



**NOTICE
GLENPOOL INDUSTRIAL AUTHORITY
REGULAR MEETING**

A Regular Session of the Glenpool Industrial Authority will be held at 6:00 p.m. immediately following the Glenpool Utility Service Authority meeting on May 3, 2021, at Glenpool City Hall, City Council Chambers, 12205 S. Yukon Ave., 3rd Floor, Glenpool, Oklahoma.

NOTE: The Glenpool Industrial Authority will be assembled for the meeting at the City Council Chambers, 12205 S. Yukon Ave, Glenpool, Oklahoma. Members of the public are invited to attend the in-person meeting, or join a live broadcast at this link:

Join Zoom Meeting

<https://us02web.zoom.us/j/89753555435?pwd=QzdFVjA1b0lKa1lSUFIKbUNrUUxtdz09>

Meeting ID: 897 5355 5435

Passcode: 974088

One tap mobile

+13462487799, US (Houston)

+14086380968, US (San Jose)

Dial by your location

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

Meeting ID: 897 5355 5435

Passcode: 974088

Find your local number: <https://us02web.zoom.us/j/kdrY6w7ABX>

The GIA Board welcomes comments from citizens of Glenpool who wish to address any item on the agenda.

- Speakers attending in **PERSON** are required to complete the Request to Speak form located on the agenda table and return to the City Clerk **PRIOR TO THE CALL TO ORDER.**
- Speakers attending via **ZOOM** are required to complete the Request to Speak form located on our website: <https://glenpoolonline.civicweb.net/document/19057/Request%20to%20Speak%20Form.pdf> and email it to the City Clerk: Wknight@cityofglenpool.com **PRIOR TO 6:00 PM MAY 3, 2021.**

AGENDA

- | | Page |
|---|-------|
| A) Call to Order - Timothy Lee Fox, Chairman | |
| B) Roll Call, Declaration of Quorum – Wendy Knight, Secretary; Timothy Lee Fox, Chairman | |
| C) Scheduled Business | |
| 1) Discussion and possible action to elect Chairman.
(Timothy Fox, Chairman) | |
| 2) Discussion and possible action to elect Vice-Chairman.
(Chairman) | |
| 3) Discussion and possible action to approve, deny, amend or revise the minutes from
April 5, 2021 meeting.
(Wendy Knight, Secretary) | 3 - 4 |

- 4) Discussion and possible action to approve, deny, amend or revise the Employee Benefits Package for FYE 2022.
(David Tillotson, City Manager)

5 - 13

[Benefits Renewal](#)

D) Adjournment

This notice and agenda was posted at Glenpool City Hall, 12205 S. Yukon Ave., Glenpool, Oklahoma, on April 30, 2021, by 4:00 pm.

Signed: Wendy Knight

Secretary



MINUTES
GIA Meeting
April 5, 2021 Council Chambers 6:00 PM

TRUSTEES PRESENT: Tim Fox
Momodou Ceesay
Joyce Calvert
Jacqueline Triplett-Lund
Brandon Kearns

STAFF PRESENT: David Tillotson
Susan White
Lowell Peterson
Wendy Knight
Lynn Burrow
Jim Martin

- A) Call to Order - Timothy Lee Fox, Chairman**
Chairman Fox called the meeting to order at 8:27 p.m.
- B) Roll Call, Declaration of Quorum – Wendy Knight, Secretary; Timothy Lee Fox, Chairman**
Wendy Knight called the roll, Chairman Fox declared a quorum present.

C) Scheduled Business

- 1) Discussion and possible action to approve minutes from March 1, 2021 meeting.
(Wendy Knight, Secretary)

Moved by Brandon Kearns, seconded by Jacqueline Triplett-Lund

To approve the minutes as presented.

	For	Against	Abstained	Absent
Tim Fox	x			
Momodou Ceesay	x			

Joyce Calvert	x				
Jacqueline Triplett- Lund	x				
Brandon Kearns	x				
	5	0	0	0	

CARRIED.

[GIA - 01 Mar 2021 - Minutes - Html](#)

- 2) Presentation and discussion of incentive district annual reports for Increment District Number One, South 75 Business Park Increment District and Increment District Number Two, Brookover Corner Increment District. No action will be taken.
(David Tillotson, City Manager)

Mr. Tillotson presented incentive district annual reports for Increment District Number One, South 75 Business Park Increment District and Increment District Number Two, Brookover Corner Increment District. No action was taken.

[Staff Report - TIF Annual Report](#)

D) Adjournment

Chairman Fox declared the meeting adjourned at 8:30 p.m.



To: Mayor and Council

From: David Tillotson, City Manager

Date: April 28, 2021

Re: Benefits Renewal for FY21-22

Background:

The City continues to utilize an Employee Benefits Committee whose purpose is threefold: 1) to annually review the City's benefits package and make recommendations to me regarding any changes they would like to see in the benefit offered; 2) annually review the benefit pricing packages presented by our brokers, Premier Consulting, and make recommendations on the plans being considered; and 3) to act as another level of communication with the larger employee body regarding the benefit options available and those being considered. The Benefits Committee has met multiple times over the last year to discuss options and changes they would like to see to our benefits, and I am very pleased with the role and responsibilities they have taken up on themselves to help shape our policy and act as a conduit for our larger Glenpool family. During their latest meeting they voted to recommend the comprehensive benefits package you see before you. I agree with their recommendation and believe it represents a good choice for our employees and one that falls balances my desire to minimize the budget impact to the City and maximize the insurance options for our employees. Additionally, we are adding a wellness benefit through Total Wellness that has no cost to the City. This benefit offers both free and paid screenings for the employees to allow them to customize the benefit for their families.

Finally, the Committee has recommended we begin to phase in more City funding for the family coverages that we have available to us, and while I support this endeavor it will necessitate a larger conversation centered around budgeting priorities. As I continue to work on a balanced budget to present to Council, I intend to address this funding issue at that time.

I want to commend the employees who served on this committee for the time, effort, and professionalism they exhibited during this process.

12205 S. Yukon, Glenpool, OK 74033 OFFICE: 918-322-5409 FAX: 918-209-4641
Mayor Joyce Calvert, Ward 3; Vice-Mayor Brandon Kearns, At-Large;
Tim Fox, Ward 1; Chris Brobst, Ward 2; Jacqueline Lund, Ward 4
City Manager David Tillotson, Assistant City Manager Susan White, City Clerk Wendy Knight
www.glenpoolonline.com

Staff Recommendation:

Staff recommends the following benefits:

- Health – Community Care, Renewal at 0% increase with 2-year guarantee
- GAP – MedLink 6, Renewal
- Teledoc – Employee Voluntary Plan, Renewal
- Dental – Guardian J1 Choice, Renewal with a 2-year rate guarantee
- Vision – Renewal
- Life – The Standard, Renewal

Attachments:

- Premier Consulting Partners Rate Sheets

12205 S. Yukon, Glenpool, OK 74033 OFFICE: 918-322-5409 FAX: 918-209-4641

Mayor Joyce Calvert, Ward 3; Vice-Mayor Brandon Kearns, At-Large;

Tim Fox, Ward 1; Chris Brobst, Ward 2; Jacqueline Lund, Ward 4

City Manager David Tillotson, Assistant City Manager Susan White, City Clerk Wendy Knight

www.glenpoolonline.com

City of Glenpool

Medical Plan Analysis

July 1, 2021

Carrier Plan Name	Current/Original Renewal		Current/Revised Renewal		Option 1		Option 2	
	Community Care IP8 CR17		Community Care IP8 CR17		Community Care CC 5000/70 CR 17		Community Care CC 100/6600	
Benefits	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	CCOK Select HMO		CCOK Select HMO		CCOK Select HMO		CCOK Select HMO	
Deductible								
Individual	\$5,000	Emergency Only	\$5,000	Emergency Only	\$5,000	Emergency Only	\$6,600	Emergency Only
Family	\$10,000		\$10,000		\$10,000		\$13,200	
Coinsurance	100%		100%		70%		100%	
Out-of-Pocket Maximum								
Individual	\$6,250		\$6,250		\$6,350		\$6,600	
Family	\$12,500		\$12,500		\$12,700		\$13,200	
Professional Services								
Office Visit								
PCP	\$35	Emergency Only	\$35	Emergency Only	\$20	Emergency Only	\$35 for 1st 3 visits, then \$0 AD	Emergency Only
Specialist	\$60		\$60		\$50		\$0 AD	
Lab & X-Ray	10%		10%		30%		\$0 AD	
Diagnostic Imaging	\$750		\$750		\$750		0% AD	
Hospital Services								
Inpatient Hospital	\$250/day, to max of \$1,000 AD		\$250/day, to max of \$1,000 AD		30% AD		0% AD	
Outpatient Hospital	\$200 AD		\$200 AD		30% AD		0% AD	
Emergency Services								
Urgent Care	\$50		\$50		\$50		\$0 AD	
Emergency Room	\$150 AD		\$150 AD		30% AD		0% AD	
Prescription Drugs								
Deductible	\$0		\$0		\$0		\$0	
Pharmacy Copays	\$0 / \$15 / \$40 / \$70 / \$160		\$0 / \$15 / \$40 / \$70 / \$160		\$0 / \$15 / \$40 / \$70 / \$160		\$0 / \$15 / \$40 / \$70 / \$160	
Mail Order	2 x Retail		2 x Retail		2 X Retail		2 X Retail	
Additional Information								
Rates								
Employee Only	69	Current	Renewal	Current	Renewal			
Employee + Spouse	3	\$532.89	\$570.19	\$532.89	\$532.89	\$519.45	\$527.81	
Employee + Child(ren)	6	\$1,119.17	\$1,197.51	\$1,119.17	\$1,119.17	\$1,090.94	\$1,108.51	
Family	4	\$959.84	\$1,027.03	\$959.84	\$959.84	\$935.63	\$950.70	
		\$1,599.64	\$1,711.61	\$1,599.64	\$1,599.64	\$1,559.29	\$1,584.41	
Estimated Monthly Premium		\$52,284.52	\$55,944.26	\$52,284.52	\$52,284.52	\$50,965.90	\$51,786.45	
Estimated Annual Premium		\$627,414.24	\$671,331.12	\$627,414.24	\$627,414.24	\$611,590.77	\$621,437.35	
% Change from Current		7.0%		0.0%	-2.5%		-1.0%	
\$ Change from Current		\$43,916.88		\$0.00	\$15,823.47		-\$9,976.89	

* 2 year rate guarantee

* 2 year rate guarantee

* 2 year rate guarantee

City of Glenpool

Medical Plan Analysis

July 1, 2021

Carrier	Plan Name	Option 3		Option 4	
		United Healthcare		Aetna	
Benefits		BUGW		OAMC 5000 50/50	
Network		In-Network	Out-of-Network	In-Network	Out-of-Network
Deductible		Select HMO		Open Access	
Individual		\$5,000	Emergency Only	\$5,000	\$10,000
Family		\$10,000		\$10,000	\$20,000
Coinsurance		80%		50%	\$50
Out-of-Pocket Maximum					
Individual		\$6,350		\$6,500	\$13,000
Family		\$12,700		\$13,000	\$26,000
Professional Services					
Office Visit					
PCP		\$35		\$30	30% AD
Specialist		\$70		\$75	30% AD
Lab & X-Ray		\$0		50% AD	50% AD
Diagnostic Imaging		20% AD		50% AD	50% AD
Hospital Services					
Inpatient Hospital		20% AD		50% AD	50% AD
Outpatient Hospital		20% AD		50% AD	50% AD
Emergency Services					
Urgent Care		\$50		\$75	30% AD
Emergency Room		\$250 + 20% AD		\$250 + 50% AD	
Prescription Drugs					
Deductible		\$0		\$0	
Pharmacy Copays		\$15 / \$45 / \$85		\$10/\$35/\$60/20% up to \$150/20% up to \$250	
Mail-Order		2.5 X Retail		2.5 X Retail	
Additional Information					
Rates					
Employee Only	69	\$509.95		\$557.00	
Employee + Spouse	3	\$1,070.99		\$1,169.00	
Employee + Child(ren)	6	\$918.53		\$1,003.00	
Family	4	\$1,530.78		\$1,671.00	
Estimated Monthly Premium		\$50,033.82		\$54,642.00	
Estimated Annual Premium		\$600,405.84		\$655,704.00	
% Change from Current		-4.3%		4.5%	
\$ Change from Current		-\$27,008.40		\$28,289.76	

City of Glenpool

GAP Plan Analysis

July 1, 2021

		Current/Renewal	Option 1
Carrier		MedLink 6	MedLink 6
Plan Name		\$5,000 GAP Plan	\$4,000 GAP Plan
Inpatient Benefit			
Individual		\$5,000	\$4,000
Family		\$10,000	\$8,000
Outpatient Benefit		Combined benefit \$5,000/\$10,000	Combined benefit \$4,000/\$8,000
Individual		\$4,500	\$3,500
Family		\$9,000	\$7,000
Benefit Notes		\$500 OP deductible	\$500 OP deductible
Additional Outpatient Riders			
Cancer Outpatient		Included	Included
Independent Lab		Included	Included
Durable Medical Equipment		Included	Included
Rates <55			
Employee Only	56	\$76.52	\$64.47
Employee + Spouse	0	\$153.03	\$128.94
Employee + Child(ren)	6	\$155.44	\$131.00
Family	4	\$231.97	\$195.47
Rates 55+			
Employee Only	13	\$114.77	\$96.70
Employee + Spouse	3	\$229.54	\$193.40
Employee + Child(ren)	0	\$193.70	\$163.24
Family	0	\$308.47	\$259.94
Estimated Monthly Premium		\$8,326.27	\$7,015.50
Estimated Annual Premium		\$99,915.24	\$84,186.00
		EMPLOYER COST	EMPLOYER COST
Estimated Annual Employer Cost		\$82,640	\$69,627

City of Glenpool

Telemedicine Proposal

July 1, 2021

Carrier		Teladoc	
Plan Name		Consults included Telemedicine	
Basic Information		Voluntary or Employer Paid	
Plan Type		All Employees	
Eligibility		None - Consults included in PEPM Fee	
Copays			
Additional Information			
Rate		Current	Renewal
Employee / Family		\$5.67	\$5.95
% Change from Current		4.9%	
\$ Change from Current		\$0.28	

City of Glenpool

Dental Plan Analysis

July 1, 2021

Carrier		Current/Renewal			
Plan Name		Guardian J1 Choice		Network Access Plan (NAP)	
Benefits		Value Plan		Network Access Plan (NAP)	
Network		In-Network	Out-of-Network	In-Network	Out-of-Network
Annual Deductible		DentalGuard Preferred		DentalGuard Preferred	
Individual		Waived for Preventive		Waived for Preventive	
Family		\$100		\$100	
Annual Plan Maximum		\$300		\$300	
Coinsurance		\$5,000 plus Max Rollover		\$5,000 plus Max Rollover	
Diagnostic & Preventive		100%	100%	100%	100%
Basic Services		100%	100%	80%	80%
Major Services		60%	60%	50%	50%
Services		Major		Major	
Perio		Major		Major	
Endo		Major		Major	
Oral Surgery		Major		Major	
Implants		Major		Major	
Orthodontic Services		N/A		N/A	
Lifetime Maximum		N/A		N/A	
Coinsurance		N/A		N/A	
Age Limitation		N/A		N/A	
Reasonable & Customary		Negotiated	MAC	Negotiated	UCR 90th
Dependent Limiting Age		Age 26		Age 26	
Additional Information					
Rates		Current		Renewal	
Employee Only	55	\$33.85		\$35.88	
Employee + Spouse	10	\$70.93		\$75.19	
Employee + Child(ren)	7	\$73.58		\$77.99	
Family	10	\$118.01		\$125.09	
Estimated Monthly Premium		\$4,266.21		\$4,522.13	
Estimated Annual Premium		\$51,194.52		\$54,265.56	
% Change from Current		6.0%			
\$ Change from Current		\$3,071.04			

* Offering a 2 year rate guarantee OR a month of premium credit. Premium credit brings annual cost difference to a -2.8%.

City of Glenpool

Vision Plan Analysis

July 1, 2021

Carrier		Current	
Plan Name		Standard	
Benefits		Vision	
Network		In-Network	Out-of-Network
Rate Guarantee		VSP	
Copoly		Until 2022	
Exams		\$10	
Materials		\$25	
Frequency of Services		12 Months	
Eye Exams		12 Months	
Lenses Benefit		12 Months	
Contact Lenses		24 Months	
Frames		\$130 Retail Allowance + 20% off balance	
Frames Allowance		\$130 Allowance	
Contact Lens Allowance			
Additional Information			
Rates			
Employee Only		53	
Employee + Spouse		14	
Employee + Child(ren)		6	
Family		13	
Estimated Monthly Premium		\$766.97	
Estimated Annual Premium		\$9,203.64	

City of Glenpool

Basic Life Plan Analysis
July 1, 2021

Carrier		
Plan Name		
Basic Information		
Class / Eligibility		
Rate Guarantee Period		
Employee Coverage		
Benefit Amount		
Guarantee Issue		
Dependent Coverage		
Spouse Benefit Amount		
Child Benefit Amount		
Reduction Schedule		
Additional Information		
Rates	Exposures	Volume
Life Rate		
AD&D Rate		
Combined Rate per \$1,000		\$16,800,000
Spouse Rate per Unit	59	\$2,542,500
Child Rate per Unit		\$885,000
Estimated Monthly Premium		
Estimated Annual Premium		

Current

The Standard	
\$200,000 - \$280,000 Basic Life	
Class 1: City Managers Class 2: All other Members Until 2022	
Class 1: \$280,000 Class 2: \$200,000 All amounts are GI	
\$45,000	
Birth to age 26: \$15,000	
50% at age 70	
Current	
\$0.190	
\$0.035	
\$0.225	
\$0.17	
\$0.20	
\$4,226.57	
\$50,718.81	