November or December) and processing paperwork and preparing for the benefit changes requires two to three months’ advance coordination on the part of AWC and the City.

Since the recommended HealthFirst 250 and Kaiser Permanente $200 Deductible plans will cause employees to incur significantly higher medical expenses than previous City plans, the committee sought to find ways to ease the financial burden on employees without increasing either the percent the City pays for dependent premiums (currently at 81%) or the bottom line cost to the City:

(a) **Increase City contributions to eligible employees’ HRA VEBA Accounts:**
The obvious and most directly impactful recommendation is to increase the City contributions to the Health Reimbursement Account (HRA) through the Voluntary Employees’ Beneficiary Association (VEBA), since money deposited into individual employee HRA VEBA accounts can be used by an employee to recoup uncovered medical expenses such as deductibles and out-of-pocket costs. The committee recommends increasing the City’s annual HRA VEBA contribution (not counting the WellCity Award 2% premium deduction that is redirected into each eligible employee’s HRA VEBA in the years that the award is won) into each eligible employee account from $20.00/month ($240/year) to $120/month ($1,440/year). For 2017, the redirection of the 2% premium reduction into each eligible employee’s HRA VEBA is $47.50/month ($570/year). Eligible employees are currently also personally contributing $40/month ($480/year) into their HRA VEBA accounts, and the amount may vary, depending on the outcome of the annual employee vote.

(b) **Change Washington Dental Service from Plan F to Plan J:**
Changing the dental plan from Plan F to Plan J will not provide an additional maximum dollar benefit ($1,500/person annually), but dental cleanings and x-rays will no longer be applied against the maximum benefit amount under Plan J. The cost to do this is
minimal—monthly premiums only increase between $1.86 to $5.52/month per eligible employee, depending on how many dependents the employee has, for an annual increase of $1,758.48 for all eligible employees. No changes are being recommended to the Orthodontia Rider at this time.

(c) Increase annual Employee Assistance Program (EAP) sessions from a maximum of 3 to a maximum of 8:
This “Buy Up Plan” for additional sessions will cost the City only $0.26/month per eligible employee, for an annual increase of only $140.40 for all eligible employees.

(d) Add part-time, non-benefitted employees to the Employee Assistance Program (EAP):
It was recently discovered that non-benefitted employees may be provided with a stand-alone Employee Assistance Program (EAP) benefit. Consequently, Parks & Recreation Department supervisory staff requested that their part-time, non-benefitted employees be provided with this benefit. Considering the positive impact services of this nature could provide in critical situations, the committee is recommending that they be added to this benefit. At $1.75/employee, or $21/year/employee, our current 115 non-benefitted, part-time employees would cost a total of $2,415/year.

Summary of Annual Financial Impact to the City due to Recommended Changes:

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>Totals</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Annual Cost Savings to City Due to Medical Plan Change.</strong></td>
<td>$60,211.70</td>
<td>$60,211.70</td>
</tr>
<tr>
<td><strong>Existing Benefits Upgrade Recommendations to Offset Employee Costs:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>+$100/mo. Add’l Contribution to Employee HRA VEBA……………….</td>
<td>$54,000.00</td>
<td></td>
</tr>
<tr>
<td>Change WA Dental Dental Service to Plan J……………………….</td>
<td>1,758.48</td>
<td></td>
</tr>
<tr>
<td>Change Maximum EAP sessions from 3 to 8……………………….</td>
<td>140.40</td>
<td></td>
</tr>
<tr>
<td><strong>Additional New Benefit Recommendation:</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Provide EAP coverage to part-time, non-benefitted employees……………</td>
<td>2,415.00</td>
<td>- 58,313.88</td>
</tr>
</tbody>
</table>

**Total Annual Cost Savings to the City**…………………………………….. $  1,897.82

Although upgrades to the City’s Vision Service Plan (VSP) and Orthodontia Rider were also considered, the committee felt the additional benefit levels these changes would offer were not worth the total annual increase in cost to the City ($3,807.60 and $3,182.28, respectively).

**Action Required by the Council:**
At this time, the City Council needs, first, to determine if they approve of the Regence Healthfirst 250 and Kaiser Permanente $200 Deductible plans as the City’s new medical plans starting January 1, 2018. Second, the Council needs to determine if they approve of the committee’s additional recommendations for revisions to other health-related benefits, as well as the recommendation to add an additional employee group to the EAP benefit. The Attachment 1 proposed City Resolution reflects all recommended changes, with an effective date of January 1, 2018.
ALTERNATIVES:

1. The City Council may ask the Medical Benefits Review Committee to reconvene to reconsider their original recommendations and arrive at new recommendations. This alternative is not recommended, as the committee gave very careful consideration to all options to unanimously arrive at the recommendations provided herewith.

2. The City Council may decide not to approve one or more of the recommendations made by the Medical Benefits Review Committee in addition to the recommended changes in medical plans.

FISCAL IMPACT:
If the City Council approves the recommended medical benefit changes effective January 1, 2018 as presented in the Attachment 1 proposed City Resolution, there will be a decrease in cost to the City ($1,897.82 annually, based on current staffing) starting in 2018. If it does not approve all recommended medical benefit changes, the savings to the City starting in 2018 will change in accordance with the amounts listed in the chart (Summary of Annual Financial Impact to the City due to Recommended Changes) on the previous page.

CITY COUNCIL ACTION:  _____Ordinance  _____Resolution  _____Motion  _____Other

Council member _____________ moves, and Council member _____________ seconds, to approve a Resolution authorizing a Revised Employee Medical Benefits Program.

REVIEWED BY:  City Manager, Finance Director, and City Attorney
## Association of Washington Cities
### 2017 Medical Plan Comparison

(Plans underwritten by Regence BlueShield/Asuris Northwest Health & Kaiser Permanente)

(NOTE: HSA max. contributions are $3,400 for emp. only & $6,750 for family coverage.)

<table>
<thead>
<tr>
<th>Benefits</th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Preferred Provider Organization (PPO)</td>
<td>Preferred Provider Organization (PPO)</td>
</tr>
<tr>
<td>Preferred Providers</td>
<td>Preferred Providers</td>
<td>Non-Preferred</td>
</tr>
<tr>
<td>Non-Preferred</td>
<td>Non-Preferred</td>
<td></td>
</tr>
<tr>
<td>Rates</td>
<td>Employee: $752.67</td>
<td>Employee: $684.74</td>
</tr>
<tr>
<td></td>
<td>Spouse: $758.36 First</td>
<td>Spouse: $690.49 First</td>
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<tr>
<td></td>
<td>Dep: $373.12 Second</td>
<td>Dep: $340.15 Second</td>
</tr>
<tr>
<td></td>
<td>Dep: $309.17</td>
<td>Dep: $281.21</td>
</tr>
<tr>
<td>Coordination of Benefits/Maintenance of Benefit Provision</td>
<td>COB</td>
<td>MOB</td>
</tr>
</tbody>
</table>

### Copay, Deductible & Out-of-Pocket - Per Calendar Year

<table>
<thead>
<tr>
<th>Outpatient Copay</th>
<th>$10/visit</th>
<th>none</th>
</tr>
</thead>
<tbody>
<tr>
<td>Annual Per Person Deductible</td>
<td>none</td>
<td>$250 Preventative care, prescriptions, and first 4 office visits per calendar year are not subject to deductible 4th Quarter carryover applies</td>
</tr>
<tr>
<td>Maximum deductible per family/year</td>
<td>none</td>
<td>$750 4th Quarter carryover applies</td>
</tr>
<tr>
<td>Out-of-Pocket Maximum (see NOTE at end of spreadsheet)</td>
<td>$1,100/person, $2,200/family</td>
<td>$3,000/person, $6,000/family</td>
</tr>
</tbody>
</table>

### In Your Physician’s Office

<table>
<thead>
<tr>
<th>Service</th>
<th>In Your Physician’s Office</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office visit</td>
<td>$10 copay, then paid at 100%</td>
</tr>
<tr>
<td>Lab, x-ray &amp; diagnostic</td>
<td>100%</td>
</tr>
<tr>
<td>Phone/video Consultations</td>
<td>not covered</td>
</tr>
</tbody>
</table>

### Preventive Care Services

<table>
<thead>
<tr>
<th>Service</th>
<th>100% (no copay)</th>
<th>100% (not subject to deductible)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Immunizations for Children</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Well Child Care</td>
<td>100% (no copay)</td>
<td>Participating: 100% Non-Contracted: 70% (not subject to deductible)</td>
</tr>
<tr>
<td>Well Adult Care</td>
<td>100% (no copay)</td>
<td>Participating: 100% Non-Contracted: 70% (not subject to deductible)</td>
</tr>
</tbody>
</table>

(see preventive care flyer)
<table>
<thead>
<tr>
<th>Benefits</th>
<th>Regence/Asuris</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>HealthFirst Plan</td>
</tr>
<tr>
<td></td>
<td>(terminating 1/1/18)</td>
</tr>
<tr>
<td></td>
<td>Preferred Providers</td>
</tr>
</tbody>
</table>

### In the Hospital - Facility

<table>
<thead>
<tr>
<th>Services</th>
<th>Preferred Providers</th>
<th>Non-Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient services</td>
<td>$150 copay</td>
<td>$150 copay</td>
</tr>
<tr>
<td></td>
<td>then paid at 90%</td>
<td>then paid at 70%</td>
</tr>
<tr>
<td>Outpatient services (x-ray,</td>
<td>90%</td>
<td>70%</td>
</tr>
<tr>
<td>same day surgery, etc.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Emergency room facility charges</td>
<td>$75 copay</td>
<td>$75 copay</td>
</tr>
<tr>
<td>(copay waived if admitted)</td>
<td>then paid at 90%</td>
<td>then paid at 90%</td>
</tr>
</tbody>
</table>

### In the Hospital - Professional Services

<table>
<thead>
<tr>
<th>Services</th>
<th>Preferred Providers</th>
<th>Non-Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician, surgeons &amp; anesthesiologists</td>
<td>100%</td>
<td>70%</td>
</tr>
<tr>
<td></td>
<td>90%</td>
<td>70%</td>
</tr>
</tbody>
</table>

### Maternity Care

<table>
<thead>
<tr>
<th>Services</th>
<th>Preferred Providers</th>
<th>Non-Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Physician service</td>
<td>$10 copay</td>
<td>$10 copay</td>
</tr>
<tr>
<td></td>
<td>then paid at 100%</td>
<td>then paid at 70%</td>
</tr>
<tr>
<td></td>
<td>Employee or spouse</td>
<td>Employee or spouse only</td>
</tr>
<tr>
<td></td>
<td>only</td>
<td>only</td>
</tr>
<tr>
<td>Hospital service</td>
<td>$150 copay</td>
<td>$150 copay</td>
</tr>
<tr>
<td></td>
<td>then paid at 90%</td>
<td>then paid at 70%</td>
</tr>
<tr>
<td></td>
<td>Employee or spouse</td>
<td>Employee or spouse only</td>
</tr>
<tr>
<td></td>
<td>only</td>
<td>only</td>
</tr>
</tbody>
</table>

**Note:** Routine newborn care covered for 72 hours. If mother enrolled, newborn covered for 21 days.

### Worldwide Care

Yes - Find a provider near you at www.bcbs.com or call 1 (800) 810-2583.

### Substance Use Disorder (chemical dependence) Treatment

<table>
<thead>
<tr>
<th>Services</th>
<th>Preferred Providers</th>
<th>Non-Preferred</th>
</tr>
</thead>
<tbody>
<tr>
<td>Inpatient</td>
<td>$150 copay</td>
<td>$150 copay</td>
</tr>
<tr>
<td></td>
<td>100% - Physician</td>
<td>then paid at 70%</td>
</tr>
<tr>
<td></td>
<td>90% - Facility</td>
<td></td>
</tr>
<tr>
<td>Outpatient</td>
<td>100%</td>
<td>70%</td>
</tr>
</tbody>
</table>

### Ambulance

<p>| | | |</p>
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>80%</td>
<td>80%</td>
</tr>
</tbody>
</table>
### Benefits

<table>
<thead>
<tr>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Preferred Provider Organization (PPO)</strong></td>
<td><strong>Preferred Provider Organization (PPO)</strong></td>
</tr>
<tr>
<td>Preferred Providers</td>
<td>Non-Preferred</td>
</tr>
</tbody>
</table>

### Rehabilitative Therapy

<table>
<thead>
<tr>
<th></th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inpatient</strong></td>
<td>$150 copay Therapist - 100% Facility - 90% up to 15 days per calendar year</td>
<td>$150 copay Therapist - 70% Facility - 70% up to 15 days per calendar year</td>
</tr>
<tr>
<td></td>
<td>90% up to 15 days per calendar year</td>
<td>70% up to 15 days per calendar year</td>
</tr>
<tr>
<td><strong>Outpatient</strong></td>
<td>90% up to 99 visits per calendar year</td>
<td>70% up to 99 visits per calendar year</td>
</tr>
<tr>
<td></td>
<td>Prescription required for Massage and Physical Therapy Neurodevelopmental Therapy covered with no age limit (60 visits separate from other rehab)</td>
<td>Prescription required for Massage and Physical Therapy Neurodevelopmental Therapy covered with no age limit (60 visits separate from other rehab)</td>
</tr>
</tbody>
</table>

### Prosthetics/Home Medical Equipment

<table>
<thead>
<tr>
<th></th>
<th>90%</th>
<th>70%</th>
<th>90%</th>
<th>70%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Orthotic devices</td>
<td>are covered</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

### Mental Health/Psychiatric

<table>
<thead>
<tr>
<th></th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Inpatient</strong></td>
<td>$150 copay Physician 100% Facility 90%</td>
<td>$150 copay Therapist then paid at 70%</td>
</tr>
<tr>
<td></td>
<td>90%</td>
<td>70%</td>
</tr>
<tr>
<td><strong>Outpatient</strong></td>
<td>100%</td>
<td>70%</td>
</tr>
</tbody>
</table>

### Prescription Drugs

<table>
<thead>
<tr>
<th></th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Pharmacy</strong> (30-day supply)</td>
<td>$4 generic</td>
<td>$5 generic</td>
</tr>
<tr>
<td></td>
<td>$15 name brand formulary</td>
<td>$25 name brand formulary</td>
</tr>
<tr>
<td></td>
<td>$35 name brand non-formulary (34 day supply)</td>
<td>$50 name brand non-formulary</td>
</tr>
<tr>
<td></td>
<td>$10 Specialty Medications</td>
<td>$100 Specialty Medications</td>
</tr>
<tr>
<td><strong>Mail Order</strong> (90-day supply)</td>
<td>Mail order available 2 copays for 3 month supply</td>
<td>Mail order available 2 copays for 3 month supply</td>
</tr>
</tbody>
</table>
### Alternative Care

<table>
<thead>
<tr>
<th>Service</th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Preferred Providers</td>
<td>Non-Preferred</td>
</tr>
<tr>
<td><strong>Naturopathic Doctor</strong></td>
<td>Paid the same as physician's office visit (MD)</td>
<td></td>
</tr>
<tr>
<td><strong>Massage Therapist</strong></td>
<td>Prescription required then pays under the rehab outpatient benefit</td>
<td></td>
</tr>
<tr>
<td><strong>Acupuncture</strong></td>
<td>12 visits per year paid at 100%</td>
<td>12 visits per year paid at 70%</td>
</tr>
<tr>
<td></td>
<td>$10 copay applies to initial exam only</td>
<td>$10 copay applies to initial exam only</td>
</tr>
<tr>
<td><strong>Spinal Manipulations</strong></td>
<td>15 manipulations per year paid at 100%</td>
<td>15 manipulations per year paid at 70%</td>
</tr>
<tr>
<td></td>
<td>$10 copay applies to initial exam only</td>
<td>$10 copay applies to initial exam only</td>
</tr>
</tbody>
</table>

### Specialty Care

<table>
<thead>
<tr>
<th>Service</th>
<th>HealthFirst Plan (terminating 1/1/18)</th>
<th>HealthFirst - 250 Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Skilled Nursing Facility</strong></td>
<td>$150 copay, paid at 90% (facility) to 90 days per calendar year</td>
<td>90% to 90 days per calendar year</td>
</tr>
<tr>
<td><strong>Hospice Care</strong></td>
<td>90%</td>
<td>90%</td>
</tr>
<tr>
<td><strong>Home Health Care</strong></td>
<td>Paid at 90% to 130 visits per calendar year</td>
<td>Paid at 90% to 130 visits per calendar year</td>
</tr>
<tr>
<td><strong>Temporomandibular Joint (TMJ) care</strong></td>
<td>not covered</td>
<td></td>
</tr>
<tr>
<td><strong>Routine hearing exam</strong></td>
<td>not covered</td>
<td></td>
</tr>
<tr>
<td><strong>Routine vision exam</strong></td>
<td>Paid at 100%</td>
<td>Paid at 100%</td>
</tr>
<tr>
<td></td>
<td>1 exam/calendar year</td>
<td>1 exam/calendar year</td>
</tr>
<tr>
<td>Health &amp; Well-Being</td>
<td>HealthCentral</td>
<td>Your personal, secure health and benefits source for information, programs, tools, trackers and resources. Visit awctrust.org.</td>
</tr>
<tr>
<td>----------------------------------------------------------</td>
<td>---------------</td>
<td>--------------------------------------------------------------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Wellness Rewards</td>
<td>Earn a financial reward for engaging in healthy activities. Earn points through Health Central.</td>
<td></td>
</tr>
<tr>
<td>Health Screenings</td>
<td>Check your cholesterol, triglycerides, blood pressure &amp; more. Discuss results immediately with onsite health coach. Offered every other year at selected worksites.</td>
<td></td>
</tr>
<tr>
<td>Health coaching</td>
<td>Health professionals offer guidance and encouragement to help you reach personal health goals.</td>
<td></td>
</tr>
<tr>
<td>Employee Assistance Program</td>
<td>Confidential counseling on issues including stress, grief, parenting, relationships, finances, substance abuse, and more.</td>
<td></td>
</tr>
<tr>
<td>Nurse Advice Line</td>
<td>Nurses are available 24 - 7 to discuss health issues and treatment options.</td>
<td></td>
</tr>
<tr>
<td>Tobacco Cessation</td>
<td>Quit For Life® provides counseling, nicotine replacement therapy, and other resources for those ready to quit any kind of tobacco - including chew.</td>
<td></td>
</tr>
<tr>
<td>Wellness Newsletter</td>
<td>Wellness articles, stories, tips, quotes, recipes, and entertaining cartoons delivered monthly to your home.</td>
<td></td>
</tr>
<tr>
<td>Find a Provider</td>
<td>Go to <a href="http://www.regence.com">www.regence.com</a> or <a href="http://www.asuris.com">www.asuris.com</a> and select &quot;Visitor,&quot; enter your zip code, select &quot;Find a doctor.&quot; You may also see non-contracted providers.</td>
<td></td>
</tr>
</tbody>
</table>

**NOTE:** Your maximum out-of-pocket costs provision (see summary by plan for this amount), is basically "insurance on top of your insurance." In addition to a deductible, you may also have out-of-pocket amounts. For example coinsurance on a hospital claim and office visit or prescription coinsurance or copay amounts. Once your out-of-pocket maximum is reached, all remaining claims (on covered items - including copays for office visits and Rx) will be paid at 100% for the remainder of the calendar year.

**CAUTION:** Do not use this "Medical Plan Comparison" as a complete description of benefit plans. The information is presented in summary form and should be used for general comparison purposes only. Consult the Employee Benefit Handbook for complete and accurate information on the conditions, exclusion, limitations and coverage of benefits.
### Kaiser Permanente

**$10 Copay Plan** (terminating 1/1/18)  
**$200 Deductible Plan** ($20 copay)

<table>
<thead>
<tr>
<th>Benefits</th>
<th>Health Maintenance Organization (HMO)</th>
<th>Health Maintenance Organization (HMO)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rates</td>
<td>KP &amp; KP contracted providers/facilities only - Kaiser Permanente provider network (CORE)</td>
<td></td>
</tr>
</tbody>
</table>
|          | Employee: $610.32  
|          | Spouse: $601.34  
|          | First Dep: $306.56  
|          | Second Dep: $306.56  
|          | Employee: $537.16  
|          | Spouse: $528.20  
|          | First Dep: $269.52  
|          | Second Dep: $269.52  |
| Coordination of Benefits/Maintenance of Benefit Provision | COB | MOB |

### Copay, Deductible & Out-of-Pocket - Per Calendar Year

<table>
<thead>
<tr>
<th>Benefits</th>
<th>$10 Copay Plan</th>
<th>$200 Deductible Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient Copay</td>
<td>$10/visit</td>
<td>$20/visit</td>
</tr>
</tbody>
</table>
| Annual Per Person Deductible | none | First 4 visits per calendar year not subject to deductible or coinsurance  
| | | Lab & x-ray paid in full up to first $500  
| | | 4th Quarter carryover applies |
| Maximum deductible per family/year | none | $400 |
| Out-of-Pocket Maximum (see NOTE at end of spreadsheet) | $2,100/person  
| | $4,200/family | $2,500/person  
| | | $5,000/family |

### In Your Physician’s Office

<table>
<thead>
<tr>
<th>Benefits</th>
<th>$10 Copay Plan</th>
<th>$200 Deductible Plan</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office visit</td>
<td>$10 copay/visit</td>
<td>$20 copay, then paid at 90%</td>
</tr>
<tr>
<td>Lab, x-ray &amp; diagnostic</td>
<td>100%</td>
<td>100% up to $500/calendar year, then pays at 90% after deductible</td>
</tr>
</tbody>
</table>
| Phone/video Consultations | Virtual Care (online, phone, and secure message)  
| | No cost to member |

### Preventive Care Services

<table>
<thead>
<tr>
<th>Benefits</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Immunizations for Children</td>
<td>100% - not subject to copay or deductible</td>
</tr>
<tr>
<td>Well Child Care</td>
<td></td>
</tr>
<tr>
<td>Well Adult Care (see preventive care flyer)</td>
<td></td>
</tr>
</tbody>
</table>

---

**ATTACHMENT 2**

Association of Washington Cities 2017 Medical Plan Comparison  
Between Kaiser Permanente $10 Copay & $200 Deductible Plans
<table>
<thead>
<tr>
<th>Benefits</th>
<th>Kaiser Permanente</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$10 Copay Plan</strong> (terminating 1/1/18)</td>
<td>$200 Deductible Plan ($20 copay)</td>
</tr>
<tr>
<td>Health Maintenance Organization (HMO)</td>
<td>Health Maintenance Organization (HMO)</td>
</tr>
<tr>
<td>KP &amp; KP contracted providers/facilities only - Kaiser Permanente provider network (CORE)</td>
<td></td>
</tr>
</tbody>
</table>

### In the Hospital - Facility

<table>
<thead>
<tr>
<th>Inpatient services</th>
<th>$100 copay/day up to $400 per admit then paid at 100%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient services (x-ray, same day surgery, etc.)</td>
<td>$10 copay</td>
<td>$20 copay then paid at 90%</td>
</tr>
<tr>
<td>Emergency room facility charges (copay waived if admitted)</td>
<td>KP &amp; Non-KP Facility - $50 copay</td>
<td>KP &amp; Non-KP Facility - $75 copay then paid at 90%</td>
</tr>
</tbody>
</table>

### In the Hospital - Professional Services

| Physician, surgeons & anesthesiologists | 100% | 90% |

### Maternity Care

<table>
<thead>
<tr>
<th>Physician service</th>
<th>$10 copay</th>
<th>$20 copay then paid at 90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hospital service</td>
<td>$100 copay/day up to $400 per admit, then paid at 100%</td>
<td>90%</td>
</tr>
</tbody>
</table>

**Note:** Routine newborn care covered for 72 hours. If mother is enrolled, newborn covered for 21 days.

### Worldwide Care

| Emergency and urgent care only | 80% | 80% |

### Substance Use Disorder (chemical dependence) Treatment

<table>
<thead>
<tr>
<th>Inpatient</th>
<th>$100 copay/day up to $400 per admit, then paid at 100%</th>
<th>90%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient</td>
<td>$10 copay</td>
<td>$20 copay then paid at 90%</td>
</tr>
</tbody>
</table>

### Ambulance

| 80% | 80% |

### Rehabilitative Therapy

<table>
<thead>
<tr>
<th>Inpatient</th>
<th>$100 copay/day up to $400 per admit, for up to 60 days per calendar year</th>
<th>Covered at 90% up to 60 days per calendar year</th>
</tr>
</thead>
<tbody>
<tr>
<td>Outpatient</td>
<td>$10 copay/up to 60 visits per calendar year</td>
<td>$20 copay, then paid at 90% up to 60 visits per calendar year</td>
</tr>
</tbody>
</table>

**Prescription required for Massage Therapy**

Neurodevelopmental Therapy covered with no age limit (60 visits combined with other rehab)
<table>
<thead>
<tr>
<th>Benefits</th>
<th>$10 Copay Plan (terminating 1/1/18)</th>
<th>$200 Deductible Plan ($20 copay)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Prosthetics/Home Medical Equipment</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Mental Health/Psychiatric</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Inpatient</td>
<td>$100 copay/day up to $400 per admit, then paid at 100%</td>
<td>90%</td>
</tr>
<tr>
<td>Outpatient</td>
<td>$10 copay</td>
<td>$20 copay, then paid at 90%</td>
</tr>
<tr>
<td>Prescription Drugs</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Pharmacy (30-day supply)</td>
<td>$10 copay</td>
<td>$10 preferred generic</td>
</tr>
<tr>
<td>Mail Order (90-day supply)</td>
<td>Available for maintenance medications. $10 copay for 30-day supply. Can get up to 90-day supply for $5 discount per 30 day supply - ie, 90 days at $15.</td>
<td>$20 preferred brand $40 non-preferred</td>
</tr>
<tr>
<td>Alternative Care</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Naturopathic Doctor</td>
<td>$10 copay</td>
<td>$20 copay, then paid at 90%</td>
</tr>
<tr>
<td>Massage Therapist</td>
<td>Prescription required then pays under the rehab outpatient benefit</td>
<td></td>
</tr>
<tr>
<td>Acupuncture</td>
<td>8 visits per medical diagnosis per calendar year without prior authorization; additional visits when approved by the plan. $10 copay</td>
<td>8 visits per medical diagnosis per calendar year without prior authorization; additional visits when approved by the plan. $20 copay then paid at 90%</td>
</tr>
<tr>
<td>Spinal Manipulations</td>
<td>$10 copay - Allowed 10 self-referred visits per calendar year. No additional visits allowed.</td>
<td>$20 copay, then paid at 90% Allowed 10 self-referred visits per calendar year. No additional visits allowed.</td>
</tr>
</tbody>
</table>

Orthotic devices are not covered
### Benefits

<table>
<thead>
<tr>
<th>Specialty Care</th>
<th>$10 Copay Plan (terminating 1/1/18)</th>
<th>$200 Deductible Plan ($20 copay)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Skilled Nursing Facility</td>
<td>100% up to 60 days per calendar year</td>
<td>Covered at 90% up to 60 days per calendar year</td>
</tr>
<tr>
<td>Hospice Care</td>
<td>100%</td>
<td>100%</td>
</tr>
<tr>
<td>Home Health Care</td>
<td>100% No visit limit</td>
<td>100% No visit limit</td>
</tr>
<tr>
<td>Temporomandibular Joint (TMJ) care</td>
<td>Inpatient: $100 copay; $400 max/admit</td>
<td>Inpatient: 90%</td>
</tr>
<tr>
<td></td>
<td>Outpatient: $10 copay</td>
<td>Outpatient: $20 copay - paid at 90%</td>
</tr>
<tr>
<td>Routine hearing exam</td>
<td>$10 copay</td>
<td>$20 copay</td>
</tr>
<tr>
<td></td>
<td></td>
<td>then paid at 90%</td>
</tr>
<tr>
<td>Routine vision exam</td>
<td>$10 copay</td>
<td>$20 copay</td>
</tr>
<tr>
<td></td>
<td>1 visit/12 months</td>
<td>1 visit/12 months</td>
</tr>
</tbody>
</table>

### Health & Well-Being

<table>
<thead>
<tr>
<th>Health Central</th>
<th>Your personal, secure health and benefits source for information, programs, tools, trackers and resources. Visit awctrust.org.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wellness Rewards</td>
<td>Earn a financial reward for engaging in healthy activities. Earn points through Health Central.</td>
</tr>
<tr>
<td>Health Screenings</td>
<td>Check your cholesterol, triglycerides, blood pressure and more. Discuss results immediately with an onsite health coach. Offered every other year at selected worksites.</td>
</tr>
<tr>
<td>Health coaching</td>
<td>Health professionals offer guidance and encouragement to help you reach personal health goals.</td>
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<tr>
<td>Employee Assistance Program</td>
<td>Confidential counseling on issues including stress, grief, parenting, relationships, finances, substance abuse, and more.</td>
</tr>
<tr>
<td>Nurse Advice Line</td>
<td>Nurses are available 24 - 7 to discuss health issues and treatment options.</td>
</tr>
<tr>
<td>Tobacco Cessation</td>
<td>Quit For Life® provides counseling, nicotine replacement therapy, and other resources for those ready to quit any kind of tobacco - including chew.</td>
</tr>
<tr>
<td>Wellness Newsletter</td>
<td>Wellness articles, stories, tips, quotes, recipes, and entertaining cartoons delivered monthly to your home.</td>
</tr>
<tr>
<td>Benefits</td>
<td>Kaiser Permanente</td>
</tr>
<tr>
<td>----------</td>
<td>------------------</td>
</tr>
<tr>
<td><strong>$10 Copay Plan</strong>&lt;br&gt;(terminating 1/1/18)</td>
<td><strong>$200 Deductible Plan</strong>&lt;br&gt;(<em>$20 copay)</em></td>
</tr>
<tr>
<td>Health Maintenance Organization (HMO)</td>
<td>Health Maintenance Organization (HMO)</td>
</tr>
<tr>
<td>KP &amp; KP contracted providers/facilities only - Kaiser Permanente provider network (CORE)</td>
<td></td>
</tr>
</tbody>
</table>

### Find a Provider

Go to www.ghc.org and select "Providers." Then click on "Provider Directory" from the list on the left under Business Tools. Use the "Core" provider network.

### NOTE:

Your maximum out-of-pocket costs provision (see summary by plan for this amount), is basically "insurance on top of your insurance." In addition to a deductible, you may also have out-of-pocket amounts. For example coinsurance on a hospital claim and office visit or prescription coinsurance or copay amounts. Once your out-of-pocket maximum is reached, all remaining claims (on covered items - including copays for office visits and Rx) will be paid at 100% for the remainder of the calendar year.

### CAUTION:

Do not use this "Medical Plan Comparison" as a complete description of benefit plans. The information is presented in summary form and should be used for general comparison purposes only. Consult the Employee Benefit Handbook for complete and accurate information on the conditions, exclusion, limitations and coverage of benefits.
ATTACHMENT 3

RESOLUTION NO. 17-XX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF COVINGTON, KING COUNTY, WASHINGTON, REPEALING RESOLUTION NO. 10-31, AND AUTHORIZING A NEW EMPLOYEE MEDICAL BENEFITS PROGRAM

WHEREAS, the Association of Washington Cities (AWC) offers its City members a complete health program, with a variety of services, plans, and insurance options for cities to offer their employees;

WHEREAS, AWC, as part of its underwriting requirements sets certain rules regarding participation in its insurance plans, including responsibility for contributions toward the premiums by both the City and the employee;

WHEREAS, changes are being made to the medical insurance plans that AWC offers to its City members;

WHEREAS, since the medical plans offered by the City that have been acquired through the AWC—namely, AWC HealthFirst and the alternative Kaiser Permanente $10 Copay plans (formerly known as the Group Health $20 Copay plan)—will no longer be offered by AWC as of January 1, 2018, the City must offer a different selection of health care plans;

WHEREAS, as of January 1, 2018, the City is changing additional existing health-related insurance coverage acquired through AWC in order to offset higher Out-of-Pocket Maximum costs to the employees as a result of the medical plan changes, including changing Washington Dental Service Plan F to Washington Dental Service Plan J, and the ComPsych Employee Assistance Plan from the 1-3 Session Program to the 1-8 Session Program; and

WHEREAS, as of January 1, 2018, the City will continue to utilize the existing Health Reimbursement Account (HRA) Voluntary Employees’ Beneficiary Association (VEBA) Account for Public Employees in the Northwest Trust; and

WHEREAS, as of January 1, 2018, the City will provide its part-time, non-benefitted employees with the singular health-related benefit of the ComPsych Employee Assistance Plan 1-8 Session Program; and

WHEREAS, the City additionally provides other types of insurance benefits besides those health insurance programs offered through AWC, so this resolution will list all active insurance programs provided to the City’s qualifying employees where the City makes a contribution toward all or part of the associated premiums; now, therefore
BE IT RESOLVED, by the City Council of the City of Covington, King County, Washington, as follows:

Section 1. **Repeal of Resolution 10-31.** City of Covington Resolution 10-31 is hereby repealed in its entirety.

Section 2. **Employee Insurance Benefits Program.** The City Council hereby authorizes employee insurance benefits as follows:

**Medical Plan:** The City will offer the employee their choice of either the AWC Healthfirst 250 provided by Regence BlueShield or the Kaiser Permanente $200 Deductible Plan. The City will provide one hundred percent (100%) of the premium cost for employee coverage, and eighty-one percent (81%) of the premium cost for dependent coverage. The employee will provide nineteen percent (19%) of the cost for any dependent coverage selected by the employee. Employee payments shall be made through payroll deductions.

**Employee Assistance Program:** The Employee Assistance Program (EAP) 1-8 Session Program shall be provided to employees (including part-time employees whose positions are typically of a non-benefitted status) by ComPsych. The City shall provide one hundred percent (100%) of the cost for employee and dependent coverage.

**Dental Plan:** Dental coverage is to be provided by the employee’s choice of either Washington Dental Service Plan J (including Orthodontia Plan III) or Willamette Dental ($10 Copay Plan). The City shall provide one hundred percent (100%) of the cost for employee and dependent coverage.

**Vision Plan:** Vision coverage is to be provided by the Vision Service Plan (VSP) $25 Deductible Plan with a Second Pair Rider. The City shall provide one hundred percent (100%) of the cost of coverage, including dependent/family coverage.

**HRA VEBA:** The City will contribute $120.00 per month to each eligible employee's Health Reimbursement Account (HRA) administered by the Voluntary Employees’ Beneficiary Association (VEBA) and may change the amount of those contributions in accordance with City policies and/or procedures. Additionally, in years when the City receives the AWC WellCity Award, the City will also redistribute the 2% premium savings equitably into each eligible employee's HRA VEBA. Finally, eligible employees will contribute to their HRA VEBA's an amount that is determined annually by an end-of-the-year vote by participating employees.

**Life Insurance Plan:** Life Insurance coverage for the employee, only, is to be provided by Standard Insurance Company. The amount of coverage is to be equal to the employee's annual salary (capped at $50,000 with no tax consequences) rounded up to the nearest one thousand ($1,000.00). No life insurance is provided for any dependents. The City shall provide one hundred percent (100%) of the cost of coverage.

**Long Term Disability:** Long Term Disability Insurance coverage for the employee, only, is to be provided by Standard Insurance Company. The City shall provide one hundred percent (100%) of the cost of coverage.
Accidental Death & Dismemberment: Accidental Death & Dismemberment Insurance coverage to cover the employee, only, is to be provided by Standard Insurance Company. The City shall provide one hundred percent (100%) of the cost of coverage.

Survivor Life Insurance: Survivor Life Insurance for the employee’s dependents is to be provided by Standard Insurance Company. The City shall provide one hundred percent (100%) of the cost of coverage.

Section 3: Right to Modify Benefits is Reserved. The City Council may, at its discretion, eliminate, add, modify or substitute any benefit or program referenced herein.

PASSED by the City Council of the City of Covington, Washington, in open and regular session on this 12th day of September, 2017.

________________________
MAYOR, Jeff Wagner

ATTESTED:

________________________
Sharon Scott, City Clerk

APPROVED AS TO FORM ONLY:

________________________
Kathy Hardy, City Attorney
DISCUSSION OF
FUTURE AGENDA TOPICS:

7:00 p.m. Tuesday, September 26, 2017 Regular Meeting

(Draft Agenda Attached)
CALL CITY COUNCIL REGULAR MEETING TO ORDER

ROLL CALL/PLEDGE OF ALLEGIANCE

APPROVAL OF AGENDA

PUBLIC COMMUNICATION

- Safe Schools Week Proclamation – Week of October 15-21, 2017 (Kent School District)
- Fire Prevention Week Proclamation – Week of October 8-14, 2017 (Jon Napier, Fire Marshal)

PUBLIC COMMENT Speakers will state their name, address, and organization. Comments are directed to the City Council, not the audience or staff. Comments are not intended for conversation or debate and are limited to no more than four minutes per speaker. Speakers may request additional time on a future agenda as time allows. *

APPROVE CONSENT AGENDA

C-1. Minutes: May 24, 2017 Special Meeting – Tri City Joint Meeting; June 27, 2017 Special Meeting – Joint Study Session with Parks & Recreation Commission; June 27, 2017 Regular Meeting; July 11, 2017 Special & Regular Meeting; July 25, 2017 Special & Regular Meeting; August 22, 2017 Special and Regular Meeting; and September 12, 2017 Special & Regular Meeting (Scott)

C-2. Vouchers (Hendrickson)


C-4. Approve Contract for Street Sweeping (Vondran)

REPORTS OF COMMISSIONS

- Human Services Chair Leslie Hamada: September 14 Site Visit
- Arts Chair Ed White: August 10 and September 14 meetings
- Parks & Recreation Chair Laura Morrissey: September 20 meeting
- Planning Vice Chair Chele Dimmett: September 21 meeting; September 7 meeting canceled
- Youth Council: August 15 and September 19 meetings
- Economic Development Council: August 24 meeting canceled; next meeting September 28

PUBLIC HEARINGS

1. Receive Public Testimony and Consider Ordinance Amending Title 13 Sewer and Water (Mueller)
2. Receive Public Testimony and Consider Ordinance Amending Title 16.15 Flood Damage Prevention (Mueller)
NEW BUSINESS
4. Consider Resolution Authorizing City Manager to Execute Interlocal Agreement and Amend the Fee Resolution (Mueller)
5. Discuss Impacts of Covington Elementary Uses (Hart)

FUTURE AGENDA ITEMS

COUNCIL/STAFF COMMENTS

PUBLIC COMMENT *See Guidelines on Public Comments above in First Public Comment Section

EXECUTIVE SESSION – if needed

ADJOURN

Americans with Disabilities Act – reasonable accommodations provided upon request a minimum of 24 hours in advance (253-480-2400).