



**CITY OF BROKEN BOW
CITY COUNCIL AGENDA
January 9, 2024 @ 6:00 PM
Municipal Auditorium
314 South 10th Avenue, Broken Bow NE**

Meeting Procedure

The Public may address specific agenda items at the pleasure of the Mayor. Please come to the podium, state your name and address, and limit your remarks to five minutes or less. Out of respect to City employees, we request that any complaints or criticisms of employees not be aired in a public meeting. Concerns about employees should be brought to the attention of the City Administrator or Mayor. An individual in violation will be declared out of order. Individuals who have appropriate items for City Council consideration should complete the Request for Future Agenda Items.

A. Call to Order

B. Open Meetings Act: A current copy of the Open Meetings Act is available and is posted for review by all citizens.

C. Roll Call

D. Pledge of Allegiance

E. Consent Agenda: Council will have consideration of approving the consent agenda items for January 9th, 2024, which will include the following:

- a. Approval of Minutes of December 12, 2023, Council Meeting
- b. Approval of Bills as Posted

F. Other Communications:

- a. TeamMates Mentoring Program of Broken Bow- Deb McCaslin

G. New Business:

- a. **Consideration of partnering with The Olson Group-** Council will have consideration of approving a partnership between the City of Broken Bow and The Olson Group as a health insurance broker.
- b. **Floodplain Administrator-** Council will have consideration of approving David Schmidt as the City of Broken Bow Floodplain Administrator.
- c. **Floodplain Co-Administrator-** Council will have consideration of approving Jacob Holcomb as the City of Broken Bow Floodplain Co-Administrator.



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January 9, 2024 @ 6:00 PM
Municipal Auditorium
314 South 10th Avenue, Broken Bow NE**

Mayor and Council Comments

H. Adjournment

***The Next City Council Meeting Will Be on Tuesday, January 23rd, 2024
@ 6:00 pm in the Broken Bow Municipal Auditorium***

Upcoming Events:

❖ January 15th – City Offices Closed in Observance Martin Luther King Jr. Day

The Council will review the above matters and take such action as they deem appropriate. The Council may enter into closed session to discuss any matter on this agenda when it is determined by the Council that it is clearly necessary for protection of the public interest or the prevention of needless injury to the reputation of any individual and if such individual has not requested a public meeting, or as otherwise allowed by law. Any closed session shall be limited to the subject matter for which the closed session was called. If the motion to close passes, immediately prior to the closed session the Mayor shall restate on the record the limitation of the subject matter of the closed session.

**Broken Bow City
Council
Meeting Minutes
December 12, 2023**

The Broken Bow City Council met in regular session on Tuesday, December 12, 2023, in the Broken Bow Municipal Auditorium. Notice of the meeting was given in advance thereof as required by law. Availability of the agenda and related materials was communicated in the advanced notice to the Mayor and all members of the Council, as well as shared with various media outlets. All proceedings hereafter shown were taken while the meeting was open to the attendance of the public.

Mayor Rod Sonnichsen called the meeting to order at 6:00 pm, with the following Councilmembers present: Russ Smith, and Paul Holland. Absent: Chris Myers, and Luke Wassom. Mayor Sonnichsen announced the availability of the open meetings law, followed by reciting of the Pledge of Allegiance.

Mayor Sonnichsen read the format for submitting requests for future agenda items.

Moved by Smith, seconded by Holland, to excuse the absence of Councilmembers Myers and Wassom. Roll Call vote: Voting aye: Smith and Holland. Nays: None. Motion carried.

Moved by Holland, seconded by Smith to approve the consent agenda for December 12, 2023. Said motion includes approval of the Minutes of the November 28th, 2023, Council Meeting, bills to date, and the Broken Bow Volunteer Fire Department Roster. Roll call vote: Voting aye: Holland, and Smith. Nays: None. Motion carried.

Aflac \$67.02, \$489.71, \$76.32, Baxter Welding \$6,000.00, Beaver Bearing Co Albion \$235.13, Bound Tree Medical \$189.96, Bow Family Furniture \$257.72, Broken Bow Area Rotary \$453.69, Broken Bow Chamber of Commerce \$1780.00, Broken Bow Municipal Utilities \$5,656.18, Broken Bow Postmaster \$186.00, Broken Bow Rural Fire Board \$505.63, Bruning State Bank \$9,429.65, Capital One \$2,468.45, Carquest of Broken Bow \$16.32, Carroll Construction Supply \$1252.45, City Flex Benefit Plan \$145.00, City of Broken Bow Health Insurance \$4,014.20, City of Broken Bow Pension Fund \$1,677.20, \$9,693.00, \$831.74, Colonial Insurance \$535.96, \$381.18, \$306.71, Custer County Highway Dept. \$842.40, Custer Public Power \$53.08, EFTPS Online Payment \$2,768.80, \$7,463.65, \$11,838.90, EZ IT Solutions \$2,765.00, Eakes Office Products \$439.63, Eggleston Oil \$1,881.90, Family Heritage \$25.50, Freedom Munitions \$699.14, Frontwater Engineering \$225.00, Great Plains Communications \$70.95, Grocery Kart \$156.30, Hometown Leasing \$233.30, JEO \$372.50, \$4,000.00, \$2,768.75, Kirkpatrick Cleaning Solutions \$676.00, Kully Pipe & Steel \$2,988.82, MacQueen Equipment \$481.16, Matt Friend \$8,100.00, Melham Wellness Center \$137.00, Michael Todd & Co \$355.46, Nebraska Child Support Payment Center \$433.39, Platte Valley Communications \$550.00, Police Chief Assn of Nebraska \$60.00, Police Officers Assn of Nebraska \$96.00, RT Ace \$6.59, \$1,133.77, \$2.34, \$105.69, Ranchland Ford \$132.58, Rion \$2,458.53, S&L Sanitary Service \$54.30, Schaper and White Law Firm \$3,000.00, Stable Productions Exotic Animal Ranch \$1,500.00, State Income Tax WH NE Online Payment \$3,898.78, TX Child Support SDU \$69.23, Titan Machinery-Lexington \$377.05, Verizon Wireless \$315.61, Wenquist Inc. \$121.72, \$65.23, Bi-Weekly Payroll \$68,567.74 Total - \$178,941.01

Discussion was held on potentially approving a shared equipment and services interlocal agreement between the City of Broken Bow and Custer County. City Administrator Schmidt stated the spirit of the agreement has not changed outside of minor word changes. Mayor Sonnichsen stated that Custer County would like to make the agreement indefinite unless one party needs to make changes. City Attorney White also confirmed the agreement has been around for decades with minor edits being made over the years. At the end of discussion, moved by Holland, seconded by Smith, to approve the interlocal agreement with the Broken Bow Township. Roll Call vote: Voting aye: Holland, and Smith. Nays: None. Motion carried.

Discussion was held on potentially approving a partnership between the City of Broken Bow and Al Vacanti Municipal Consulting Services. City Administrator Schmidt stated that new city staff members have reached obstacles that Mr. Vacanti can help overcome. Additionally, Administrator Schmidt said that Mr. Vacanti will help teach and grow the skill sets of city employees. Al Vacanti addressed the Mayor and Council and listed ways he can help the City of Broken Bow during this time of transition. At the end of discussion, moved by Holland, seconded by Smith, to approve the partnership between the City of Broken Bow and Vacanti Municipal Consulting Services. Roll Call vote: Voting aye: Holland, and Smith. Nays: None. Motion carried.

In the Mayor and Council Comments, Mayor Sonnichsen thanked the city staff, Mr. Vacanti, Broken Bow Chamber, and the media for attending. Mayor Sonnichsen encouraged everyone to be safe over the Holidays.

Moved by Smith, seconded by Holland, to adjourn the City Council Meeting at 6:34 pm. Roll Call vote: Voting aye: Smith, and Holland, Nays: None. Motion carried.

Rodney W. Sonnichsen, Mayor

ATTEST:

Jacob Holcomb, Deputy City Clerk

Accounts Payable Detail Listing

City of Broken Bow

<u>Vend#</u>	<u>Vendor Name</u>	<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
	<u>Account#</u>			<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
AKRS EQUIPMENT										
34971	1/9/2024	1/9/2024			1,266.21	Acct# 50208				Posted
	08-3310.00					maint repair equip			354.21	0.00
	09-3310.00					maint repair equip			912.00	0.00
									1,266.21	0.00
Aflac										
34955	1/3/2024	1/3/2024			477.41					Posted
	01-1501.00					PRE TAX AFLAC			477.41	0.00
34956	1/3/2024	1/3/2024			113.82					Posted
	01-1501.00					AFLAC POST TAX			113.82	0.00
Beaver Bearing Co Albion										
34975	1/9/2024	1/9/2024			53.33	Inv# 2193				Posted
	08-3310.00					Equip Repair Sleeve			53.33	0.00
Bound Tree Medical										
34972	1/9/2024	1/9/2024			916.78	Inv# 85185206				Posted
	05-3338.00					EMS Supplies			916.78	0.00
Broken Bow Chamber of Commerce										
34973	1/9/2024	1/9/2024			2,895.00					Posted
	05-3334.00					ambulance incentive			2,895.00	0.00
Broken Bow Municipal Utilities										
34946	1/9/2024	1/9/2024			7,275.27					Posted
	01-3213.00					General - Radio/Weather Station Tower			25.67	0.00
	02-3220.00					Pub Bldg - Utilities/Trash			368.78	0.00
	04-3220.00					Police - Utilities/Trash Removal			358.81	0.00
	04-3315.00					Police -Dog Pound Utilities			116.83	0.00
	07-3220.00					Library - Utilities/Trash Removal			1,221.67	0.00
	08-3220.00					Street - Utilities/Trash			1,920.79	0.00
	09-3220.00					Parks - Utilities/Trash Removal			2,018.13	0.00
	09-3220.00					Parks - Shop Utilities/Trash Removal			948.46	0.00
	10-3220.00					Swim Pool - Utilities/Trash Removal			215.63	0.00
	11-3220.00					Tree Dump - Utilities			80.50	0.00
									7,275.27	0.00
Capital One										
34976	1/9/2024	1/9/2024			53.48					Posted
	04-3223.00					Police Field Notebooks			53.48	0.00
Card Services										
34942	1/9/2024	1/9/2024			321.61	Street/Parks				Posted
	08-3205.00					meeting expense			23.98	0.00
	08-3416.00					xmas decor and tire tubes			71.58	0.00
	08-3310.00					main repair equip			122.36	0.00
	09-3310.00					main repair equip			25.10	0.00
	09-3339.00					main repair equip			47.43	0.00
	08-3350.00					shop tools			31.16	0.00
									321.61	0.00
34943	1/9/2024	1/9/2024			117.04	EMS				Posted
	05-3361.00					ems pants x2			80.14	0.00
	06-3223.00					supplies			8.54	0.00
	05-3223.01					cleaning supplies			28.36	0.00
									117.04	0.00
34944	1/9/2024	1/9/2024			27.77	Admin 0583				Posted
	01-3223.00					Supplies			27.77	0.00
34945	1/9/2024	1/9/2024			9,860.25	Admin 0609				Posted
	01-3212.00					Employee Appreciation			5,280.00	0.00
	01-3212.00					Employee Appreciation			54.54	0.00
	01-3420.00					fuel			47.41	0.00
	01-3223.00					supplies x			769.43	0.00
	01-3223.00					menards x			4,834.16	0.00
	01-3223.00					builders warehouse ,			1,505.33	0.00
	01-3223.00					mehnrads credit			0.00	1,437.81
	01-3223.00					amazon credit			0.00	355.99
	01-3223.00					payment			0.00	836.82
									12,490.87	2,630.62

City of Broken Bow

Pay#	Post Date	Due Date	Amount	Invoice	Date	PO#	Date	Status
	Account#	Work Order		Description			Debit	Credit
Carroll Construction Supply (continued)								
34974	1/9/2024	1/9/2024	1,376.28	Inv# LI138177				Posted
	08-3425.00			Tar			1,376.28	0.00
Century Link								
34952	1/9/2024	1/9/2024	533.54					Posted
	08-3221.00			Street - Basic & Long Distance			49.27	0.00
	09-3221.00			Park - Basic & Long Distance			49.26	0.00
	03-3221.00			Handi Bus - Basic & Long Distance			68.07	0.00
	01-3221.00			General -Basic & Long Distance Radio			85.49	0.00
	01-3221.00			General -Basic & Long Distance Office			194.15	0.00
	01-3221.00			General -Basic & Long Distance Office			87.30	0.00
							533.54	0.00
34969	1/4/2024	1/4/2024	391.14					Posted
	10-3221.00			Swim Pool - Basic & Credit Card			391.14	0.00
Chris Leibert								
34977	1/9/2024	1/9/2024	74.06					Posted
	04-3313.00			Supplies for NLETC			74.06	0.00
City Flex Benefit Plan								
34957	1/3/2024	1/3/2024	225.00					Posted
	01-1501.00			SELECT FLEX-UNREIMBURSED M/D/V			225.00	0.00
City of Broken Bow - Health Insurance								
34967	1/3/2024	1/3/2024	4,124.71					Posted
	01-1501.00			HEALTH INSURANCE			4,124.71	0.00
City of Broken Bow Pension Fund								
34958	1/3/2024	1/3/2024	2,278.07					Posted
	01-1513.00			RETIREMENT LOAN PAYMENT			2,278.07	0.00
34959	1/3/2024	1/3/2024	9,386.02					Posted
	01-1502.00			414H RETIREMENT			9,386.02	0.00
34960	1/3/2024	1/3/2024	866.97					Posted
	01-1502.00			457 RETIREMENT			866.97	0.00
Colonial Insurance								
34953	1/3/2024	1/3/2024	410.31					Posted
	01-1501.00			COLONIAL LIFE PRE TAX			410.31	0.00
34954	1/3/2024	1/3/2024	323.28					Posted
	01-1501.00			COLONIAL LIFE POST TAX			323.28	0.00
Custer Public Power								
34949	1/9/2024	1/9/2024	62.92					Posted
	11-3220.00			CD Cell Power			62.92	0.00
Custer Transfer Station								
34978	1/9/2024	1/9/2024	12.00	Inv# 367502				Posted
	08-3416.00			trash removal			12.00	0.00
Dept Correctional SVCS								
34979	1/9/2024	1/9/2024	650.00	Inv#1405355				Posted
	09-3410.00			Spreaders, Motors			650.00	0.00
EFTPS Online Payment								
34950	1/9/2024	1/9/2024	1,711.38	3RD QUARTER				Posted
	01-3222.00			3RD QTR TAXES- LATE FEES			1,711.38	0.00
34963	1/3/2024	1/3/2024	2,816.42					Posted
	01-1500.00			MEDICARE			2,816.42	0.00
34964	1/3/2024	1/3/2024	7,600.55					Posted
	01-1500.00			FEDERAL MARRIED			4,448.41	0.00
	01-1500.00			FEDERAL SINGLE			2,143.57	0.00
	01-1500.00			Federal Head of Household			368.31	0.00
	01-1500.00			2020 Federal Single			265.90	0.00
	01-1500.00			2020 Federal Married			374.36	0.00
							7,600.55	0.00
34965	1/3/2024	1/3/2024	12,042.56					Posted
	01-1500.00			SOCIAL SECURITY			12,042.56	0.00
EZ IT Solutions								

City of Broken Bow

<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
	<u>Account#</u>	<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
EZ IT Solutions (continued)								
34991	1/9/2024	1/9/2024	2,765.00	Inv# 7275				Posted
	01-3438.00			IT Services			460.83	0.00
	04-3438.00			IT Services			460.83	0.00
	05-3438.00			IT Services			230.43	0.00
	06-3438.00			IT Services			230.42	0.00
	07-3438.00			IT Services			460.83	0.00
	08-3438.00			IT Services			460.83	0.00
	09-3438.00			IT Services			460.83	0.00
							<u>2,765.00</u>	<u>0.00</u>
Eakes Office Products								
34992	1/9/2024	1/9/2024	126.79					Posted
	01-3223.00			Office Supplies			126.79	0.00
Evans Feed Co.								
34993	1/9/2024	1/9/2024	4.20	Inv# 574954				Posted
	02-3311.00			Salt			4.20	0.00
Family Heritage								
34961	1/3/2024	1/3/2024	25.50					Posted
	01-1501.00			FAMILY HERITAGE			25.50	0.00
Great Plains Communications								
34994	1/9/2024	1/9/2024	70.95					Posted
	08-3221.00			Internet			35.47	0.00
	09-3221.00			Internet			35.48	0.00
							<u>70.95</u>	<u>0.00</u>
Hometown Leasing								
34980	1/9/2024	1/9/2024	116.65	Acct# 0012799663				Posted
	04-3216.00			copier lease			116.65	0.00
Justice Data Solutions, Inc.								
34981	1/9/2024	1/9/2024	2,125.00	Inv# 24264				Posted
	04-3411.00			records mgmt system			2,125.00	0.00
Kirkpatrick Cleaning Solutions								
34947	1/9/2024	1/9/2024	853.00					Posted
	02-3419.01			Jan Cleaning			853.00	0.00
MacQueen Equipment								
34982	1/9/2024	1/9/2024	971.54	Inv# P12166				Posted
	08-3222.10			snow removal			971.54	0.00
Nebraska Child Support Payment Center								
34962	1/3/2024	1/3/2024	899.09					Posted
	01-1503.00			CHILD SUPPORT-NE			899.09	0.00
Paper Tiger Shredding								
34951	1/9/2024	1/9/2024	45.00	Inv# 192122				Posted
	01-3222.00			paper shredding			45.00	0.00
Platte Valley Communications								
34983	1/9/2024	1/9/2024	95.00	Inv# 112300217				Posted
	04-3413.00			radio repair			95.00	0.00
RT Ace								
34984	1/9/2024	1/9/2024	7.59	Inv# 646072 BB Pc				Posted
	04-3310.00			Term Ring Lightbar par			7.59	0.00
34985	1/9/2024	1/9/2024	59.74	Acct# 799				Posted
	06-3310.00			batterys, caulk, tape,			59.74	0.00
Schaper and White Law Firm								
34990	1/9/2024	1/9/2024	3,000.00	Inv# 2103				Posted
	01-3214.00			legal fees			3,000.00	0.00
State Income Tax WH NE Online Payment								
34966	1/3/2024	1/3/2024	4,009.65					Posted
	01-1500.00			STATE MARRIED			2,763.72	0.00
	01-1500.00			STATE SINGLE			1,245.93	0.00
							<u>4,009.65</u>	<u>0.00</u>

Accounts Payable Detail Listing

City of Broken Bow

<u>Vend#</u>	<u>Vendor Name</u>	<u>Pay#</u>	<u>Post Date</u>	<u>Due Date</u>	<u>Amount</u>	<u>Invoice</u>	<u>Date</u>	<u>PO#</u>	<u>Date</u>	<u>Status</u>
	<u>Account#</u>			<u>Work Order</u>		<u>Description</u>			<u>Debit</u>	<u>Credit</u>
TX Child Support SDU (continued)										
34968	01-1503.00	1/3/2024	1/3/2024		161.54	CHILD SUPPORT-TX			161.54	Posted 0.00
Titan Machinery-Lexington										
34986	08-3310.00	1/9/2024	1/9/2024		356.05	Inv# PS0193155-1 backhoe			356.05	Posted 0.00
Titan Machinery-North Platte										
34987	08-3310.00	1/9/2024	1/9/2024		8,890.80	Inv# SO0043683-1 maint repair equipment			8,890.80	Posted 0.00
Tracker Systems										
34970	03-3438.00	1/4/2024	1/4/2024		67.96	Locator			67.96	Posted 0.00
Universal Insurance										
34948	01-3207.00	1/9/2024	1/9/2024		2,029.00	Insurance Policy			2,029.00	Posted 0.00
Verizon Wireless										
34988	05-3221.00	1/9/2024	1/9/2024		400.10	Inv#9952792360 Rescue hot spots			80.02	Posted 0.00
	04-3221.00					Police Internet for Ipads			320.08	0.00
									<u>400.10</u>	<u>0.00</u>
Wenquist Inc.										
34989	08-3310.00	1/9/2024	1/9/2024		332.33	Inv#382372 Equipment Repair			332.33	Posted 0.00
					<u>95,675.66</u>	53 Non-voided payables listed.				

Report Setup

AP - Accounts Payable Listing : Vendor Name

Filter Options

Starting: 12/27/2023

Ending: 1/9/2024

Banks: All

Payable Status: Posted, Printed, ACH, Recorded, Voided

All Vendors Selected

B: weekly Payroll
\$68,742.06

Check Approval List - GL Account

1/4/2024 3:15:52 PM

City of Broken Bow

Page 1 of 2

<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
General				
Aflac		PRE TAX AFLAC	Health/Life/Acc Insuranc	477.41
Aflac		AFLAC POST TAX	Health/Life/Acc Insuranc	113.82
Broken Bow Municipal Utilities			Weather Station Expens	25.67
Card Services	Admin 05	supplies	Supplies & Postage	27.77
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	City Promotions	5,280.00
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	City Promotions	54.54
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	769.43
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	4,834.16
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	1,505.33
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	(1,437.81)
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	(355.99)
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Supplies & Postage	(836.82)
Card Services	Admin 06	Supplies, Fuel, Employee Appreciation	Admin Vehicle	47.41
Century Link		Internet/Phone Service	Telephone/Internet	85.49
Century Link		Internet/Phone Service	Telephone/Internet	194.15
Century Link		Internet/Phone Service	Telephone/Internet	87.30
City Flex Benefit Plan		SELECT FLEX-UNREIMBURSED M/D/V	Health/Life/Acc Insuranc	225.00
City of Broken Bow - Health Insurance		HEALTH INS	Health/Life/Acc Insuranc	4,124.71
City of Broken Bow Pension Fund		414H RETIREMENT	Pension	9,386.02
City of Broken Bow Pension Fund		457 RETIREMENT	Pension	866.97
City of Broken Bow Pension Fund		RETIREMENT LOAN PAYMENT	Loan Payment	2,278.07
Colonial Insurance		COLONIAL LIFE PRE TAX	Health/Life/Acc Insuranc	410.31
Colonial Insurance		COLONIAL LIFE POST TAX	Health/Life/Acc Insuranc	323.28
EFTPS Online Payment		MEDICARE	Payroll Taxes	2,816.42
EFTPS Online Payment		FEDERAL	Payroll Taxes	4,448.41
EFTPS Online Payment		FEDERAL	Payroll Taxes	2,143.57
EFTPS Online Payment		FEDERAL	Payroll Taxes	368.31
EFTPS Online Payment		FEDERAL	Payroll Taxes	265.90
EFTPS Online Payment		FEDERAL	Payroll Taxes	374.36
EFTPS Online Payment		FICA	Payroll Taxes	12,042.56
EFTPS Online Payment	3RD QUA	3RD QTR TAXES	Miscellaneous Expense	1,711.38
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	460.83
Eakes Office Products		Office Supplies	Supplies & Postage	126.79
Family Heritage		FAMILY HERITAGE	Health/Life/Acc Insuranc	25.50
Nebraska Child Support Payment Center		CHILD SUPPORT-NE	Child Support	899.09
Paper Tiger Shredding	Inv# 1921	paper shredding	Miscellaneous Expense	45.00
Schaper and White Law Firm	Inv# 2103	Legal fees	Legal Fees	3,000.00
State Income Tax WH NE Online Payme		STATE	Payroll Taxes	2,763.72
State Income Tax WH NE Online Payme		STATE	Payroll Taxes	1,245.93
TX Child Support SDU		CHILD SUPPORT-TX	Child Support	161.54
Universal Insurance		Insurance Policy	Bonds & WorkmansCorr	2,029.00
			Total General	\$63,414.53
Municipal Building				
Broken Bow Municipal Utilities			Utilities	368.78
Evans Feed Co.	Inv# 5749	Salt	Maintenance & Repair B	4.20
Kirkpatrick Cleaning Solutions		Jan Cleaning	Contracted Services	853.00
			Total Municipal Building	\$1,225.98
Handi Bus				
Century Link		Internet/Phone Service	Telephone/Internet	68.07
Tracker Systems		Locator	IT Expense	67.96
			Total Handi Bus	\$136.03
Police				
Broken Bow Municipal Utilities			Utilities	358.81
Broken Bow Municipal Utilities			Dog Care	116.83
Capital One		Police Field Notebooks	Supplies & Postage	53.48
Chris Leibert		Supplies for NLETC	Training	74.06
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	460.83
Hometown Leasing	Acct# 001	copier lease	Copier Maint/Expense	116.65
Justice Data Solutions, Inc.	Inv# 2426	records mgmt system	Computers	2,125.00
Platte Valley Communications	Inv# 1123	radio repair	Radios	95.00
RT Ace	Inv# 6460	Equipment	Maint/Repair Equipment	7.59
Verizon Wireless	Inv#9952	telephone	Telephone/Internet	320.08
			Total Police	\$3,728.33
Rescue Unit				

Check Approval List - GL Account

1/4/2024 3:15:52 PM

City of Broken Bow

Page 2 of 2

<u>Vendor Name</u>	<u>Invoice</u>	<u>Invoice Description</u>	<u>Account Description</u>	<u>Amount</u>
Rescue Unit				
Bound Tree Medical	Inv# 8518	EMS Supplies	Ambulance Supplies	916.78
Broken Bow Chamber of Commerce		ambulance incentive	Ambulance Driver Incen	2,895.00
Card Services	EMS		Building Cleaning Suppli	28.36
Card Services	EMS		Uniforms	80.14
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	230.43
Verizon Wireless	Inv#99527	telephone	Telephone/Internet	80.02
			Total Rescue Unit	\$4,230.73
Fire				
Card Services	EMS		Supplies & Postage	8.54
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	230.42
RT Ace	Acct# 799	Supplies	Maint/Repair Equipment	59.74
			Total Fire	\$298.70
Library				
Broken Bow Municipal Utilities			Utilities	1,221.67
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	460.83
			Total Library	\$1,682.50
Street				
AKRS EQUIPMENT	Acct# 502		Maint/Repair Equipment	354.21
Beaver Bearing Co Albion	Inv# 2193	Equip Repair Sleeve	Maint/Repair Equipment	53.33
Broken Bow Municipal Utilities			Utilities	1,920.79
Card Services		Street/Par xmas decor tire tubes meeting expense	Training & Meeting Expe	23.98
Card Services		Street/Par xmas decor tire tubes meeting expense	Maint/Repair Equipment	122.36
Card Services		Street/Par xmas decor tire tubes meeting expense	Shop Tools	31.16
Card Services		Street/Par xmas decor tire tubes meeting expense	Land & Buildings	71.58
Carroll Construction Supply	Inv# L1136	Tar	Street Construction	1,376.28
Century Link		Internet/Phone Service	Telephone/Internet	49.27
Custer Transfer Station	Inv# 3675	trash removal	Land & Buildings	12.00
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	460.83
Great Plains Communications		Internet	Telephone/Internet	35.47
MacQueen Equipment	Inv# P121	snow removal	Snow Removal	971.54
Titan Machinery-Lexington	Inv# PS01	Maint repair Equip	Maint/Repair Equipment	356.05
Titan Machinery-North Platte	Inv# SO06	maint repair equipment	Maint/Repair Equipment	8,890.80
Wenquist Inc.	Inv#38237	Equipment Repair	Maint/Repair Equipment	332.33
			Total Street	\$15,061.98
Park				
AKRS EQUIPMENT	Acct# 502		Maint/Repair Equipment	912.00
Broken Bow Municipal Utilities			Utilities	2,018.13
Broken Bow Municipal Utilities			Utilities	948.46
Card Services		Street/Par xmas decor tire tubes meeting expense	Maint/Repair Equipment	25.10
Card Services		Street/Par xmas decor tire tubes meeting expense	Maintenance/Repair Grc	47.43
Century Link		Internet/Phone Service	Telephone/Internet	49.26
Dept Correctional SVCS	Inv#14056	Equipment Purchase	Equipment Purchases	650.00
EZ IT Solutions	Inv# 7275	IT Services	IT Expense	460.83
Great Plains Communications		Internet	Telephone/Internet	35.48
			Total Park	\$5,146.69
Swimming Pool				
Broken Bow Municipal Utilities			Utilities	215.63
Century Link		Pool Internet/phone	Telephone/Internet	391.14
			Total Swimming Pool	\$606.77
Sanitation				
Broken Bow Municipal Utilities			Utilities	80.50
Custer Public Power		CD Cell Power	Utilities	62.92
			Total Sanitation	\$143.42
				<u>\$95,675.66</u>

B: - Weekly Payroll
\$68,742.06

Report Selection: Check Approval List - GL Account
 Date Range Selection: GL Posting Date
 Starting Date: 12/27/2023
 Ending Date: 1/9/2024
 Banks:
 Bank Acct#:
 Include Printed Checks: ☒

Return to Agenda

City of Broken Bow

Employee Benefits



Welcome Message

theolsongroup 
PATRIOT | PARTNER AGENCY

Our mission is to inform, educate, and empower team members to make the best benefits decisions for themselves and their families.

CITY OF BROKEN BOW DEDICATED SERVICE TEAM



Travis Martin
Employee Benefits
Consultant

22 Years Experience
6 Years With TOG



Julie Kohanek
Senior Account
Executive

37 Years Experience
4 Years With TOG



Suzi McNeil
Senior Account
Manger

21 Years Experience
21 Years With TOG



Roxy Kolev
Senior HR
Consultant

18 Years Experience
9 Years With TOG

BENEFITSEGE™ STRATEGIC PLANNING PREPARED FOR THE CITY OF BROKEN BOW.

Our proprietary BenefitsEdge™ Scorecard is the foundation of your organizations customized Strategic Benefits Plan

BenefitsEdge™ allows us to dig deep and find out exactly where your organization is struggling and where engagement opportunities exist in your current benefits program.

Utilizing four key metrics we can pinpoint what areas you may need assistance in and provide the solutions to help. You will gain efficiencies and offer benefits your employees value.

• 3-5 Year Strategic Benefit Plan - The Process



Step 2 – Deep Dive Analysis

- Evaluation of Current Program
- Market Evaluations
- Action Steps & Task List



Step 4 – Plan Performance

- Quarterly Claims and Reviews with Exec Team
- Wellness and Disease Management Stewardship
- Conduct Health Analytics and Plan Modeling Evaluations

01

02

03

04

05



Step 1 - Objectives

- Conduct Benefits Planning Session
- Develop Risk Mitigation Strategies
- Prioritize Key Areas
- Review BenefitsEdge Enterprise Risk Score



Step 3 – Compliance Assessment

- Becoming DOL Audit Ready
- Complete Assessment
- Review Plan Notices



Final Step – Member Satisfaction

- Member Surveys
- Establish Employee Communications
- Off-cycle Education
- Stewardship of the Benefits Program

BenefitsEdge™ Scorecard

Each group is unique. Utilizing your score, we can plan out the next 3-5 years and create actionable items.



Communication 6

Compliance 8

Services/Costs 3

Benefits Strategy 4

Overall Score 5

BenefitsEdge Scorecard

SAMPLE

Communication

6



Compliance

8



Services/Costs

3



Benefits Strategy

4



Poor Fair Excellent

Communication

Employee Understanding
Employee Education
Employee Initiative

8
9
4



Compliance

ACA
ERISA, HIPAA, FMLA, FLSA
Plan Documents, SPDs, and Notices

7
8
8



Services/Costs

Renewal Process/Timing
Fee Transparency
Technology
Performance Measurement

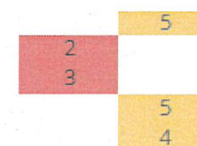
3
4
5
3



Benefits Strategy

Documented Strategy/Objectives and Goals
3-5 Year Outlook
Monitoring Process
Risk Mitigation
Wellness

5
2
3
5
4





- Holland Basham Architects hired The Olson Group
 - HBA's ScoreCard for BenefitsEdge™ at that time was a score of 3
 - The BenefitsEdge™ was Developed and Implemented
 - Multiple Opportunities were Identified and Implemented
 - After 7 Months with The Olson Group the ScoreCard™ improved and moved to a 7
- Karla Snead
Human Resources
Holland Basham
Architecture

Our Services

- Fully Insured and Self-Funded Health Insurance Programs
- Dental and Vision Insurance - Fully Insured or Self-Funded
- Enhanced Benefit Programs
- Group and Voluntary Term Life Insurance
- Financial Wellness
- Disability Insurance
- Wellness Initiatives
- Retirement Plans
- HR Consulting



Our purpose is to create long-standing partnerships and bring confidence and simplicity to your benefits program.

An Extension of Your HR

The Olson Group Client Connection (TOGCC)

Set up new employees in minutes



Paperless



Efficient



Accessible

For Human Resources

- Easy to use
- Gain instant access to your data
- Streamlines employee management
- Improves communication

For Employees

- Easy access to HR information
- Intuitive benefit enrollment
- Mobile friendly web access
- Employee self-service

Simplified **HR Consulting**

Focus on what matters most. **Let us take care of the rest.**

The Olson Group offers full HR Services. We aim to enhance your organization, not change it.

Compliance Assistance

- DOL Audit Assessment
- Penalty Compliance
- Job Categorization
- PHI and HIPAA Privacy Compliance
- Legal Regulations (Local, State, & Federal)

HR Consulting

- Job Descriptions
- Recruiting and Retention Tactics
- Salary Analysis
- Handbooks and Safety Manuals
- Performance and Termination Guidance
- Grievances and Harassment Claims

HR EXTENSION AND COMPLIANCE

"By Using The Olson Group They Have Helped Alleviate The Need For Additional Staffing To Handle All Our Needs In This Area. They Have Been Very Professional And Have Staff That Can Help Us Work Through Any Questions We May Have. A Big Thank You Goes Out To The Olson Group."

-Tracy
Zangger Popcorn

Ask an expert – in-house
certified HR experts and ERISA
attorneys

Online comprehensive HR
resource center

Compliance assessment with
recommendations

Monthly Newsletter

Legally compliant Employee
Benefit Handbook with federal
and state required notices

Semi-Monthly HR Roundtable
allows input of other HR leaders

Customized benefit notice
booklet
ERISA required plan documents
(SPD wrap, summary of
modification and section 125
plan document)

Unlimited access to an extensive
LMS that contains courses on
HR issues, HIPAA, harassment,
Discrimination etc.

COMPLIANCE RESOURCES

HR Regulations/Alerts

theolsongroup
Benefits Team

Think.
with Mammoth

Mineral™

hr360

Legal Resources

In-House ERISA Attorney

BH

BAIRD HOLM LLP
ATTORNEYS AT LAW

MAYNARD
COOPER GALE



City of Broken Bow

Sample Reporting Package

Presented by: **The Olson Group**

Presentation Date: **1/09/2024**

Proprietary and Confidential The Olson Group 2023
A Division of Patriot Growth Insurance Services, LLC

Medical

Effective Date: 01/01/2024

Waiting Period:

Eligibility: 30+ Hours

Dependent Age Limit: To age 26



Medical Coverage

Carrier
Plan Name
Deductible Type

Plan Design
Deductible - Individual
Deductible - Family
Coinsurance (member pays)
Out-of-Pocket Maximum - Individual
Out-of-Pocket Maximum - Family

Copays
Preventive
Office Visit - Primary Care
Office Visit - Specialist
Emergency Room
Urgent Care
X-rays
Labs

Rx Coverage

Tier 1
Tier 2
Tier 3
Tier 4
Tier 5
Tier 6

Rx Notes

Misc. Notes

Medical Coverage		
Lucent		
PPO		
Embedded		
Current - PPO		
	<u>In-Network</u>	<u>Out-of-Network</u>
Deductible - Individual	\$250	\$350
Deductible - Family	\$500	\$700
Coinsurance (member pays)	20%	40%
Out-of-Pocket Maximum - Individual	\$1,250	\$1,350
Out-of-Pocket Maximum - Family	\$2,500	\$2,700
Preventive	\$0	Deductible/Coinsurance
Office Visit - Primary Care	\$15	Deductible/Coinsurance
Office Visit - Specialist	\$15	Deductible/Coinsurance
Emergency Room	Deductible/Coinsurance	Follows In-Network
Urgent Care	Deductible/Coinsurance	Deductible/Coinsurance
X-rays	Deductible/Coinsurance	Deductible/Coinsurance
Labs	Deductible/Coinsurance	Deductible/Coinsurance
	<u>In-Network</u>	<u>Out-of-Network</u>
Tier 1	\$10	Not Covered
Tier 2	\$15	Not Covered
Tier 3		Not Covered
Tier 4		Not Covered
Tier 5	-	Not Covered
Tier 6		
Rx Notes		

Disclaimer: This information is intended as a summary only; benefits may contain limitations and exclusions. Actual rates and benefits are based on actual enrollment, insurer-specific underwriting guidelines, utilization and must be approved by the insurer. Rates and benefits cannot be guaranteed in advance and are subject to change by the insurer without notice.

2024 Funding Analysis

Administration

Medical Administration Fee	\$	34.33	PEPM
Consulting Fee	\$	35.00	PEPM
Aggregate Premium	\$	33.35	PEPM

Reinsurance Contract	24/12
Specific Deductible	\$ 25,000
Aggregating Specific	N/A
Domestic Reduction	N/A
Lasers	N/A

PEPM	\$ 1,140.65
PEPY	\$ 13,687.79

Transplant Premium

Employee	\$ -
E + S	\$ -
E + C	\$ -
Family	\$ -

Specific Premium

Employee	\$ 289.00
E + S	\$ 657.18
E + C	\$ 657.18
Family	\$ 657.18

Funding Rates

	PPO	HDHP
Employee	\$ 995.57	\$ 1,105.74
E + S	\$ 2,085.84	\$ 2,186.53
E + C	\$ 1,799.58	\$ 1,933.68
Family	\$ 3,040.14	\$ 3,029.28

Aggregate Attachment

Employee	\$ 429.78
E + S	\$ 1,340.57
E + C	\$ 1,340.57
Family	\$ 1,340.57

THE BELOW IS ILLUSTRATIVE AND NOT BASED ON CITY OF BROKEN BOW ACTUAL CLAIMS EXPERIENCE and ENROLLMENT DATA

Enrollment

Plan 1 - PPO

Plan 2 - HDHP

Month	Employee	E + S	E + C	Family	Employee	E + S	E + C	Family	Total
January	58	12	6	10	16	4	0	8	114
February	58	11	6	10	17	4	0	8	114
March	61	11	6	10	16	4	0	8	116
April	62	10	6	10	15	4	0	8	115
May	61	10	7	9	15	3	0	8	113
June	60	11	7	9	15	3	0	8	113
July	58	10	7	8	15	3	0	8	109
August	61	10	6	8	15	3	0	8	111
September	61	11	6	9	15	3	0	8	113
October	59	11	6	10	14	3	0	8	111
November									0
December									0
Total	599	107	63	93	153	34	0	80	1129
Average	60	11	6	9	15	3	0	8	113

Members

January	191
February	189
March	191
April	190
May	186
June	186
July	179
August	180
September	186
October	188
November	
December	
Total	1866
Average	187

Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.

2024 Funding Analysis

Month	Administration	Consulting Fee	Others Fees	Specific Premium	Aggregate Premium	Total Fixed Costs
January	\$ 3,914	\$ 3,990	\$ -	\$ 47,673	\$ 3,802	\$ 59,379
February	\$ 3,914	\$ 3,990	\$ -	\$ 47,305	\$ 3,802	\$ 59,011
March	\$ 3,982	\$ 4,060	\$ -	\$ 47,883	\$ 3,869	\$ 59,794
April	\$ 3,948	\$ 4,025	\$ -	\$ 47,226	\$ 3,835	\$ 59,034
May	\$ 3,879	\$ 3,955	\$ -	\$ 46,280	\$ 3,769	\$ 57,883
June	\$ 3,879	\$ 3,955	\$ -	\$ 46,648	\$ 3,769	\$ 58,251
July	\$ 3,742	\$ 3,815	\$ -	\$ 44,755	\$ 3,635	\$ 55,948
August	\$ 3,811	\$ 3,885	\$ -	\$ 44,965	\$ 3,702	\$ 56,363
September	\$ 3,879	\$ 3,955	\$ -	\$ 46,280	\$ 3,769	\$ 57,883
October	\$ 3,811	\$ 3,885	\$ -	\$ 46,070	\$ 3,702	\$ 57,467
November	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
December	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Subtotal	\$ 38,759	\$ 39,515	\$ -	\$ 465,085	\$ 37,652	\$ 581,011
Run-Out*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 38,759	\$ 39,515	\$ -	\$ 465,085	\$ 37,652	\$ 581,011

Month	Medical Claims	RX Claims	Total Claims Paid	Over Specific	Net Total Claims Paid (Med/RX-Spec Reim.)	Total Cost (Fixed + Net Claims)
January	\$ 15,200	\$ -	\$ 15,200	\$ -	\$ 15,200	\$ 74,578
February	\$ 61,415	\$ 26,625	\$ 88,040	\$ 5,828	\$ 82,212	\$ 141,223
March	\$ 49,478	\$ 18,558	\$ 68,036	\$ 11,193	\$ 56,844	\$ 116,638
April	\$ 35,782	\$ 43,517	\$ 79,299	\$ -	\$ 79,299	\$ 138,333
May	\$ 48,428	\$ 31,158	\$ 79,586	\$ -	\$ 79,586	\$ 137,468
June	\$ 97,794	\$ 18,919	\$ 116,713	\$ 40,865	\$ 75,848	\$ 134,099
July	\$ 79,144	\$ 42,517	\$ 121,661	\$ 51,600	\$ 70,062	\$ 126,009
August	\$ 75,324	\$ 27,383	\$ 102,707	\$ 41,641	\$ 61,067	\$ 117,430
September	\$ 125,859	\$ 5,434	\$ 131,293	\$ 4,432	\$ 126,861	\$ 184,744
October	\$ 119,158	\$ 25,775	\$ 144,933	\$ 85,129	\$ 59,804	\$ 117,271
November			\$ -		\$ -	\$ -
December			\$ -		\$ -	\$ -
Subtotal	\$ 707,582	\$ 239,887	\$ 947,469	\$ 240,687	\$ 706,782	\$ 1,287,793
Run-Out*			\$ -		\$ -	\$ -
TOTALS	\$ 707,582	\$ 239,887	\$ 947,469	\$ 240,687	\$ 706,782	\$ 1,287,793

Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.

2024 Funding Analysis

Month	Total Funding	Funding Difference	Aggregate Attachment Point	Ineligible from Aggregate Coverage	Percent of Aggregate
January	\$ 174,644	\$ 100,066	\$ 85,427		
February	\$ 173,664	\$ 32,441	\$ 84,516		
March	\$ 175,545	\$ 58,908	\$ 85,375		
April	\$ 173,349	\$ 35,016	\$ 84,035		
May	\$ 168,926	\$ 31,458	\$ 82,264		
June	\$ 170,017	\$ 35,918	\$ 83,175		
July	\$ 162,900	\$ 36,890	\$ 79,634		
August	\$ 164,087	\$ 46,657	\$ 79,583		
September	\$ 169,213	\$ (15,531)	\$ 82,264		
October	\$ 169,156	\$ 51,005	\$ 82,316		
November	\$ -	\$ -	\$ -		
December	\$ -	\$ -	\$ -		
Subtotal	\$ 1,701,501	\$ 413,708	\$ 828,589	\$ 1,705	85.1%
Run-Out*	\$ -	\$ -	\$ -	\$ -	-
TOTALS	\$ 1,701,501	\$ 413,708	\$ 828,589	\$ 1,705	85.1%

Miscellaneous Notes:

- RX Rebates paid:
 - Q12023 \$ 28,481.16
 - Q22023
 - Q32023
 - Q42023

Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.

Renewal Analysis

	Enrollment		Current	Renewal
Administration	37	PEPM	\$23.45	\$24.60
Network Access	37	PEPM	\$5.50	\$5.50
Compliance and COBRA	37	PEPM	\$1.80	\$1.85
Utilization Review	37	PEPM	\$2.84	\$2.88
Consulting Fee	37	PEPM	\$0.00	\$35.00
Aggregate Premium	37	PEPM	\$36.04	\$33.35
Specific Premium	13	EE	\$291.80	\$289.00
	0	ES	\$654.84	\$657.18
	0	EC	\$654.84	\$657.18
	24	FM	\$654.84	\$657.18
		Annual	\$234,115	\$234,352
Adjustment				0.10%
Aggregate Attachment Point	13	EE	\$524.47	\$429.78
	0	ES	\$1,529.34	\$1,340.57
	0	EC	\$1,529.34	\$1,340.57
	24	FM	\$1,529.34	\$1,340.57
		Annual	\$522,267	\$453,130
Adjustment				-13.24%
Total Fixed Costs	13	EE	\$361.43	\$392.18
	0	ES	\$724.47	\$760.36
	0	EC	\$724.47	\$760.36
	24	FM	\$724.47	\$760.36
		Annual	\$265,030	\$280,164
Adjustment				5.71%
Maximum Exposure (fixed + agg attachment)	13	EE	\$885.90	\$821.96
	0	ES	\$2,253.81	\$2,100.93
	0	EC	\$2,253.81	\$2,100.93
	24	FM	\$2,253.81	\$2,100.93
		Subtotal	\$787,298	\$733,294
		Laser Risk (Net)	\$0	\$0
		Annual	\$787,298	\$733,294
Adjustment				-6.86%
Total Expected Costs (fixed + 80% agg attachment)	13	EE	\$781.01	\$736.00
	0	ES	\$1,947.94	\$1,832.82
	0	EC	\$1,947.94	\$1,832.82
	24	FM	\$1,947.94	\$1,832.82
		Subtotal	\$682,844	\$642,668
		Laser Risk (Net)	\$0	\$0
		Annual	\$682,844	\$642,668
Adjustment				-5.88%

Funding Analysis					
Estimated Funding	PPO	13	EE	\$664.05	\$664.05
(Current Enrollment)		0	ES	\$1,613.11	\$1,613.11
		0	EC	\$1,613.11	\$1,613.11
		24	FM	\$1,613.11	\$1,613.11
	Total	37		\$47,347.29	\$47,347.29
			Annual	\$568,167	\$568,167.48
				Current	Renewal
Miscellaneous	Funding			Self Funded	Self Funded
	Reinsurance			IAT	IAT
	TPA			Lucent	Lucent
	PBM			Magellan	Magellan
	Transplant Coverage			N/A	N/A
	Contract			24/12	24/12
	Specific			\$25,000	\$25,000
	Laser Risk (Gross)			-	-
	Network			Midlands Choice Premier	Midlands Choice Premier
	Miscellaneous				

Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.

2023 Dental Funding Analysis

Administration/Commission

\$2.65 PEPM

Funding Rates

Employee	\$38.46
E + S	\$131.76
E + C	\$131.76
Family	\$131.76

Enrollment

Month	Employee	E + S	E + C	Family	Total
January	17	0	0	18	35
February	17	0	0	18	35
March	17	0	0	18	35
April	17	0	0	18	35
May	17	0	0	18	35
June	17	0	0	18	35
July	17	0	0	18	35
August	17	0	0	18	35
September	17	0	0	18	35
October	17	0	0	18	35
November	17	0	0	18	35
December	17	0	0	18	35
Total	204	0	0	216	1097
Average	17	0	0	18	91

THE BELOW IS ILLUSTRATIVE AND NOT BASED ON CITY OF BROKEN BOW ACTUAL CLAIMS EXPERIENCE

Month	Dental Admin	Dental Claims	Total Dental Cost	Funding	Difference
January	\$548	\$-	\$548	\$6,830	\$6,282
February	\$548	\$2,092	\$2,640	\$6,830	\$4,190
March	\$525	\$5,885	\$6,411	\$6,690	\$279
April	\$525	\$7,634	\$8,159	\$6,583	(\$1,577)
May	\$525	\$6,855	\$7,380	\$6,583	(\$798)
June	\$525	\$2,282	\$2,807	\$6,583	\$3,776
July	\$525	\$6,642	\$7,167	\$6,583	(\$585)
August	\$531	\$8,487	\$9,018	\$6,618	(\$2,401)
September	\$531	\$6,676	\$7,207	\$6,618	(\$590)
October	\$446	\$2,144	\$2,591	\$5,603	\$3,012
November	\$446	\$4,350	\$4,796	\$5,603	\$806
December	\$520	\$3,557	\$4,077	\$6,263	\$2,186
Subtotal	\$6,198	\$56,604	\$62,802	\$77,383	\$14,581

Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.

2022 Vision Funding Analysis

Administration/Commission

\$1.30 PEPM

Funding Rates

Employee	\$15.52
E + S	\$65.14
E + C	\$65.14
Family	\$65.14

Enrollment

Month	Employee	E + S	E + C	Family	Total
January	17	0	0	18	35
February	17	0	0	18	35
March	17	0	0	18	35
April	17	0	0	18	35
May	17	0	0	18	35
June	17	0	0	18	35
July	17	0	0	18	35
August	17	0	0	18	35
September	17	0	0	18	35
October	17	0	0	18	35
November	17	0	0	18	35
December	17	0	0	18	35
Total	204	0	0	216	420
Average	17	0	0	18	35

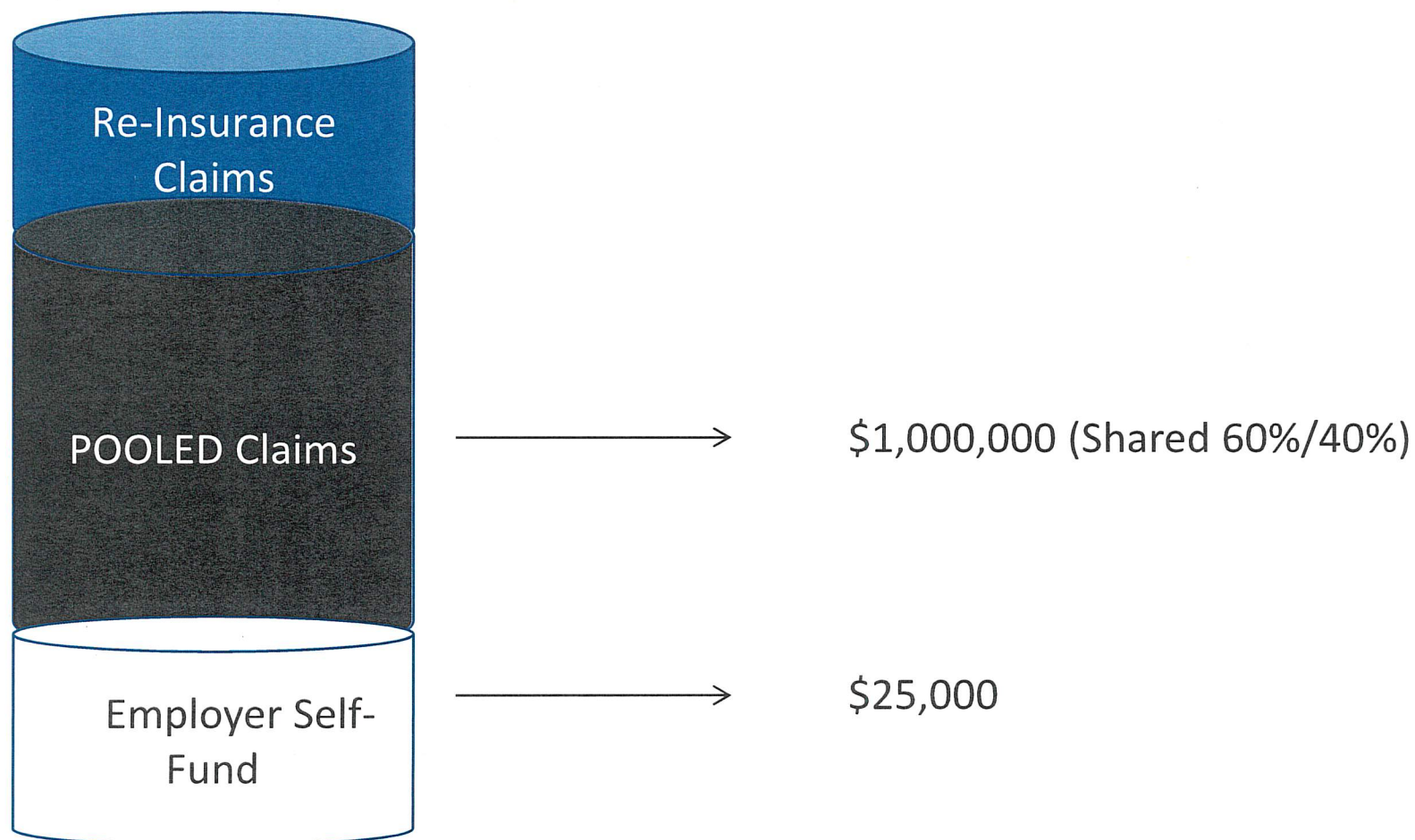
THE BELOW IS ILLUSTRATIVE AND NOT BASED ON CITY OF BROKEN BOW ACTUAL CLAIMS EXPERIENCE

Month	Vision Admin	Vision Claims	Total Vision Cost	Funding	Difference
January	\$145	\$-	\$145	\$1,500	\$1,355
February	\$145	\$-	\$145	\$1,500	\$1,355
March	\$142	\$-	\$142	\$1,480	\$1,338
April	\$142	\$1,200	\$1,342	\$1,480	\$138
May	\$142	\$1,085	\$1,227	\$1,480	\$253
June	\$142	\$208	\$350	\$1,480	\$1,130
July	\$142	\$390	\$532	\$1,480	\$948
August	\$145	\$1,592	\$1,737	\$1,520	(\$217)
September	\$145	\$600	\$745	\$1,520	\$775
October	\$126	\$855	\$981	\$1,320	\$339
November	\$126	\$1,354	\$1,480	\$1,320	(\$160)
December	\$131	\$337	\$468	\$1,390	\$922
Subtotal	\$1,673	\$7,621	\$9,294	\$17,470	\$8,176

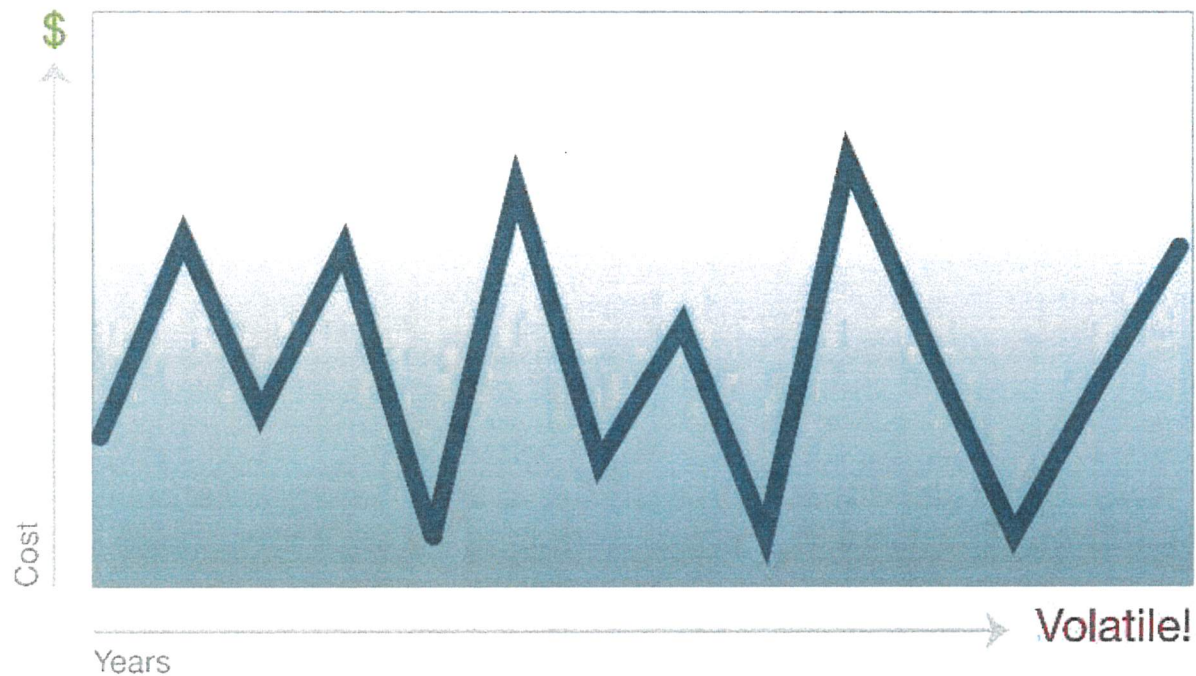
Disclaimer: The actual year to date aggregate accumulation may differ due to retroactive changes in enrollment, excluded plan services or fees and final run out audited claims.



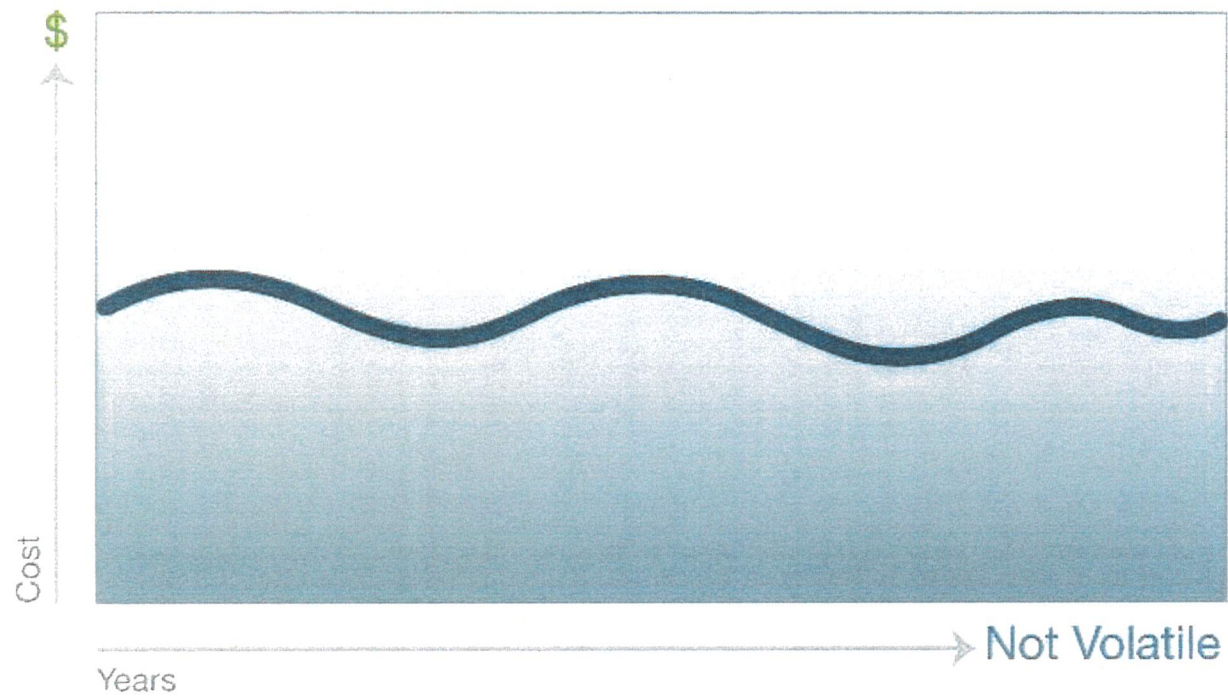
Alternate Funding Programs Captive Concept



LARGE CLAIM- SINGLE EMPLOYER



LARGE CLAIMS - MULTIPLE EMPLOYERS NO NEW LASERS





OPPORTUNITIES

- 1.) Benefit Enhancements
- 2.) Healthcare Navigation Tools
- 3.) Stability In Re-Insurance
- 4.) Explore No-Laser and Captive Contracts
- 5.) Employee and Medicare Education
- 6.) Interlink Cancer Care
- 7.) Transplant Carveout
- 8.) Fiduciary PBM Contract Pricing
- 9.) Specialty RX Analysis and Pharmacy Rebates
- 10.) Difference with High-Cost Rx Integrated PBM
- 11.) Pricing Transparency Options
HealthCare BlueBook, Price MD



OPPORTUNITIES



SERVICE

- 1.) On-Site Education Meetings
- 2.) Dedicated 800 Call Center During and After Open Enrollment and for Employee Questions
- 3.) Dedicated Transition and Service Team to Make Seamless for Employees and Leadership Team
- 4.) Evaluate Network and Funding
- 5.) Quarterly Executive Team Meetings for BenefitEdge™ and Reporting Breakdown

Partnership Commitment

- **3-5 Year Strategic Benefit Plan**
- Data Analytics
- Benchmarking Reports
- Employee Benefits Summary preparation
- Three Tier Compliance Package
- Benefits Book
- Complete Compensation Transparency
- Pharmacy Program
- National Insurance Program / Re-Insurance Pool Analysis
- Network Evaluation/Cost Savings
- Stop Loss Contract Terms/Protection
- Evaluate Medical Management Program
- 5500 Filing and ERISA Wrap Document Oversight

Consulting Fee \$35 PEPM

or

\$3800 per Quarter

1.) Manage the Self-funded Health Plan:

- a.) Review monthly reporting and cost containment options
- b.) Set funding rates and auditing procedures
- c.) Market stop-loss options to include captive and other options

2.) Manage Self-funded Dental Plan

- a.) Review monthly reporting
- b.) Market TPA's

3.) Manage Self-funded Vision Plan

- a.) Review monthly reporting
- b.) Market TPA's

Thank You

Questions??



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