



**AGENDA
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
REGULAR MEETING
CITY HALL
APRIL 21, 2014
7:00 PM**

- 1. Call to Order & Pledge of Allegiance**
- 2. Roll Call**
 - A. Roll Call**
- 3. Ceremonial Matters**
 - A. Elect New Acting President of the Board of Aldermen**
- 4. Public Participation**
 - A. Public Participation**
- 5. Approval of Minutes**
 - A. Board of Aldermen - Regular Meeting - Apr 7, 2014 7:00 PM**
- 6. Agenda Items**
 - A. Council Bill 020: An Ordinance Declaring the Results of the City Special Election held on April 8, 2014 and Declaring the Results of the Special Question**
 - B. Active Heroes Event Application**
 - C. Council Bill 021: AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF HARRISONVILLE, CHAPTER 215, SECTION 215.575, SYNTHETIC STIMULANTS AND BATH SALTS**
 - D. Council Bill 022: A RESOLUTION AMENDING SECTION IV, J OF THE EMPLOYEE BENEFITS OF THE CITY OF HARRISONVILLE PERSONNEL POLICIES MANUAL, EFFECTIVE JUNE 1, 2014**
- 7. Aldermen and Committee Reports**
- 8. Report from the City Administrator**
- 9. Report from the Mayor**

- 10. Questions from the Media**
- 11. Adjourn to Executive Session**
- 12. Adjourn From Regular Session**

Posted on City Hall Bulletin Board this 17th day of April 2014

Kim Hubbard, City Clerk

The Board of Aldermen meeting is an open meeting but is not a meeting of the public. There is a place on the agenda for comments of citizens under PUBLIC PARTICIPATION. Our rule is that comments by any individual or group shall not exceed (4) minutes. The Board of Aldermen request that concerns be initially addressed at the appropriate action level before coming to the Board of Alderman



STAFF REPORT

TO: Board of Aldermen
FROM: Kim Hubbard, City Clerk
DATE: April 15, 2014
SUBJECT: Elect Acting President of the Board of Aldermen

Type of Item: *Approval*

During the second meeting of April each year, it is customary for the Board of Aldermen to elect one member to serve as Acting President of the Board. This position is set forth in the Municipal Code, and the person elected will assume the duties of the mayor whenever he is unavailable.

A. Action Item (ID # 1373)

Elect New Acting President of the Board of Aldermen



DRAFT
MINUTES
CITY OF HARRISONVILLE
BOARD OF ALDERMEN
REGULAR MEETING
CITY HALL
APRIL 7, 2014
7:00 PM

A. Call to Order & Pledge of Allegiance

B. Roll Call

Attendee Name	Title	Status	Arrived
Bill Mollenhour	Board Member	Present	
Bret Reece	Board Member	Present	
David Dickerson	Board Member	Present	
Doug Meyer	Board Member	Present	
Ivan Stull	Board Member	Present	
Marcia Milner	Board Member	Present	
Morris Coburn	Board Member	Present	
Stacey Dahlman	Board Member	Present	
Kevin Wood	Mayor	Present	

Others present: City Administrator Keith Moody, City Attorney Heather Zerger, Finance Director Mike Tholen, Assistant Public Works Director Eric Patterson, Street Superintendent Rodney Jacobs, EMS Director Larry Francis, Public Works Director Jerry Gibbs, Public Information Officer Sheryl Stanley, City Engineer Ted Martin, Electric Department Director Keith Thomas, Parks and Recreation Director Chris Deal, Police Chief John Hofer and City Clerk Kim Hubbard.

C. Ceremonial Matters

D. Public Participation

A. Public Participation

Walter Cook, 604 E Pearl Street, requested the Board pass an ordinance as the City of Butler had done requiring landlords to have their property fully inspected prior to them renting .

Mr. Cook shared that he has been living at his place of residency for seventy-seven (77) months and the last four (4) months the building has been turned into a flop house/party house and he has had to call the police twice. Mr. Cook reported there was evidence of

marijuana smoking and there had been no problems prior to the new landlord.

Mayor Wood asked that the Public Safety Committee review rental property inspections.

Jack Cotton, 802 Eastwood Road, spoke to the Board regarding an altercation that took place between him and a contract employee who was working on the new police facility. Mr. Cotton shared he had ended up in the hospital due to the altercation and was also told not to set foot into the police facility again. Mr. Cotton also shared he had that on two different occasions requested assistance from the City's Street Department. Once to remove snow from the parking lot and the other to have the street sweeper clean the parking lot and both times was told no as it was not the City's job. Mr. Cotton stated he felt that he had been discriminated against.

Mr. Moody responded to Mr. Cotton that the request to not return to the police facility had been made by Zahner Hasnsen's Construction Manager, Jody Cotton who is Mr. Cotton's son. Mr. Moody also noted that there could've been charges pressed against him which were not and at the time Mr. Cotton made the requests for assistance from the Street Department the police facility/property was not officially the City's so the responsibility fell upon Zahner Hansen.

E. Approval of Minutes

A. Board of Aldermen - Regular Meeting - Mar 17, 2014 7:00 PM

Minutes approved.

RESULT:	ACCEPTED [UNANIMOUS]
MOVER:	David Dickerson, Board Member
SECONDER:	Ivan Stull, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

F. Agenda Items

A. Request for Chickens and Cows

City Clerk Hubbard reviewed the request from Scott and Lori Johnson.

Lori Johnson spoke to the Board regarding the request and shared they lived at 405 James and owned 14 acres at 22906 267th Street, there were no neighbors close who were in city limits and the closest neighbor was Doug Johnson who had no opposition of their request.

Mrs. Johnson explained the cows and chickens would be for the family's use and children's FFA agriculture projects. Mrs. Johnson stated they lived five (5) minutes from the property and it would not be an issue to care for the animals and they were requesting permission to keep a couple of cows and have six (6) to ten (10) chickens.

The request was approved for the Johnson's to keep up to four (4) cows and fifteen (15) chickens at one time.

RESULT: **APPROVED [UNANIMOUS]**
MOVER: David Dickerson, Board Member
SECONDER: Marcia Milner, Board Member
AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

B. Harrisonville Middle School Physical Education Dept. — 5K Walk/Run

Chief Hofer reviewed the application and reported staff did not see any issues with the request and noted the route had changed some from last year.

Harrisonville Middle School Physical Education Department request for a 5K Walk/Run to be held in May was approved.

RESULT: **APPROVED [UNANIMOUS]**
MOVER: Marcia Milner, Board Member
SECONDER: Ivan Stull, Board Member
AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

C. Harrisonville Public School Foundation— 5K Walk/Run

Chief Hofer reviewed the application, reported this is the eighth (8th) year for this event, does not anticipate any problems and there will be a police escort provided by on duty staff.

Harrisonville Public School Foundation 5K Walk/Run request for September was approved.

RESULT: **APPROVED [UNANIMOUS]**
MOVER: Bret Reece, Board Member
SECONDER: David Dickerson, Board Member
AYES: Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

D. John Coffey Appeal for Access Point to Commercial Street

City Engineer Ted Martin reported this issue should have gone before the Public Safety or Public Works Committee for review. Mr Martin reviewed the request, and it does not meet the APWA standard for driveway spacing. Driveways do not align across the street and there will be turning conflicts.

Mr. Martin also reported he had spoken with MoDOT engineer regarding the City's concerns and was told MoDOT would not require a traffic study.

Mayor Wood clarified the applicant was requesting approval of two (2) access points and the third (3rd) which is a shared entrance with the Ministerial Alliance for future use.

Mr. Coffey reviewed his request and since there was not a traffic study requirement now he really did not have any issues.

It was approved that there would be two (2) access points, not four (4). The access points were reflected on the map which was included the Board's packets.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Doug Meyer, Board Member
SECONDER:	Marcia Milner, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

E. AN ORDINANCE AMENDING THE OPERATING BUDGET FOR THE CITY OF HARRISONVILLE, MISSOURI, FOR THE FISCAL YEAR JANUARY 1, 2014 THROUGH DECEMBER 31, 2014

City Attorney Zerger read Council Bill 017 by title only for a second time. There were no questions or further discussion.

Council Bill 017 became Ordinance 3268.

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

F. Authorization Requests for Records Destructions

City Clerk Hubbard reported this is an annual housekeeping event in conformance with the State of Missouri Retention Schedule.

Authorization Request for Records Destruction was approved.

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Marcia Milner, Board Member
SECONDER:	Stacey Dahlman, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

G. A RESOLUTION TO AUTHORIZE THE CITY ADMINISTRATOR TO EXECUTE A SUBSCRIBER AGENCY AGREEMENT BETWEEN THE CITY OF HARRISONVILLE, MISSOURI, AND THE CASS COUNTY EMERGENCY SERVICES BOARD FOR THE USE OF RADIO EQUIPMENT IN THE METROPOLITAN AREA REGIONAL RADIO SYSTEM.

City Attorney Zerger read Council Bill 018 by title only. Chief Hofer reviewed the agreement which was a requirement to receive the new radio equipment and includes the details for the requirements for maintenance and replacement of the equipment in order to remain on the MARRS system. There were no questions.

Council Bill 018 became Resolution 014.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Bret Reece, Board Member
SECONDER:	Stacey Dahlman, Board Member
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

H. Two way traffic on Lexington

Mr. Patterson updated the Board on opening up Lexington Street to two way traffic as it is currently one-way traffic from the square to Chestnut. There are no major issues with making this two way traffic and an ordinance is not required for this change. City Engineer Ted Martin and Street Superintendent Rodney Jacobs have no issues with the change and the Public Works and Public Safety Committees have reviewed the change.

I. AN ORDINANCE AMENDING CHAPTER 355, SCHEDULE II (PARKING RESTRICTIONS) BY ESTABLISHING PARKING RESTRICTIONS ON NORTH LEXINGTON STREET WITHIN THE CITY OF HARRISONVILLE, CASS COUNTY, MISSOURI.

City Attorney Zerger read Council Bill 019 by title only. Mr. Patterson reviewed that with the change of two traffic on Lexington street it was staff's recommendation to prohibit parking on the west side of Lexington between Pearl and Chestnut.

There were no questions.

Alderman Dickerson made the motion to suspend the rules and move Council Bill 019 to it's second reading. Alderman Reece seconded the motion and it was approved with a the following roll call vote:

Ayes: Aldermen Dickerson, Dahlman, Stull, Mollenhour, Meyer, Reece, Milner, and Coburn

Nays: None

Abstain: None

Absent: None

City Attorney Zerger read Council Bill 019 for a second time by title only.

Council Bill 019 became Ordinance 3269.

RESULT:	ADOPTED [UNANIMOUS]
AYES:	Mollenhour, Reece, Dickerson, Meyer, Stull, Milner, Coburn, Dahlman

G. Aldermen and Committee Reports

Alderman Dahlman expressed her appreciation to John Coffey for his investments in the Harrisonville community.

Alderman Reece commented on the quick response by the contractor who was working on Ridgewood and the City Street Department on repairing an area that had been washed out in the early morning hours (4:45am) recently.

H. Report from the City Administrator

Mr. Moody reported on meeting with the City of Peculiar regarding partnering with them on sludge disposal.

I. Report from the Mayor

No report.

J. Questions from the Media

Media was not present.

K. Adjourn to Executive Session

Alderman Stull made a motion to adjourn to executive session for the purpose of section 610.021 (1), Legal Actions. Alderman Milner seconded the motion, and it was approved by the following roll call vote:

Ayes: Aldermen Meyer, Dahlman, Coburn, Milner, Dickerson, Reece, Stull, and Mollenhour

Nays: None

Absent: None

Abstain: None

Adjourned to executive session at 7:52 p.m.

Reconvened to regular session at 8:15 p.m.

City Clerk Hubbard reported the following was voted on approved during executive session, Contingency Fee Agreement with Zerger/Mauer for the PST litigation.

Alderman Meyer made the motion to approve the Contingency Fee Agreement with Zerger/Mauer for PST Litigation. Alderman Stull seconded the motion and it was approved by all that were present.

L. Adjourn From Regular Session

Alderman Dickerson moved to adjourn from regular session. Alderman Coburn seconded the motion and it was approved by a voice vote of those present.

Meeting adjourned at 8:17 p.m.

Kevin Wood, Mayor & Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

Minutes Acceptance: Minutes of Apr 7, 2014 7:00 PM (Approval of Minutes)



STAFF REPORT

TO: Board of Aldermen
FROM: Kim Hubbard, City Clerk
DATE: April 15, 2014
SUBJECT: Certify Election Results

Type of Item: *Approval*

We have received a copy of the vote count from the April 8 election and present it here for your review and approval.

Council Bill No. 020

Ordinance No.

An Ordinance Declaring the Results of the City Special Election held on April 8, 2014 and Declaring the Results of the Special Question

WHEREAS, on April 8, 2014, a special election was held within the City of Harrisonville to vote on a question; and

WHEREAS, the results have been certified to the City of Harrisonville by Janet Burlingame, Cass County Clerk/Election Authority;

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:

Section 1: That it is hereby found and declared that the vote on Question No. 1,

“Shall the municipality of the City of Harrisonville, Missouri, be authorized to impose a transportation sales tax of one-half of one percent (0.5%) for street and sidewalk improvements, such tax to terminate ten (10) years from the date on which such tax is first imposed?”

Yes - 363

No - 725

It is hereby declared that Question No. 1 *failed*

Section 2: That it is hereby found and declared that notice of said election was duly given by publication in the manner provided by law, and that said election was held and conducted in all respects and conformity with the Constitution and laws of the State of Missouri.

Section 3: That this ordinance shall become effective immediately upon its passage and approval.

Roll Call Vote:

Ayes:

Nays:

Absent:

Abstain:

Read two times by title only on April 21, 2014 and duly passed by the Board of Aldermen and approved by the Mayor of the City of Harrisonville, Missouri, this 21st day of April 2014.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

APPROVED by the Mayor this 21st day of April, 2014.

CERTIFICATION OF ELECTION RESULTS-
BY COUNTY CLERK

April 10, 2014

Date:

Kim Hubbard, City Clerk
TO: _____ of the _____
City of Harrisonville

General Municipal

The following is an Official Certificate of Election Results of the _____
#11, #12, #13, #14 & Absentees

Election held at Precinct's _____,

Cass County, Missouri, on _____, 20____, 14____.

We hereby certify that the:

City of Harrisonville -

Question : (Shall the City be authorized to impose a sales tax of one-half of one percent, etc.?)

Received _____ Votes

363

Yes

Received _____ Votes

725

No

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

Received _____ Votes

CERTIFICATE OF ELECTION RESULTS

I, Janet Burlingame, County Clerk/Election Authority of Cass County, Missouri, do hereby certify that the foregoing is a full accurate return of all votes cast at the above named polling place for all CANDIDATES and FOR and AGAINST all propositions at said election as certified to me by the duly qualified and acting judges of said election.



Janet Burlingame

County Clerk/Election Authority

Cass County, Missouri

RECEIVED

APR 14 2014

CITY OF HARRISONVILLE



STAFF REPORT

TO: Board of Aldermen
FROM: John Hofer, Director
DATE: April 7, 2014
SUBJECT: Active Heroes Event Application

Type of Item: *Approval*

Issue: The Active Heroes-Memory Miles Organization would like to host a 13 mile Memorial Walk to honor Cpl. Jacob Carver.

Background: This event was held the last two years in Harrisonville without any noted complaints or concerns. This year's event will be held Saturday, June 7, 2014 beginning at 9:30 am and be out of the Harrisonville City limits by 11:30 am. The walk will begin at Orient Cemetery and take 2 Highway west out of Harrisonville. The route in Harrisonville in its entirety will be Orient Cemetery to Elm Street, Elm Street to Price Street, Price Street to Pearl Street, Pearl Street to Independence Street, Independence Street to Highway 2 (Mechanic Street), and Highway 2 out of town. They anticipate the walk will consist of between 100-200 participants and last no longer than two hours (9:30-11:30) in Harrisonville. They plan to have all participants walking as a group and not spread out. The only city service they are requesting is to block traffic at three different locations (Mechanic and Elm, Mechanic and Independence, Mechanic and Commercial) which can be handled by on duty police staff. The only areas of the route where sidewalks are not provided are on Elm Street from the cemetery to Younger Street and on Highway 2 from Commercial Street out of town. I have advised the applicant to contact the Missouri Department of Transportation regarding permission to walk on their routes. The applicant will provide necessary insurance if the event is approved.

Recommendation: With no noted complaints or concerns associated with this event last year I would recommend approval for this event on City of Harrisonville streets only as long as all state laws and city ordinances are followed.

B. Action Item (ID # 1362)

Active Heroes Event Application



STAFF REPORT

TO: Board of Aldermen
FROM: John Hofer, Director
DATE: April 16, 2014
SUBJECT: Update to Bath Salt Ordinance

Type of Item: *Amendment*

In 2013 the Board of Aldermen approved an ordinance prohibiting the possession and sale of Bath Salts within the city limits of Harrisonville. After a recent arrest for the sale of these bath salts the local Municipal Prosecutor, Joe Cambiano, has requested additional verbiage to increase the effectiveness of the prosecution in these cases.

The changes to the ordinance Mr. Cambiano is requesting are from the City of Beaumont, TX ordinance.

Staff is recommending approval and seeks to move these proposed changes to the Board of Aldermen for consideration. If you have any questions or concerns please feel free to contact me at the office.

Listed below are Mr. Cambiano's recommended changes:

(1) Marketing: Synthetic Drugs are rarely, if ever, suitable for their marketed uses. For example, a Synthetic Drug in the form of a powder might be marketed as "glass cleaner," even though the powder cannot reasonably be used to clean glass.

(2) Sales Location: Synthetic Drugs are typically sold in liquor stores, smoke shops and gas stations, yet Synthetic Drugs are marketed as products that are not typically sold by these businesses. For example, Synthetic Drugs are often marketed as bath salts, spice, incense, potpourri, skin treatments, cleaning products and plant food; however, these types of products are typically not sold in liquor stores, smoke shops or gas stations.

(3) Warning Labels: Synthetic Drugs often use warning labels such as: "not for human consumption" and "not for purchase by minors." Bona fide bath salts, incense, cleaning products and the like do not typically bear such labels. Of particular relevance are labels that indicate a given product does not contain chemical compounds banned by State Synthetic Drug Laws, which bona fide bath salts, incense, cleaning products and the like would not have any reason to advertise.

(4) Price: Synthetic Drugs are typically more expensive than products that are used for the Synthetic Drug's marketed use. For example, a Synthetic Drug marked as "glass cleaner" might be priced at \$50.00 for an eighth of an ounce, while bona fide glass cleaner is priced at approximately \$5.00 for 26 ounces.

(5) Similarity to Illicit Street Drugs: Synthetic Drugs often resemble illicit street drugs and/or use brand names and packaging that are designed to make the product appear similar to illicit street drugs. For example, many Synthetic Drugs are sold as white powders packaged in vials (resembling cocaine) or dyed green to appear similar to marijuana. Additionally, brand names are often similar to street slang for illicit drugs and have no relation to the products that are purportedly being sold. These brand names are always changing, but include "Eight Ballz," "Spice," "Black Mamba," "K-2," "Puff," "Sugar Sticks," "Green Buddha," "Diablo Botanical Incense," "Mr. and Mrs. Marley," "Cloud 9 Incense," and a group of Synthetic Drugs marked as from "The Spice Guy."

This item has been before the Public Safety Committee with a recommendation of approval.

Council Bill No. 021

Ordinance No.

**AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY
OF HARRISONVILLE, CHAPTER 215, SECTION 215.575, SYNTHETIC
STIMULANTS AND BATH SALTS**

**NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF THE
CITY OF HARRISONVILLE, MISSOURI, AS FOLLOWS:**

Section 1. That Chapter 215 of the Code of Ordinances of the City of Harrisonville, Missouri, shall be amended as follows:

Item G to be amended to read:

G. Marketing: Synthetic drugs are rarely, if ever, suitable for their marketed uses. For example, a Synthetic Drug in the form of a powder might be marketed as “glass cleaner,” even though the powder cannot reasonably be used to clean glass.

The following text to be added as Items H, I, J, and L

H. Sales Location: Synthetic Drugs are typically sold in liquor stores, some shops and gas stations, yet Synthetic Drugs are marketed as produced that are not typically sold by these businesses. For example, Synthetic Drugs are often marketed as bath salts, spice, incense, potpourri, skin treatments, cleaning products and plant food; however, these types of products are typically not sold in liquor stores, smoke shops or gas stations.

I. Warning Labels: Synthetic Drugs often use warning labels such as “not for human consumption” and “not or purchase by minors.” Bona fide bath salts, incense, cleaning products and the like do not typically bear such labels. Of particular relevance are labels that indicate a given product does not contain chemical compounds banned by State Synthetic Drug Laws, which bona fide bath salts, incense, cleaning products and the like would not have any reason to advertise.

J. Price: Synthetic Drugs are typically more expensive than products that are used for the Synthetic Drug’s marketed use. For example, a Synthetic Drug marked as “glass cleaner” might be priced at \$50.00 for an eighth of an ounce, while bona fide glass cleaner is priced at approximately \$5.00 for 26 ounces.

L. Similarity to Illicit Street Drugs: Synthetic Drugs often resemble illicit street drugs and/or use brand names and packaging that are designed to make the product appear similar to illicit street drugs. For example, many Synthetic Drugs are sold as white powders packaged in vials (resembling cocaine) or dyed green to appear similar to marijuana. Additionally, brand names are often similar to street slang for illicit drugs and have no relation to the products that are purportedly being sold. These brand names are always changing, but include “Eight Ballz,” “Spice,” “Black Mamba,” “K-2,” “Puff,” “Sugar Sticks,” “Green

Buddha,” “Diablo Botanical Incense,” “Mr. and Mrs. Marley,” “Cloud 9 Incense,” and a group of Synthetic Drugs marked as from “The Spice Guy.”

The section on “Penalty” to be amended to become Item M and read as follows:

M. Penalty. Any person or business convicted of violating Subsections (B) or (C) of this Section shall be guilty of an offense and upon plea of guilty of the City of Harrisonville Codes or a finding of guilt shall be fined up to five hundred dollars (\$500.00) and/or ninety days in the County Jail. A separate offense shall be deemed committed to each sale, offer to sell, gift, or public display for sale.

Any person or business convicted of violating the terms of the ordinance shall have their business license revoked by the City of Harrisonville.

The City of Harrisonville shall refuse a business license to a person or business selling or offering for sale these types of bath salts.

A red-lined version of the original bath salts ordinance showing deletions and additions is attached.

Section 2. That this ordinance shall become effective upon its passage and approval.

Roll Call Vote:

Ayes:

Nays:

Absent:

Abstain:

Read two times by title only on April 21, 2014 and passed by the Board of Aldermen this 21st day of April 2014

Kevin Wood, Mayor & Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

APPROVED by the Mayor this 21st day of April 2014

Ordinance 3247

An Ordinance to Prohibit the Illicit Sale and Use of Certain Products including Bath Salts

WHEREAS, the Board of Aldermen of the City of Harrisonville, Missouri desire to regulate the sale of bath salts and synthetic substitutes.; and

WHEREAS, illicit products are being marketed as “bath salts” that are synthetic substitutes that mimic the pharmacological effects of amphetamines, cocaine, ecstasy, and other illegal drugs; and

WHEREAS, this is becoming an alarming trend across the United States and communities are establishing ordinances to protect the health, safety and welfare of their citizens from the illicit sale of the above described products;

WHEREAS, such bath salts being sold at commercial businesses in the City of Harrisonville, have as part of their composition synthetic central nervous system stimulants that are typically in a class of drugs known as synthetic cathinones; and

WHEREAS, Despite being labeled as “not for human consumption”, these bath salts are being used as recreational drugs and have been marketed as legal and safer alternatives to illegal methods of consuming drugs; and

WHEREAS, the bath salts are marketed in such a manner as to imply that they are a legal form of high and yet are considered dangerous by the Food and Drug Administration (FDA), Drug Enforcement Administration (DEA) and state health agencies; and

WHEREAS, these synthetic stimulants sell for many times more than legitimate bath salts, and are also marketed, among other things, as plant food, insect repellant and iPod cleaner (hereafter collectively bath salts”); and

WHEREAS, users of these products experience severe reactions, resulting in unconsciousness, seizures, and hospitalization, and in some reported cases even death; and

WHEREAS, during the 2011 session, the Missouri Legislature passed HB 641, which added various synthetic stimulants to Schedule I of Missouri's controlled substance schedule, allowing law enforcement officials and prosecutors to arrest and prosecute the possession and sale of these particular substances under Missouri law:

Synthetic cannabinoids which include any natural or synthetic material, compound, mixture, or preparation that contains any quantity of a substance that is a cannabinoid receptor agonist including, but not limited to, the synthetic cannabinoids specifically listed in Section 195.017, RSMo, and any analogues, homologues, isomers, esters, ethers, and salts. These include the compounds commonly found in K3. However, synthetic cannabinoids will not include any approved pharmaceutical authorized by the United States Food and Drug Administration; 3-Fluoromethcathinone; 4-Fluoromethcathinone; Mephedrone, or 4-

methylmethcathinone; 4-methoxymethcathinone; Methylenedioxypyrovalerone, MDPV, or (1-(1,3-Benzodioxol-5-yl)-2-(1-pyrrolidinyl)-1-pentanone, commonly known as bath salts; Methylone, or 3, 4-Methylenedioxymethcathinone; and 4-methylalphapyrrolidinobutiophenone, or MPBP (Sections 195.010 and 195.017)

WHEREAS, following passage of HB 641, chemists reconfigured the particular synthetic stimulants made illegal by HB 641, and marketed new products that were not made specifically illegal under Missouri law; and

WHEREAS, these new synthetic stimulants will likely nonetheless carry the same or perhaps even further heightened dangers associated with illegal drugs; and

WHEREAS, the Board of Aldermen of the City of Harrisonville desires to act quickly to make illegal those new synthetic stimulants that drug designers and chemists create to mimic the effects of illegal drugs,

NOW, THEREFORE, BE IT ORDAINED BY THE BOARD OF ALDERMEN OF HARRISONVILLE, MISSOURI, AS FOLLOWS:

SECTION ONE: That Section One shall read as follows:

- A. Purpose and intent. The Harrisonville Board of Aldermen finds and declares that the products and synthetic substances described hereunder are commonly used as alternatives to amphetamines, cocaine, ecstasy and other illegal drugs. The Board of Aldermen further finds that these synthetic substances are particularly appealing to teenagers and youth, who believe these substances are safer because they are legal however, these synthetic substances can be dangerous to users in the short term and the long term effects are not yet known. The Board of Aldermen finds that the products which contain these synthetic substances often use a disclaimer that the product is "not for human consumption" to avoid regulations that require the manufacturer to list the product's active ingredients. The Board of Aldermen finds that drug designers and chemists have and can quickly create new synthetic drugs once federal or state law makes a particular synthetic drug illegal. As such, the Board of Aldermen finds there is a need to declare illegal the sale, offer for sale, purchase with intent to sell and public display for sale of synthetic substances that mimic illegal controlled substances, even though such synthetic substances have not yet themselves been categorized as illegal controlled substances under federal or state law. The Board of Aldermen further finds that it is proper and necessary for the Board of Aldermen to exercise its authority to safeguard and protect the public health, safety and welfare by taking this action.
- B. Definitions. For purposes of this section, the following terms apply:
 1. "Structurally similar" as used in this section shall mean chemical substitutions a common chemical backbone associated with cathinone, methcathinone, amphetamine, methamphetamine, cocaine, 3-Fluoromethcathinone, 4-Fluoromethcathinone, 3, 4-Methylenedioxy- methamphetamine (MDMA), 3, 4-methylenedioxymethcathinone, 3, 4-methylenedioxypyrovalerone (MDPV), methylmethcathinone, methoxy-methcathinone, methylethcathinone,

fluoromethcathinone, BZP (benzylpiperazine), Mephedrone, or 4-methylmethcathinone, 4-methoxymethcathinone, Methylenedioxypropylvalero MDPV, or (1-(1,3-Benzodioxol-5-yl)-2-(1-pyrrolidinyl)-1-pentanone) fluorophenylpiperazine, methylphenylpiperazine, chlorophenylpiperazine, methoxyphenylpiperazine, DBZP (1,4-dibenzyl-piperazine), TFMP (3-Trifluoromethylphenylpiperazine), MBDB (Methylbenzodioxolylbutanamine), Hydroxy-alpha-methyltryptamine, Methylone, or 3, 4-Methylenedioxy-methcathinone, 4-meth alpha-pyrrolidinobutyrophenone, or MPBP, 5-Hydroxy-N-methyltryptamine, 5-Methoxy-N-methyl-N-isopropyltryptamine, Methylone, or 3, 4-Methylenedioxy-methcathinone 5-Methoxy-alpha-methyltryptamine, methyltryptamine, 5-Methoxy-N, N-dimethyltryptamine, 5-Methyl-N, N-dimethyltryptamine, 5-Methoxy-N, N-Diisopropyltryptamine, DiPT (N, N-Diisopropyltryptamine), DPT (N, N-Dipropyltryptamine), 4-Hydroxy-N, N-diisopropyltryptamine, N, N-Diallyl-5-Methoxytryptamine, DOI (4-Iodo-2,5-dimethoxyamphetamine) 0 C (4-Chloro-2, 5-dimethoxyamphetamine), 2C-E (4-Ethyl-2, 5-dimethoxyphenethylamine), 2C-T-4(2, 5-Dimethoxy-4-isopropylthiophenethylamine) 2C-C (4-Chloro-2, 5-dimethoxyphenethylamine), 2C-T (2,5-Dimethoxy-4-methylthiophenethylamine), 2C-T-2 (2,5-Dimethoxy-4-ethylthiophenethylamine), 2 C - T (2, 5 - Dimethoxy 4-(n)-propylthiophenethylamine), 2C-I(4-Iodo-2,5-dimethoxyphenethylamine), Butylone (beta-keto-N-methylbenzodioxolylpropylamine), Ethcathinone, Ethylone (3, 4-methylenedioxy-N-ethylcathinone), Naphyrone (naphthylpyrovalerone), N-N-Dimethyl-3,4-methylenedioxcathinone, N-N-Diethyl-1,3, 4-methylenedioxcathinone, 3, 4-methylenedioxy-propylphenone, 2-Bromo-3, 4-Methylenedioxypropylphenone, 3, 4-methylenedioxy-propylphenone-2-oxime, N-Acetyl-3,4-methylenedioxcathinone, N-Acetyl-N-Methyl-3, 4-Methylenedioxcathinone, N-Acetyl-N-Ethyl-3, 4-Methylenedioxcathinone, Bromomethcathinone, Buphedrone (alpha-methylamino-butyrophenone), Eutylone (beta-Keto-Ethylbenzodioxolylbutanamine), Dimethylcathinone, Dimethylmethcathinone, Pentylone (beta-Keto-methylbenzodioxolylpentanamine (MDPPP)) 3, 4-Methylenedioxy-alpha-pyrrolidino-propylphenone, (MDPBP) 3, 4-Methylenedioxy-alpha-pyrrolidinobutyrophenone, Methoxy-alpha-pyrrolidinopropylphenone (MOPPP), Methyl-alpha-pyrrolidinohexylphenone (MPHP), Benocyclidine (BCP), benzothiophenylcyclohexylpiperidine (BTCP), Fluoromethylaminobutyrophenone (FMABP), Methoxypyrrolidinobutyrophenone (MeO-PBP), Ethylpyrrolidinobutyrophenone (Et-PBP), 3-Methyl-4-Methoxymethcathinone 4-MeO-MCAT), Methylaminobutyrophenone (MeEABP), Methylaminobutyrophenone (MABP), Pyrrolidinopropylphenone (PPP), Pyrrolidinobutyrophenone (PBP), Pyrrolidinoveralphenone (PVP), Methyl-alpha-pyrrolidinopropylphenone (MPPP), or related salts, isomers, and salts of isomers, listed in the controlled substance schedules in chapter 195, Revised Statutes of Missouri, as amended, or otherwise prohibited by federal or state law.

2. "Synthetic stimulant bath salts" as used in this section shall mean any substance, whether in powder, crystal, liquid, tablet or capsule form, containing a synthetic stimulant as defined herein or to which a synthetic stimulant has been added or applied, that can be ingested by smoking, inhaling or other method, regardless of whether the substance is marketed not for the purpose of human consumption, and regardless of how the substance is labeled including but not limited to bath salts,

insect repellent, plant food, herbs, incense, iPod cleaner, nutrient, dietary supplement or spice.

3. "Synthetic stimulant" as used in this section shall mean any chemical or mixture of chemicals, however packaged, that has a stimulant effect on the central nervous system and is structurally similar to cathinone, methcathinone, amphetamine, methamphetamine, cocaine, MDMA or any other substance listed in paragraph (1) above, or related salts, isomers, and salts of isomers, as listed in the controlled substance schedules in chapter 195, Revised Statutes of Missouri, or otherwise prohibited by federal or state law. "Synthetic stimulant" shall also include any chemical or mixture of chemicals, however packaged, that mimics the pharmacological effects of cathinone, methcathinone, amphetamine, methamphetamine, cocaine, MDMA or any other substance listed in paragraph (1) above, or related salts, isomers, and salts of isomers. Packaging that indicates, suggests or implies that a product mimics the pharmacological effects of cathinone, methcathinone, amphetamine, methamphetamine, cocaine, ecstasy or any other substance listed in paragraph (1) above, shall create a presumption that the product mimics the effects of the substance. "Synthetic stimulant" shall not include any substance currently listed in the controlled substance schedules in chapter 195, Revised Statutes of Missouri, or otherwise prohibited by federal or state law, as such may be amended from time to time.

- C. Unlawful To Sell, Offer, Gift or Display. It shall be unlawful for any person, business, store, or employee to sell, offer to sell, gift, barter, trade or publicly display for sale any synthetic stimulant bath salts as defined herein or any synthetic stimulants as defined herein.
- D. Possession Unlawful. It is unlawful for any person to knowingly possess, inhale or ingest any synthetic stimulant bath salts as defined herein or any synthetic stimulants as defined herein.
- E. If Congress, a federal agency, the Missouri General Assembly or Missouri agency with such authority amends federal or state law to include a particular substance or otherwise enacts or amends a federal or state law providing for criminal penalties for the prohibitions of substances set forth in this ordinance, then upon the effective date of such enactment or amendment, the provisions of this ordinance addressed by federal or state law shall no longer be deemed effective. Any violations of this ordinance committed prior to such law so enacted may be prosecuted.
- F. Seizure and destruction of synthetic stimulant bath salts and synthetic stimulants. Synthetic stimulant bath salts and synthetic stimulants as defined and prohibited herein may be seized by law enforcement officers and may be destroyed in the same manner used to destroy narcotics and contraband substances, after its use for evidentiary purposes in any judicial proceeding is no longer required.
- G. ~~Labeling. The fact that these substances are being marketed, sold, distributed, delivered, traded, bartered, or labeled as "Not for Human Consumption" (or words of similar effect) or identified as having a lawful use does not exempt a person from enforcement pursuant to this Section.~~

Marketing: Synthetic Drugs are rarely, if ever, suitable for their marketed uses. For example, a Synthetic Drug in the form of a powder might be marketed as "glass cleaner," even though the powder cannot reasonably be used to clean glass.

H. Sales Location: Synthetic Drugs are typically sold in liquor stores, smoke shops and gas stations, yet Synthetic Drugs are marketed as products that are not typically sold by these businesses. For example, Synthetic Drugs are often marketed as bath salts, spice, incense, potpourri, skin treatments, cleaning products and plant food; however, these types of products are typically not sold in liquor stores, smoke shops or gas stations.

Formatted: Indent: Left: 0", Hanging

I. Warning Labels: Synthetic Drugs often use warning labels such as: "not for human consumption" and "not for purchase by minors." Bona fide bath salts, incense, cleaning products and the like do not typically bear such labels. Of particular relevance are labels that indicate a given product does not contain chemical compounds banned by State Synthetic Drug Laws, which bona fide bath salts, incense, cleaning products and the like would not have any reason to advertise.

J. Price: Synthetic Drugs are typically more expensive than products that are used for the Synthetic Drug's marketed use. For example, a Synthetic Drug marked as "glass cleaner" might be priced at \$50.00 for an eighth of an ounce, while bona fide glass cleaner is priced at approximately \$5.00 for 26 ounces.

Formatted: Indent: Left: 0.25"

Formatted: Indent: Left: 0.25", Hanging 0.25"

L. Similarity to Illicit Street Drugs: Synthetic Drugs often resemble illicit street drugs and/or use brand names and packaging that are designed to make the product appear similar to illicit street drugs. For example, many Synthetic Drugs are sold as white powders packaged in vials (resembling cocaine) or dyed green to appear similar to marijuana. Additionally, brand names are often similar to street slang for illicit drugs and have no relation to the products that are purportedly being sold. These brand names are always changing, but include "Eight Ballz," "Spice," "Black Mamba," "K-2," "Puff," "Sugar Sticks," "Green Buddha," "Diablo Botanical Incense," "Mr. and Mrs. Marley," "Cloud 9 Incense," and a group of Synthetic Drugs marked as from "The Spice Guy."

M. Penalty. Any person violating Subsections (B) or (C) of this Section shall be guilty of an offense and upon plea of guilty of the City of Harrisonville Codes or a finding of guilt shall be fined up to five hundred dollars (\$500.00) and/or ninety (90) days in the County Jail. A separate offense shall be deemed committed to each sale, offer to sell, gift, or public display for sale.

Any business found violating the terms of the ordinance shall have their business license revoked by the City of Harrisonville.

The City of Harrisonville shall refuse a business license to a person or business selling or offering for sale these types of bath salts.

SECTION TWO: The portions of this Ordinance shall be severable. In the event that any portion of this Ordinance is found by a court of competent jurisdiction to be invalid, the remaining portions of this Ordinance are valid, unless the court finds the valid portions of this Ordinance are so essential and inseparably connected with and dependent upon the void portion that it cannot be presumed that the Governing Body would have enacted the valid portions without the invalid ones, or unless the court finds that the valid portions standing alone are incomplete and are incapable of being executed in accordance with the legislative intent.

SECTION THREE: This Ordinance shall be in full force and effect both from and after its passage and approval by the Mayor.



STAFF REPORT

TO: Board of Aldermen
FROM: Keith Moody, City Administrator
DATE: April 17, 2014
SUBJECT: Amend Monthly Employer Contribution for Health/Vision Benefits

Type of Item: *Approval*

Staff Report

Background: In 2013 the Employee Benefits Committee was convened to administer a bid process for employee insurance benefits. The committee consists of an employee from each department. Bob Charlesworth, an independent insurance consultant assisted the committee with developing bid specifications as well as collecting and comparing proposals. The goal of the process was to ensure the City and our employees are getting the best rates for comparable benefits. The committee recommends staying with MPR for our health/dental/vision coverage. MPR committed to not increasing our rates for the 2014-2015 policy periods more than the percent of increase for the balance of the pool members. They have honored that commitment. The rates for the three plans offered are included in the attachment which also shows the current rate and the amount currently paid by the employee.

Review: The Employee Benefits Committee reviewed the new rates and a consensus of the committee was to increase the amount of the city contribution to each tier of health and vision coverage as follows:

Individual	+\$25/month to \$480
Tier 2	+\$70/month to \$710
Family	+\$80/month to \$810

There is no premium change in dental and therefore no proposed change in that employer contribution amount.

The attached spreadsheet reflects how much the employee would pay per month with the new premium and the increase in the amount paid by the city (employer).

The three plans offered remain virtually unchanged in benefit levels. The PPO plan serves

as the base plan, contributions by the City have been keyed to this plan and we are able to exceed our goal of 95% premium paid by the City for individual coverage (99.6% covered) and reach our goal of 65% premium covered by the City for tier 2 and family coverage. The HMO serves as a buy up option and the PPO with H S A serves as the lowest price option. This retains a variety of choices for employees while clarifying the distinction of each plan.

Our percent of premium covered goals were set based on the KC metro average of four years ago. The metro average has changed during this time due to significant change in the health insurance market. For example in 2012 the employer paid: 90% of individual coverage premiums, 74% of tier 2 coverage premiums and 74% of family coverage premiums. And in 2013 the employer paid: 89% of individual coverage premiums, 76% of tier 2 coverage premiums and 73% of family coverage premiums. The trend has been for the employee to pay a larger percentage of single coverage and a smaller percentage of dependent coverage. Our approach over the past few years is moving us closer to the market average.

Budget Impact: \$33,000 is budgeted in 2014 to cover increases in health/vision/dental premiums. If we increase city contributions per employee per month as detailed above we will stay within our 2014 budget. The attached sheet details the budgetary impacts of the proposed changes.

Recommendation: Staff recommends the increase in the employer contributions detailed above be adopted effective June 1, 2014.

Council Bill No. 022

Resolution No.

**A RESOLUTION AMENDING SECTION IV, J OF THE EMPLOYEE BENEFITS
OF THE CITY OF HARRISONVILLE PERSONNEL POLICIES MANUAL,
EFFECTIVE JUNE 1, 2014**

**BE IT RESOLVED BY THE BOARD OF ALDERMEN OF THE CITY OF HARRISONVILLE,
MISSOURI, AS FOLLOWS:**

Section 1. That Section IV, J- Personnel Policies Manual is hereby amended to read:

J. Employee Benefits

Regular full time employees of the City shall be eligible for life, major medical, vision, dental and disability insurance provided by the City. The City shall pay premiums for life, dental and disability insurance for the employee.

The City shall pay up to \$480.00 per month for major medical and vision insurance for the employee (Individual Coverage), up to \$710 per month for major medical and vision insurance for an employee plus spouse or employee plus children (Tier 2 Coverage) and up to \$810 per month for major medical and vision insurance for an employee and their spouse and their children (Family Coverage). The employee shall pay insurance premiums not paid by the City. For employees who enroll in these programs, the effective date of coverage shall be the first day of the calendar month following employment unless starting on the first day of the month at which time coverage is immediate.

- a. The City will contribute any unused portion of the \$480 per month major medical and vision insurance premium payment to that employee's Health Savings Account for an employee enrolled in the High Deductible Health Plan.
- b. The employee must pay a minimum of \$.02 of the monthly dental and vision insurance premiums if the employee elects these insurance benefits.
- c. Employees may elect not to use the City's insurance benefits by showing proof of similar coverage through another source. Notwithstanding the foregoing an employee may request a waiver from this requirement from the City identifying the specific reason for the request.
- d. The City will not contribute funds to any insurance benefit that is not provided by the City.
- e. During the authorized leave of absence with pay, the coverage shall be continued. Employees will be responsible for paying their own health, life and dental insurance while on approved leave of absence without pay in excess of one week unless on approved FMLA or military leave.

Section 2. That the amendment for the Personnel Policies Manual supersedes all personnel policies, rules or regulations previously adopted or approved, for Section IV, effective June 1, 2014.

Section 3. That if any provision of the attached is for any reason held invalid or unconstitutional by any court of competent jurisdiction, such provision shall be deemed a separate, distinct and independent provision and such holding shall not affect the validity of the remaining provisions of the Personnel Policies Manual

READ and DULY PASSED by the Board of Aldermen and **APPROVED** by the Mayor of the City of Harrisonville, Missouri, this 21st day of April 2014.

Kevin W. Wood, Mayor and Ex-Officio
Chairman of the Board of Aldermen

ATTEST:

Kim Hubbard, City Clerk

WITNESS my hand and seal this 21st day of April 2014

Harrisonville: Summary of Health/Dental/Vision Premiums and City Contributions Effective 6/1/14 - 5/31/15 (MPR)

	Individual	2nd Tier	Family	
PPO- B	33	3	5	37%
PPO w/HSA	13	3	4	18%
HMO- 2	34	7	10	46%
Totals	80	13	19	112
	71%	12%	17%	

City Contribution /Month: Health-Vision	Current	Increase	Effective 6/1/14
Individual	\$ 455	25	\$ 480
2nd Tier	\$ 640	70	\$ 710
Family	\$ 730	80	\$ 810

City Contribution /Month: Dental	Current	Increase	Effective 6/1/14
Individual	\$ 33	0	\$ 33
2nd Tier	\$ 33	0	\$ 33
Family	\$ 33	0	\$ 33

Plan Types	Current 2013-14 Rates	Current Employee Contribution	2014-15 Rates (MPR)	New Employee Contribution	Change in Price	Percent Change	Change in Employee Contribution	Enrollees	Percent Enrolled	Premiums Paid by Employees	Total Premiums Paid	Percent of Premium Paid by City
PPO- Base												
Individual	\$ 451	\$ -	\$ 482.08	\$ 2.08	\$ 31.08	6.9%	\$ 2.08	33	29%	\$ 69	\$ 15,909	99.6%
2nd Tier	\$ 1,034	\$ 394	\$ 1,105.48	\$ 395.48	\$ 71.48	6.9%	\$ 1.48	3	3%	\$ 1,186	\$ 3,316	64%
Family	\$ 1,169	\$ 439	\$ 1,249.50	\$ 439.50	\$ 80.50	6.9%	\$ 0.50	5	4%	\$ 2,198	\$ 6,248	65%
PPO w/HSA												
Individual	\$ 398	\$ (57)	\$ 409.74	\$ (70.26)	\$ 11.74	2.9%	\$ (13.26)	13	12%	\$	\$ 5,327	117%
2nd Tier	\$ 912	\$ 272	\$ 938.97	\$ 228.97	\$ 26.97	3.0%	\$ (43.03)	3	3%	\$ 687	\$ 2,817	76%
Family	\$ 1,085	\$ 355	\$ 1,116.98	\$ 306.98	\$ 31.98	2.9%	\$ (48.02)	4	4%	\$ 1,228	\$ 4,468	73%
Harrisonville contributes the unspent portion of health/vision allocation to HSA account.												
HMO- Base												
Individual	\$ 487	\$ 32	\$ 512.44	\$ 32.44	\$ 25.44	5.2%	\$ 0.44	34	30%	\$ 1,103	\$ 17,423	94%
2nd Tier	\$ 1,126	\$ 486	\$ 1,185.00	\$ 475.00	\$ 59.00	5.2%	\$ (11.00)	7	6%	\$ 3,325	\$ 8,295	60%
Family	\$ 1,275	\$ 545	\$ 1,341.56	\$ 531.56	\$ 66.56	5.2%	\$ (13.44)	10	9%	\$ 5,316	\$ 13,416	60%
Dental								Total	112			
Individual	\$ 33	\$ -	\$ 33.00	\$ -	\$ -	0.0%	\$ -	59	53%	\$ -	\$ 1,947	100%
2nd Tier	\$ 82	\$ 49	\$ 82.00	\$ 49	\$ -	0.0%	\$ -	0	0%	\$ -	\$ -	40%
Family	\$ 82	\$ 49	\$ 82.00	\$ 49	\$ -	0.0%	\$ -	49	44%	\$ 2,401	\$ 4,018	40%
Vision (Included in Health Insurance Pricing above)								Total	108			
Individual	\$ 7	\$	\$ 7.00	\$ -	\$ -	0.0%	\$ -	65				
2nd Tier	\$ 13	\$	\$ 13.00	\$ -	\$ -	0.0%	\$ -	15				
Family	\$ 19	\$	\$ 19.00	\$ -	\$ -	0.0%	\$ -	27				
								Total	107			

Year	% of Individual Coverage Premium Paid by City	% of Dependent Coverage Premium Paid by City	KC Metro Average % of Premium Paid by Employer			Individual Coverage (for Health/Vision/Dental)	Dependent Coverage (for Health/Vision/Dental)	Monthly Premiums (for Health/Vision/Dental)	Monthly Premiums Paid by City (for Health/Vision/Dental)	Annual Premiums Paid by City (for Health/Vision/Dental benefits)	79%	Paid by EE	Total Paid
			Individual	Tier 2	Family								
2010	99%	49%	95%	70%	70%							\$ 1,172	\$ 41,519
2011	97%	50%										\$ 16,340	\$ 42,577
2012	97%	50%										\$ 17,512	\$ 84,096
2013	97%	57%											\$ 66,584
2014	97%	62%											\$ 66,584
Increase in City Contributions (Health/Vision/Dental) over 12 months													\$ 56,571
Increase in City Contributions Budgeted in 2014 (Health/Vision/Dental)													\$ 33,000
Impact on budget for Single Coverage (for 7 months)													\$ 14,000
Impact on budget for Dependent Coverage (for 7 months)													\$ 17,010
Impact on 2014 Budget Based on Assumptions Above (for 7 months)													\$ 31,010
Proposal is Under (Over) Budget													\$ 1,990
Per Month Increase Paid by Employee (on average)													\$ (5.49)
Per Month Increase Paid by City (average per employee)													\$ 39.55

Attachment: 2014-15 Health-Vision-Dental Contributions (Amend Monthly Employer Contribution for Health/Vision Benefits)