



# City of Killeen

## Agenda

### Employee Benefits Trust

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Tuesday, April 13, 2021

City Hall  
Council Chambers  
101 N. College Street  
Killeen, Texas 76541

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#### IMMEDIATELY FOLLOWING REGULAR CITY COUNCIL MEETING

#### Call To Order

#### Roll Call

##### *Trustees*

___ Jose Segarra, Mayor	___ Debbie Nash-King
___ Shirley Fleming	___ Ken Wilkerson
___ Mellisa Brown	___ Rick Williams
___ Steve Harris	___ Terry Clark

##### *City Staff*

___ Kent Cagle, City Manager
___ Traci Briggs, City Attorney
___ Eva Bark, Executive Director, Human Resources

#### Approval of Agenda

#### Approval of Minutes

1. [EBT-1](#) Consider Minutes of June 23, 2020.

Attachments: [Minutes](#)

#### Agenda Items

2. [EBT-2](#) Consider action to designate the officers of the Trust for 2021 to include the designation of a chairperson, vice chair, and secretary.
3. [EBT-3](#) Consider action to establish a contract with MetLife for employee dental insurance for FY 2021-2022 plan year.

Attachments: [Dental Rates](#)

#### Adjournment

*I certify that the above notice of meeting was posted on the Internet and on the bulletin boards at Killeen City Hall and at the Killeen Police Department on or before 5:00 p.m.*

on April 9, 2021.

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Lucy C. Aldrich, City Secretary

*The public is hereby informed that notices for City of Killeen meetings will no longer distinguish between matters to be discussed in open or closed session of a meeting. This practice is in accordance with rulings by the Texas Attorney General that, under the Texas Open Meetings Act, the City Council may convene a closed session to discuss any matter listed on the agenda, without prior or further notice, if the matter is one that the Open Meetings Act allows to be discussed in a closed session.*

*This meeting is being conducted in accordance with the Texas Open Meetings Law [V.T.C.A., Government Code, § 551.001 et seq.]. This meeting is being conducted in accordance with the Americans with Disabilities Act [42 USC 12101 (1991)]. The facility is wheelchair accessible and handicap parking is available. Requests for sign interpretive services are available upon requests received at least 48 hours prior to the meeting. To make arrangements for those services, please call 254-501-7700, City Manager's Office, or TDD 1-800-734-2989.*



# City of Killeen

## Legislation Details

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**File #:** EBT-1      **Version:** 1      **Name:** Minutes of June 23, 2020  
**Type:** Minutes EBT      **Status:** Minutes EBT  
**File created:** 4/8/2021      **In control:** Employee Benefits Trust  
**On agenda:** 4/13/2021      **Final action:**  
**Title:** Consider Minutes of June 23, 2020.  
**Sponsors:** Human Resources Department  
**Indexes:**  
**Code sections:**  
**Attachments:** [Minutes](#)

Date	Ver.	Action By	Action	Result
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**City of Killeen**  
Employee Benefits Trust Meeting  
City Hall Council Chambers  
June 23, 2020 at 6:08 p.m.

Presiding: Mayor Jose L. Segarra

Attending: Mayor Pro Tem Jim Kilpatrick (via video conference), Councilmembers Butch Menking, Juan Rivera, Gregory Johnson, Shirley Fleming (via video conference), Debbie Nash-King (via video conference) and Steve Harris

Also attending were City Manager Kent Cagle, City Attorney Traci Briggs, City Secretary Lucy Aldrich, and Executive Director of Human Resources Eva Bark

**Approval of Agenda**

*Motion was made by Mayor Pro-Tem Kilpatrick to approve the agenda as written. Motion seconded by Councilmember Fleming. The motion carried unanimously.*

**Minutes**

1. *Motion was made by Mayor Pro Tem Kilpatrick to approve the minutes of the July 23, 2019 Benefits Trust Meeting. Motion was seconded by Councilmember Fleming. Motion carried unanimously.*
2. Consider action to designate the officers of the Trust for 2020 to include the designation of a chairperson, vice chair, and secretary.

*Motion was made by Mayor Pro Tem Kilpatrick to appoint Mayor Segarra as Chair, Councilmember Harris as Vice Chair; Councilmember Nash-King as 2<sup>nd</sup> Vice Chair; and Councilmember Menking as Secretary. Motion was seconded by Councilmember Rivera. Motion carried unanimously.*

3. Consider action to renew a plan with United Health Care for employee health insurance for the FY 2020-2021 plan year.

*Motion was made by Councilmember Rivera to approve Agenda Item 3. Motion was seconded by Councilmember Menking. Motion carried 4 to 3 with Councilmember Johnson, Councilmember Fleming and Councilmember Nash-King in opposition.*

4. Consider action to renew a plan with Lincoln for employee dental insurance for the FY 2020-2021 plan year.

*Motion was made by Mayor Pro Tem Kilpatrick to approve Agenda Item 4. Motion was seconded by Councilmember Rivera. Motion carried 4 to 3 with Councilmember Johnson, Councilmember Fleming and Councilmember Nash-King in opposition.*

**Adjournment**

With no further business, upon motion being made by Councilmember Rivera, seconded by Mayor Pro Tem Kilpatrick, and unanimously approved, the meeting was adjourned at 6:16 p.m.

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Jose L. Segarra, Mayor

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Lucy Aldrich, City Secretary



# City of Killeen

## Legislation Details

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**File #:** EBT-2      **Version:** 1      **Name:** Designate Officers  
**Type:** Agenda Items      **Status:** Agenda Item  
**File created:** 4/8/2021      **In control:** Employee Benefits Trust  
**On agenda:** 4/13/2021      **Final action:**  
**Title:** Consider action to designate the officers of the Trust for 2021 to include the designation of a chairperson, vice chair, and secretary.  
**Sponsors:** Human Resources Department  
**Indexes:**  
**Code sections:**  
**Attachments:**

Date	Ver.	Action By	Action	Result
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# City of Killeen

## Legislation Details

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**File #:** EBT-3      **Version:** 1      **Name:** Dental Insurance FY 21-22  
**Type:** Agenda Items      **Status:** Agenda Item  
**File created:** 4/8/2021      **In control:** Employee Benefits Trust  
**On agenda:** 4/13/2021      **Final action:**  
**Title:** Consider action to establish a contract with MetLife for employee dental insurance for FY 2021-2022 plan year.  
**Sponsors:** Human Resources Department  
**Indexes:**  
**Code sections:**  
**Attachments:** [Dental Rates](#)

Date	Ver.	Action By	Action	Result
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## *Dental – MetLife Monthly Rates*

<b>MetLife - Low Plan</b>							
<b>Enrollment Tier</b>	<b>Current Enrollment</b>	<b>EMPLOYER CONTRIBUTION</b>		<b>EMPLOYEE CONTRIBUTION</b>		<b>TOTAL</b>	<b>City + Employee Cost</b>
Employee	229	\$19.38	\$4,438.02	\$0.00	\$0.00	\$19.38	\$4,438.02
Employee/Spouse	46	\$19.38	\$891.48	\$23.72	\$1,091.12	\$43.10	\$1,982.60
Employee/Children	69	\$19.38	\$1,337.22	\$27.99	\$1,931.31	\$47.37	\$3,268.53
Employee/Family	60	\$19.38	\$1,162.80	\$57.24	\$3,434.40	\$76.62	\$4,597.20
Total	404						
<b>Annual Cost</b>			<b>\$93,954</b>		<b>\$77,482</b>		<b>\$171,436</b>
<b>MetLife - High Plan</b>							
<b>Enrollment Tier</b>	<b>Current Enrollment</b>	<b>EMPLOYER CONTRIBUTION</b>		<b>EMPLOYEE CONTRIBUTION</b>		<b>TOTAL</b>	<b>City + Employee Cost</b>
Employee	350	\$19.38	\$6,783.00	\$4.40	\$1,540.00	\$23.78	\$8,323.00
Employee/Spouse	137	\$19.38	\$2,655.06	\$24.73	\$3,388.01	\$44.11	\$6,043.07
Employee/Children	142	\$19.38	\$2,751.96	\$38.99	\$5,536.58	\$58.37	\$8,288.54
Employee/Family	134	\$19.38	\$2,596.92	\$73.50	\$9,849.00	\$92.88	\$12,445.92
Total	763						
<b>Annual Cost</b>			<b>\$177,443</b>		<b>\$243,763</b>		<b>\$421,206</b>
<b>Total for Both Plans</b>			<b>1,167</b>		<b>\$271,398</b>		<b>\$321,245</b>
							<b>\$592,643</b>