

**CITY COUNCIL WORK SESSION
NOVEMBER 29, 2023
6:00 P.M.**

The members of the Marshall City Council met for a Work Session at 6:00 p.m. on Wednesday, November 29, 2023, in the Conference Room of the City Office Building, 214 N. Lafayette, Marshall, MO 65340, with the following members present: Mayor Vincent Lutterbie; Council Members John Allen, Phil Perkins, Nathan Swisher, Charles Guthrey, Craig Thompson, Dan Brandt and Steve Cook; City Administrator JD Kehrman, Finance Director Aimee Klinge, HR and Communications Director Anmarie Gibson and City Clerk Julie Lewis. Council Member Drew Green excused absent.

Mayor Lutterbie welcomed everyone and said the purpose of the meeting is to discuss insurance benefits offered to elected City Council members.

HR and Communications Director Anmarie Gibson presented information from a benefit study regarding benefits and stipends for elected City Council members. Approximately 91% of municipalities do not offer benefits to elected officials. The stipend the City of Marshall currently offers is mid-range when compared to the study.

Finance Director Aimee Klinge spoke about the employee cost share portion of the health insurance for employee only, employee spouse, employee children and employee family coverage. Vision coverage is paid 100% by the employee and Delta Dental coverage is paid 100% by the City. The City also provides a life insurance policy at no cost to the employee. Ms. Klinge provided the annual amount paid by the City for Council Member benefits.

Council Members discussed various levels of benefits participation and employee cost share amounts.

Council Member Swisher suggested no increase to the Council Member stipend and Council Members paying the full premium for health insurance if they want to stay on the plan.

Council Member Guthrey said the Council Member stipend amount should be discussed at the same time as employee raises.

The Council Members advised staff to create a benefit plan for elected Council Members that will include vision, health and life insurance options, with the full premium amounts paid by the Council Members without subsidy from the City, beginning in May of 2024. Dental insurance will not be included in the proposed benefit plan.

The members of the Marshall City Council made no decisions during the work session.

The work session ended at 6:52 p.m.

Julie A. Lewis
City Clerk