

**UNAPPROVED MINUTES**  
**Earlham City Council**  
**Human Resources Committee**  
**December 9, 2020**

The Earlham Human Resources Committee of the Earlham City Council met on Wednesday December 9, 2020, virtually via Zoom. Chairperson Swalla called the meeting to order at 7:03 p.m. and the following answered roll: Swalla, Payne, Petersen. Also present: Mayor Lillie, Clerk Hibbs.

1. Approval of agenda
  
2. Discussion and possible action on employee health insurance renewal.  
Hibbs explained the premium for renewal of city employee health insurance increased 13%. She is wanting a consensus of the committee to go ahead with the renewal for the United HealthCare. Premium is going from \$7,735.40 per month to \$8,737.55. Hibbs went over the current benefits. Swalla asked if employees were happy with insurance. Hibbs said as far as she knew they were. There were multiple other policies and she went over the numbers for several of them. She also explained United Health Care will allow an employer to provide a multi-choice for employees to choose with different benefits and premiums. Swalla said he is fine with staying with plan as is. He thinks the raise is reasonable. He hates to see the deductible get so high that it doesn't seem like you even have insurance. Maybe look at the multichoice plan next year. Mayor said it seems like 10-15% increases over past several years has been the norm. He likes the multi-choice idea, providing base level policy and if the employee wants better, they can pay for it. He suggested keeping status quo for this year. Swalla said we should wait and see what will happen with new President and administration, as things might change. Consensus of committee is to suggest to council to renew the insurance policy as is.
  
3. Adjourn  
Motion by Payne, second by Petersen to adjourn.  
Roll: Ayes – unanimous. Motion passes.

Being there was no further business, meeting adjourned at 7:20 p.m.

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Chris Swalla, Chairperson

Attest: \_\_\_\_\_  
Mary Sue Hibbs, Clerk