

MINUTES OF THE CITY COUNCIL, CITY OF CONWAY, ARKANSAS

Conway, Arkansas  
Wednesday, 12:00 pm  
November 20, 2019

On this date the City Council of the City of Conway, Arkansas met in a special session. The following members being a quorum were present and acting: Councilman Hawkins, Councilman Grimes, Councilwoman Isby, Councilman Ledbetter, Councilman Jones, Councilwoman Smith and Councilman Pruitt. Also, present and acting: Mayor Bart Castleberry, City Clerk Michael Garrett, CFO Tyler Winningham, HR Director Lisa Mabry-Williams, John Wilkerson and Katie Bodenhamer with AML MHBF, and Bentley Pew with Arkansas Blue Cross Blue Shield. Councilwoman Mehl was not present.

**Call to Order: Mayor Bart Castleberry**

**Roll Call: Michael O. Garrett, City Clerk**

**Report of Standing Committees:**

**A. Community Development Committee (Airport, Community Development, Planning & Development, Permits & Inspection (Code Enforcement), Historic District, Transportation)**

**1. Consideration to approve the medical insurance for FY2020.**

Mayor Castleberry reminded the Council that three proposals were under consideration for the 2020 employee medical benefits:

- American Municipal League Municipal Health Benefits
- Arkansas Blue Cross Blue Shield/Health Advantage
- HJC/Coresource

The Employee Benefits Committee reviewed and conducted a weighted evaluation on each proposal. While there were expressions of dissatisfaction with AML MHBF and the current benefits, the Committee's report recommended AML MHBF since our 2019 claims experience has dropped, and as of January 1, 2020, premium rates for the City would decrease eight (8) percent. There was much discussion among the Council regarding dissatisfaction with AML MHBF and the fact that one year of lower claims experience was not enough to ensure that rates would not increase mid-year as in the past. Ms. Bodenhamer, Mr. Wilkerson and Mr. Pew answered questions from the Council members regarding benefits and services. The Council discussed if it would be beneficial to the City if a decision regarding employee medical insurance was made earlier in the year in the future. Mayor Castleberry stated that the insurance companies use full year claims experience figures to determine rates for the following year. Council members compared rates and value of benefits between AML MHBF and Arkansas Blue Cross Blue Shield. Councilwoman Smith made a motion to approve Arkansas Blue Cross Blue Shield/Health Advantage as the provider of employee medical insurance for the FY2020. The Council agreed that the dual deductible option would be left to the discretion of the employee and the cost to the City would remain the same regardless. The Clerk called for a vote and the Council voted unanimously (7-0) for Blue Cross Blue Shield/Health Advantage as the medical insurance provider for the City for the FY 2020.

**Adjournment-----**

*PASSED this 20<sup>th</sup> day of November 2019*

**APPROVED:**

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*Mayor Bart Castleberry*

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*City Clerk Michael O. Garrett*