

It is expected that a Quorum of the Personnel Committee, Board of Public Works, and Common Council will be attending this meeting: (although it is not expected that any official action of any of those bodies will be taken)

**CITY OF MENASHA
ADMINISTRATION COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
October 3, 2016
6:30 PM
or immediately following Common Council
AGENDA**

- A. CALL TO ORDER
- B. ROLL CALL/EXCUSED ABSENCES
- C. MINUTES TO APPROVE
 - 1. [Administration Committee, 9/6/16.](#)
- D. COMMUNICATIONS
 - 1. [Ace American Insurance Co., Notice of Nonrenewal of Insurance.](#)
- E. ACTION/DISCUSSION ITEMS
 - 1. [Joint Powers Agreement Winnebago County Emergency 911 System, Dec. 1, 2016 - Nov. 30, 2017.](#)
 - 2. [Petition for Annexation – R. Lewis & R. Lewis LLC – Appleton Road.](#)
 - 3. [2017 Health, Dental, and Vision Insurances.](#)
- F. ADJOURNMENT

"Menasha is committed to its diverse population. Our Non-English speaking population and those with disabilities are invited to contact the Menasha City Clerk at 967-3603 24-hours in advance of the meeting for the City to arrange special accommodations."

CITY OF MENASHA
ADMINISTRATION COMMITTEE
Third Floor Council Chambers
140 Main Street, Menasha
September 6, 2016
MINUTES

DRAFT

A. CALL TO ORDER

Meeting called to order by Chairman Nichols at 7:30 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Aldermen Zelinski, Benner, Nichols, Krautkramer, Collier, Keehan

EXCUSED: Aldermen Spencer, Taylor.

ALSO PRESENT: Mayor Merkes, CA Captain, PC Styka, FC Kloehn, CDD Buck, ASD Steeno, PRD Tungate, PHD McKenney, Clerk Galeazzi.

C. MINUTES TO APPROVE

1. [Administration Committee, 8/15/16.](#)

Moved by Ald. Keehan seconded by Ald. Krautkramer to approve minutes.

Motion carried on voice vote.

D. COMMUNICATIONS

1. [ASD Steeno, 9/1/16; Fox Cities Area Room Tax Commission Draft By-Laws.](#)

ASD Steeno explained the creation and makeup of the Fox Cities Area Room Tax Commission. The City of Menasha is a member of the Commission. ASD Steeno gave a brief overview of the by-laws of the Commission.

E. ACTION/DISCUSSION ITEMS

1. [O-12-16 – An Ordinance Creating Title 8, Chapter 5 of the Code of Ordinances \(Removal of Salvageable Non-Structural Materials from Vacated Buildings\)](#)

CA Captain explained the ordinance is modeled after a recommendation from the Department of Natural Resources in response to the closing of major-sized plants and facilities. The purpose of the ordinance is to ensure that the City is informed and keeps abreast of the stripping of vacated buildings so that such activities do not create environmental and other health or safety problems for the community.

General discussion ensued on type of equipment and materials, enforcement of the ordinance, and type of permits required.

Moved by Ald. Keehan seconded by Ald. Krautkramer to recommend to Common Council O-12-16 – An Ordinance Creating Title 8, Chapter 5 of the Code of Ordinances (Removal of Salvageable Non-Structural Materials from Vacated Buildings).

Motion carried on roll call 6-0.

F. ADJOURNMENT

Moved by Ald. Keehan seconded by Ald. Krautkramer to adjourn at 7:59 p.m.

Motion carried on voice vote.

Deborah A. Galeazzi, WCMC
City Clerk

ACE AMERICAN INSURANCE CO
436 WALNUT STREET
PHILADELPHIA, PA 19106

NOTICE OF NONRENEWAL OF INSURANCE

Named Insured & Mailing Address:

CITY OF MENASHA
140 Main Street
Menasha, WI 54952

Producer: 461047

ARTHUR J GALLAGHER & CO INSURANCE BROKERS OF
CA INC
1255 BATTERY STREET, SUITE 450
SAN FRANCISCO, CA 94111

Policy No.: TSP G24735497 004
Type of Policy: Environmental Liability - Claims Made
Date of Expiration: 12/31/2016; 12:01 A.M. Local Time at the mailing address of the Named Insured.

This notice is to advise that we are agreeable to renewing this policy subject to the following:

WE ARE NON-RENEWING YOUR POLICY BECAUSE, WHERE PERMITTED BY LAW, WE REEVALUATE ALL UNDERWRITING RISKS EACH YEAR IN LIGHT OF CHANGING CONDITIONS IN THE INSURANCE MARKET.

IN ORDER TO BE IN FULL COMPLIANCE WITH OUR REGULATORY AND STATUTORY RULES WE MUST SEND THIS NON-RENEWAL NOTICE.

WE VALUE YOUR BUSINESS AND SHALL STRIVE TO REMAIN RESPONSIVE TO YOUR NEEDS AS NEXT YEAR'S PROGRAM IS DEVELOPED.

CERTIFICATE OF MAILING

Named Insured

CITY OF MENASHA
140 Main Street
Menasha, WI 54952

Date Mailed:
15th day of September, 2016



AUTHORIZED REPRESENTATIVE

Copy for Named Insured

Page 1 of 1

ACE AMERICAN INSURANCE CO
436 WALNUT STREET
PHILADELPHIA, PA 19106

Named Insured: CITY OF MENASHA

Policy Number: TSP G24735497 004

This page is separate and independent from the notice given.
We are informing you that the following parties were notified of this action.

**PARTIES
NOTIFIED**

Named Insured
CITY OF MENASHA
140 Main Street
Menasha, WI 54952

Producer
ARTHUR J GALLAGHER & CO INSURANCE BROKERS OF CA INC
1255 BATTERY STREET, SUITE 450
SAN FRANCISCO, CA 94111

**JOINT POWERS AGREEMENT
WINNEBAGO COUNTY 911 EMERGENCY SYSTEM**

WHEREAS, Winnebago County and the municipalities located within the boundaries of Winnebago County have implemented an Emergency 911 System for the purposes of providing emergency services to residents and visitors of these municipalities, including fire fighting, law enforcement, ambulance, medical and other emergency services; and

WHEREAS, Sec. 256.35(9), Wis. Stats. "Joint Powers Agreement", requires that in implementing a 911 system as has been done in Winnebago County, municipalities shall annually enter into a Joint Powers Agreement, which Agreement shall be applicable on a daily basis and which shall provide that if an emergency services vehicle is dispatched in response to a request through the Winnebago County 911 System, such vehicle shall render its services to the persons needing the services, regardless of whether the vehicle is operating outside the vehicle's normal jurisdictional boundaries.

THEREFORE, in consideration of the mutual promises, agreements, and conditions contained herein, it is hereby jointly agreed between Winnebago County and the City of Menasha, municipality", as follows:

1. That effective **December 1, 2016**, this Agreement shall, thereafter, be applicable on a daily basis from said date through **November 30, 2017**.
2. That if an emergency services vehicle operated by the municipality, or operated by an agency with which the municipality contracts for that particular emergency service, is dispatched in response to a request through the Winnebago County Emergency 911 System, such vehicle (whether owned and operated by the municipality or by the agency) shall render its services to the persons needing the services, regardless of whether the vehicle is operating outside the vehicle's normal jurisdictional (or as defined by contract) boundaries.
3. That a Winnebago County Communications and Information System Advisory Committee shall be established to develop and recommend policy and procedures for emergency services communications and public safety records management issues in Winnebago County. A User's Guide that was developed in 1994 has been updated as necessary, and includes directives and guidelines for the proper use of E911 communication devices (which may include, but not be limited to, radios, computers, mobile data devices and pagers). Violation of User Guide directives could result in disciplinary action being imposed by the employing agency. The committee will be charged to effectively recommend equipment/software purchases and resource allocation with the authority to develop sub-committees as needed to accomplish that task. The committee may develop special ad-hoc, advisory task forces to research regional communication

network(s) with neighboring public safety departments or other County E911 Systems. The Advisory Committee will report to the County Executive and service that position in an advisory nature. Membership on the Advisory Committee shall consist of 9 representatives (appointed by the County Executive) from the following:

4 – Police Agency (separate departments) Representatives (normally the Police Chief or his/her designee).

4 – Fire Agency (separate departments) Representatives (normally the Fire Chief or his/her designee).

1 – Emergency Government Representative.

The Advisory Committee shall elect one Chair and Vice-Chair each year commencing in January.

4. That a copy of this Agreement shall be filed with the State Department of Justice, as required by Sec. 146.70 (9)(c), Wis. Stats.

WINNEBAGO COUNTY

By: Mark L. Harris
Winnebago County Executive
Mark L. Harris

Date: 9/12/16

By: Susan T. Ertmer
County Clerk
Susan T. Ertmer

Date: 9-8-16

CITY OF MENASHA

By: _____
Mayor

Date: _____

By: _____
City Clerk

Date: _____



MEMORANDUM

Date: September 27, 2016
To: Administration Committee
From: David Buck, CDD
RE: Petition for Annexation – 1462 Appleton Road (Parcel # 008033701)

Request

R. Lewis & R. Lewis LLC, property owner, is proposing direct annexation (by unanimous approval) of a single parcel of land that is 0.75 acres/32,670 square feet in size. The subject parcel is located at 1462 Appleton Road (STH 47), which is on the west side of Appleton Road approximately 400 feet south of Midway Road (County Road AP), in the Town of Menasha.

Background & Analysis

The property is currently vacant/undeveloped and has a Town of Menasha zoning designation of B-3 General Business District. Per the Intermunicipal Agreement between the City of Menasha and the Town of Menasha (boundary agreement), The City of Menasha has the authority to annex unimproved properties in this area without detaching a property equal in size to the Town of Menasha.

The City of Menasha Year 2030 Comprehensive Plan designates this area as appropriate for commercial use and staff will be recommending the C-1 General Commercial District zoning designation to the Plan Commission as it is consistent with that recommendation and is also consistent with the zoning of adjacent properties of the subject parcel on the north & west (supermarket) and the south (vacant commercial).

The Community Development Department supports the annexation as a logical extension of the city's municipal boundary. Furthermore, adding the commercial parcel to the city will result in a slight increase in tax base for the community when initially annexed with additional tax base when improved/developed.

The Petition for Annexation has been distributed to parties identified within the Zoning Ordinance for impact reports, which are included in the Administration Committee packet for review and recommendation. The petition will also be included on the Plan Commission agenda of October 4, 2016. The Petition for Annexation as well as the recommendations of the Administration Committee and Plan Commission will then be brought back to the Common Council in the form of an Ordinance on October 17, 2016.

Recommendation

Staff requests the Administration Committee forward the petition for annexation of 1462 Appleton Road (Parcel # 008033701) to the Common Council.

PETITION FOR ANNEXATION

The undersigned, constituting 100 percent of the owners of the following described territory located in the Town of Menasha, Winnebago County, Wisconsin, lying contiguous to the City of Menasha, petition the Honorable Mayor and Common Council of said city to annex the territory described below and shown upon the attached map, as permitted by §66.0217 of the Wisconsin Statutes, to the City of Menasha, Winnebago County, Wisconsin.

A copy of the scaled maps of the territory proposed for annexation attached hereto as Exhibit A may be inspected at the office of the Clerk of the Town of Menasha, 2000 Municipal Drive, Neenah, Wisconsin and at the office of the Clerk of the City of Menasha, 140 Main Street, Menasha, Wisconsin.

Parcel "A"

All that part of the North Twenty-seven (27) acres of the Northeast ¼ of the Northeast ¼ of Section 11, Township 20 North, Range 17 East, in the Town of Menasha, Winnebago County, Wisconsin, described as follows:

Commencing at the Northeast corner of said Section 11; thence S89° 40' W along the North line of said Section 60.0 feet; thence S01° 39' E, 423.5 feet to the point of beginning; thence S89° 40' W, 150.0 feet; thence S01° 39' E, 220.0 feet; thence N89° 40' E, 150.0 feet; thence N 01° 39' W, 220.0 feet to the point of beginning. Said parcel containing 0.7500 acres.

Parcel No. 008-0337-01

Dated this 16th day of September, 2016.

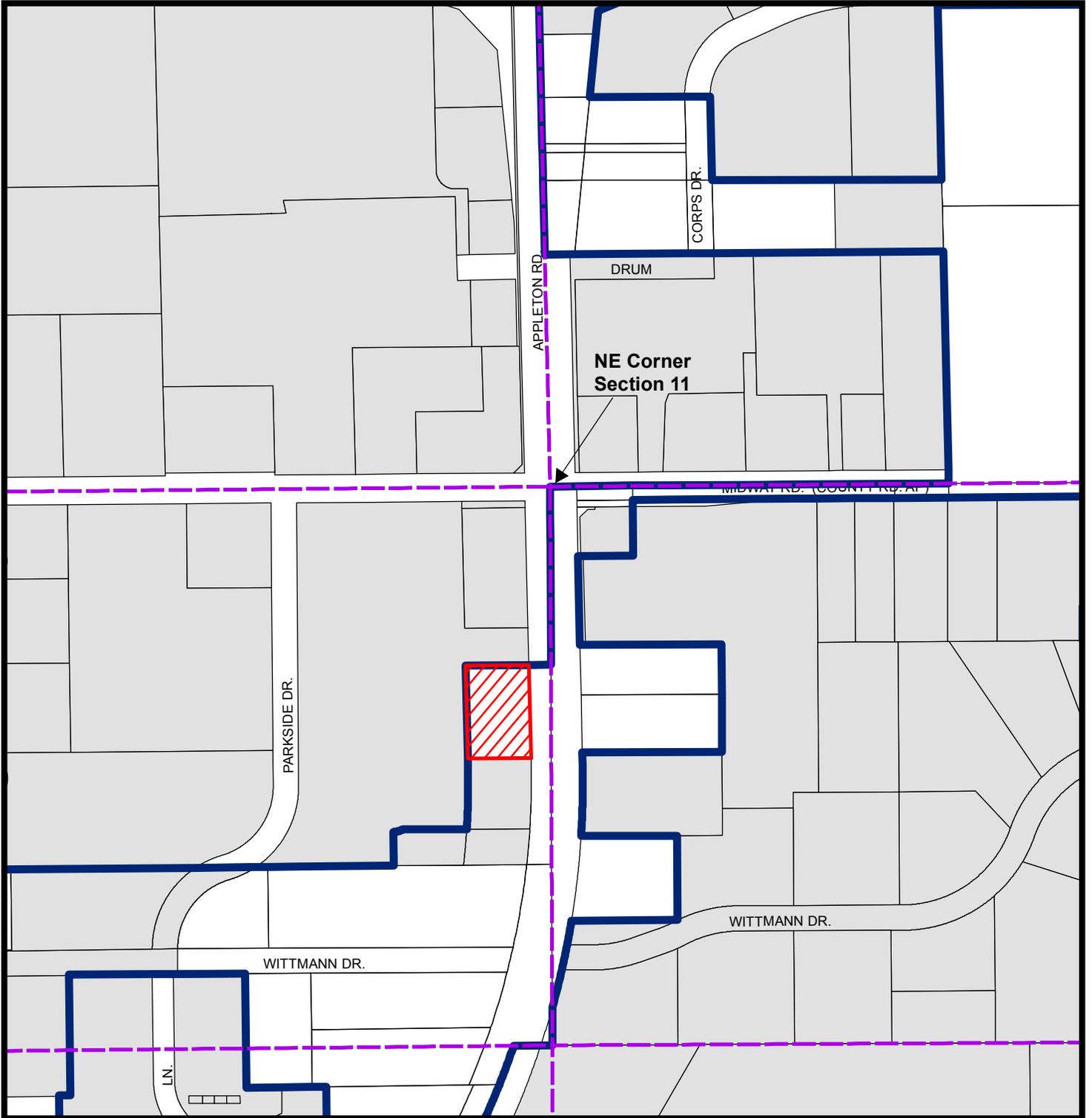


William G. Lewis, Owner/Member
R. Lewis & R. Lewis LLC
1702 Scheuring Road
De Pere, WI 54115



Rebecca Lewis, Owner/Member
R. Lewis & R. Lewis LLC
1702 Scheuring Road
De Pere, WI 54115

Proposed Annexation



Legend

-  Parcel Proposed for Annexation
-  Section Lines
-  City of Menasha Corporate Limits





MEMORANDUM

To: Department Heads, Plan Commission, Park Board, Assessor, Menasha Utilities, Neenah-Menasha Fire Rescue and Menasha Joint School District

From: Kristi Heim, Community Development Coordinator

Date: September 27, 2016

RE: Annexation Impact Reports – Appleton Road

The Administration Committee will be considering the proposed Appleton Road annexation at its October 3, 2016 meeting, and if recommended for approval, an ordinance will be drafted for consideration by the Common Council at its October 17, 2016 meeting. **Please provide the City Clerk with your annexation impact report no later than Noon on Thursday, September 29, 2016.**

The parcel to be annexed is shown on the attached map. The total area of the annexation is .75 acres. The parcel will be zoned C-1, General Commercial District.



September 29, 2016

Memorandum

To: Debbie Galeazzi, City Clerk
From: Tim J. Montour – Engineering Supervisor
RE: Impact Report for the Proposed Appleton Road Annexation

There would be relatively minor street related costs and minor recycling and refuse costs associated with servicing the proposed Appleton Road annexation, but these costs would be easily supported by the expected added property value.

It is anticipated that no additional staffing will be needed to provide services for the proposed Appleton Road annexation area. The Department is in favor of the proposed annexation.



To: Debbie Galeazzi, City Clerk
Kristi Heim, Community Development Coordinator

From: Tim Styka, Police Chief 

Date: September 27, 2016

RE: Annexation Impact Reports – Appleton Rd.

As with any annexation by the City, the service area for the Police Department does increase. However, I do not anticipate where this annexation would have an adverse impact requiring additional staffing or equipment above our current levels.



MEMORANDUM

To: Administration Committee
From: PRD Tungate *BT*
Date: September 27, 2016
RE: Annexation Impact Report – Appleton Road

The .75 acre annexation along Appleton Road will not have any impact on City Parks and Recreation services.



Memorandum

TO: Debbie Galeazzi, City of Menasha Clerk

FROM: Kevin Kloehn, Fire Chief Neenah-Menasha Fire Rescue

DATE: September 28, 2016

RE: Impact on the .75 acre annexation on Appleton Road

In reviewing the proposed .75 acre annexation on Appleton Road, I found that the annexation would have no impact to the operations of Neenah-Menasha Fire Rescue as vacant property. However, if a structure were to be built on this property, the building would impact our inspection bureau. This would consist of up to 2 building inspections per year.

The property is well within our normal response time and protection capabilities that currently exist with Neenah-Menasha Fire Rescue.



MEMORANDUM

TO: Administration Committee

FROM: David Buck, CDD

DATE: September 28, 2016

RE: Annexation Impact Report – 1462 Appleton Road (Parcel # 008033701)

The Department of Community Development has considered potential impacts of the proposed 1462 Appleton Road (Parcel # 008033701) annexation as it relates to the duties and functions of the department as well as its relationship to the orderly growth and development of the community.

The single parcel included in this annexation request is 0.75 acres/32,670 square feet in size and is currently vacant. It is expected that this property will develop with general commercial uses.

There will be limited additional workload imposed upon the Community Development Department related to zoning, site plan review and building permit issuance and it is not anticipated that its addition to the community will have a significant impact on the capacity of the Community Development Department to complete its operational functions.

The proposed annexation is consistent with the City of Menasha Year 2030 Comprehensive Plan as well as the Intermunicipal Agreement between the City of Menasha and the Town of Menasha (boundary agreement). Adding this parcel to the city will make additional land area available for general commercial development and will result in a slight increase in tax base for the community when initially annexed with additional tax base when improved/developed.

The Community Development Department supports this annexation as a logical extension of the city's municipal boundary which is adjacent on the north, south and west sides of the subject parcel.



MEMORANDUM

To: David Buck, Community Development Director

From: Peggy Steeno, Administrative Services Director

Date: September 29, 2016

RE: Annexation Impact Report – Appleton Road Property

Pursuant to City of Menasha Ordinance 13-1-123, I am providing the following report regarding the above noted proposed annexation:

- The Administrative Services Department will not require any additional full-time personnel, equipment, buildings, or other improvements if the annexation is approved.
- The Administrative Services Department will not incur any costs over and above those costs normally incurred in any annexation if the annexation is approved.
- Based upon an estimated assessed value of \$65,500, for the land only as the building is no longer standing, at the City's current assessment rate of \$10.3383, the City would realize an increase in tax collections of approximately \$677 annually if the annexation is approved.

Due to my statements above, and the absence of any negative effects, I am recommending that the Common Council vote to approve the annexation.



MEMORANDUM

To: City of Menasha Administration Committee

From: Peggy Steeno, Director of Administrative Services

Date: **September 29, 2016**

RE: 2017 – 2018 Health Insurance

BACKGROUND

In November of 2014, the City of Menasha contracted with Wisconsin Counties Association/Group Health Trust (WCA/GHT) to be the City's medical insurance carrier for the calendar years 2015 and 2016. By selecting this plan, the City saved approximately \$138,000 in comparison to the renewal offered by the City's previous provider Wisconsin Education Association Insurance Trust (WEA), for the same benefits.

WCA/GHT has delivered on all of the commitments made to the City as part of this agreement. While there are always things that can be improved upon, the overall experience with WCA/GHT has been positive. In regard to the issues that have arisen, in the areas of coverage and customer service, I am pleased to report that all issues have been resolved. In addition, according recent survey completed by employees with regard to City benefits, the results showed that employees are satisfied with the WCA/GHT.

There were a few small plan design changes approved by the Council and implemented for the 2016 plan year that enabled the City to hold the increase, for the 2016 plan year, to 2.5% over the 2015 rates.

In regard to 2017 and 2018, the City has received a proposal, for the same plan benefits, with rates as follows:

2016 Rates

<i>Single Plan -</i>	<i>\$502.25 per month</i>
<i>Employee/Child Plan -</i>	<i>\$932.75 per month</i>
<i>Employee Spouse Plan -</i>	<i>\$1,060.88 per month</i>
<i>Family Plan -</i>	<i>\$1,633.85 per month</i>

2017 Rates

<i>Single Plan -</i>	<i>\$517.32 per month</i>
<i>Employee/Child Plan -</i>	<i>\$960.73 per month</i>
<i>Employee Spouse Plan -</i>	<i>\$1,092.70 per month</i>
<i>Family Plan -</i>	<i>\$1,682.86 per month</i>

2018 (Not-to-Exceed) Rates

<i>Single Plan -</i>	<i>\$558.71 per month</i>
<i>Employee/Child Plan -</i>	<i>\$1,037.59 per month</i>
<i>Employee Spouse Plan -</i>	<i>\$1,180.12 per month</i>
<i>Family Plan -</i>	<i>\$1,817.49 per month</i>

The above rates are proposed to increase 3% in 2017, and guaranteed to increase not more than 8% in 2018, both without any plan design changes.

There is a caveat to this proposal. The proposal is predicated on the City of Menasha agreeing to renew with WCA/GHT without going to the market to ‘shop’ for other insurance carriers. The reason for this request is that WCA/GHT has invested significant funds in the Blue Jay Clinic on behalf of the City of Menasha, and it is important for them to get a longer term benefit from their investment.

ANALYSIS

While the request to enter into the agreement without comparison shopping is not typical, in this case, it makes sense, for the following reasons:

- WCA/GHT was the lowest cost provider, by a large margin when shopping for insurance for the 2015 plan year,
- Industry increases in the market currently are much higher than the 3% and 8% proposed by WCA/GHT,
- The provider network provide under this plan is extremely broad, known to be one of the most inclusive networks in the state,
- There are a number of additional benefits that come with the existing company; they are as follows:
 - The company provides the availability of the Blue Jay Clinic, when covered members can go for various medical needs, at no cost to members,
 - The company provides a \$50 gift card, annually, to all employees/spouses that complete an annual physical and notify WCA/GHT of the same,
 - The company provides HRA/Biometrics Testing, annually, to city employees/spouse at no additional cost,

- The company provides funding for flu shots, annually, for covered members at no cost,
- The company provides a physical fitness incentive, in the form of cash reimbursement, \$120 Single Plan / \$240 Family Plan, annually, for membership at a health club,
- The company pays all required ACA fees on the city's behalf,
- The company provides an incentive to covered members that select Smart Choice MRI, for their imaging needs, and
- The company provides a wellness grant to the City each year for wellness related activities.

For all of the reasons listed above, remaining with WCA/GHT for the years 2017 and 2018, under the above noted terms, is the right good choice.

FISCAL IMPACT

The fiscal impact of this item is approximately \$3,660 per month. However, employees are currently contributing 2.5% to the premiums, and staff will be proposing an increase in the contribution percentage for 2017 and beyond, so the City will not bear the entire cost of the increase.

RECOMMENDATION

Staff is requesting approval of a two year agreement, with WCA/GHT, to provide health insurance, at the rates and terms listed above.



MEMORANDUM

To: City of Menasha Administration Committee
From: Peggy Steeno, Director of Administrative Services
Date: September 29, 2016
RE: 2017-2018 Dental Insurance

BACKGROUND

The City is self-insured for dental coverage, and the plan is administered through Delta Dental. As the administrator, Delta Dental has provided experience information for claims and administrative fees for the most recent twelve (12) month period. *Staff has reviewed this information, and no increase in premiums is required for 2017.*

The City's current rates, which have not changed since 2011, as well as the projected rates for 2017, are as follows:

<u>2016 Rates</u>	<u>2017 Rates</u>
Single Plan - \$43.05 per month	Single Plan – No Change
Family Plan - \$114.67 per month	Family Plan – No Change

In regard to responsibility for the payment of premiums, the City pays 90% and the employees pay 10%. In addition, the City charges COBRA rates at the same level as employee rates. The City does have the ability to add an additional 2% on COBRA policies, however it has not done so in the past and staff is not recommending it for 2017.

In addition to keeping the administration fee at the current rate, Delta Dental has also committed to maintain the same rate for 2018.

ANALYSIS

The City has been able to hold the same dental insurance rates in place for the past six years, and is fortunate to be able to do this for 2017 as well. Since the City is self-funded, staff also monitors claims on a monthly basis, and will continue to do so in the future.

In regard to the administration fee paid to the plan administrator, the \$5.50 per employee, per month is a very favorable rate, as all of the comparable administrators charge a higher rate. In addition, with regard to the network available to the City through Delta

Dental, this also is very favorable with the current plan administrator in comparison to other plan administrators.

In addition, in a recent survey completed by employees with regard to City benefits, the results showed that employees are satisfied with the customer service provided by Delta Dental.

FISCAL IMPACT

There is no specific fiscal impact with this request, as the rates are remaining stable. However, please note the actual amount paid for dental insurance each year depends on the selections employees make with regard to choosing or not choosing to take the insurance, and the level of insurance that is selected.

RECOMMENDATION

Staff recommends approval of the following:

- A two year agreement, from January 1, 2017 through December 31, 2018, with Delta Dental to provide plan administration services for dental insurance, and
- The above noted dental insurance rates for 2017.



MEMORANDUM

To: City of Menasha Administration Committee
From: Peggy Steeno, Director of Administrative Services
Date: September 29, 2016
RE: 2017 - 2020 Vision Insurance

BACKGROUND

The City currently contracts with Superior Vision to provide a materials only vision insurance plan. The City has been under a fixed, three-year contract since 2014, with that contract ending on December 31, 2016.

The City’s current rates, which have not changed since 2014, along with the proposed rates for January 1, 2017 through December 31, 2020, are as follows:

<u>2014 - 2016 Rates</u>		<u>2017 – 2020 Rates</u>	
Single Plan -	\$4.84 per month	Single Plan –	\$5.03 per month
Ltd. Family Plan -	\$9.68 per month	Ltd. Family Plan -	\$10.07 per month
Family Plan -	\$12.77 per month	Family Plan –	\$13.28 per month

In regard to responsibility for the payment of premiums, the City pays 90% and the employees pay 10%. In addition, the City charges COBRA rates at the same level as employee rates. The City does have the ability to add an additional 2% on COBRA policies, however it has not done so in the past and staff is not recommending it for 2017.

ANALYSIS

The City has been able to hold the same vision rates in place for the past three years, and the increase that is being proposed to hold the rates at the proposed 2017 level for the next 4 years is a favorable proposal.

In regard to comparisons, staff has worked with the City’s insurance consultant on comparable plans and pricing, and has not been able to find better rates for equivalent coverage.

In addition, in a recent survey completed by employees with regard to City benefits, the results showed that employees are satisfied with the customer service provided by Superior Vision.

FISCAL IMPACT

The fiscal impact attached to this request, based on the 2016 selections that employees have made for vision insurance, is additional \$434 annually, in premiums paid by the City. However, please note the actual amount paid for vision insurance each year depends on the selections employees make with regard to choosing or not choosing to take the insurance, and the level of insurance that is selected.

RECOMMENDATION

Staff recommends approval of a four year agreement, with Superior Vision, to provide vision insurance, at the rates listed above.