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## **CITY COUNCIL AGENDA WEDNESDAY, NOVEMBER 6, 2019**

### **5:30 PM – REGULAR MEETING**

**Location:** Council Chambers, City Hall  
337 E. Bennett Avenue, Cripple Creek, Colorado 80813

**CALL TO ORDER  
INVOCATION  
PLEDGE OF ALLEGIANCE  
ROLL CALL  
APPROVAL OF MINUTES FROM PRIOR MEETING  
    A. OCTOBER 2, 2019 REGULAR MEETING  
    B. OCTOBER 16, 2019 REGULAR MEETING  
PUBLIC COMMENT  
ADMINISTRATOR REPORT  
FINANCE DIRECTOR REPORT**

- 1. REQUEST APPROVAL TO MOVE ANCILLARY CITY EMPLOYEE BENEFITS TO METLIFE: BASIC LIFE / AD&D, DEPENDANT LIFE, VOLUNTARY LIFE, LONG-TERM DISABILITY, DENTAL AND VISION; CAROL STOTTS, HR & RISK MANAGEMENT DIRECTOR.**
- 2. ADJOURNMENT.**

**CALL TO ORDER:** Mayor Brown called the regular meeting of the City Council to order at 5:30 PM having previously been noticed in accordance with Colorado Open Meetings law.

**PLEDGE OF ALLEGIANCE:** Mayor Brown led the Pledge of Allegiance.

**ROLL CALL:** City Clerk Sciacca called the roll. Present were Mayor Bruce Brown and Councilmembers Tom Litherland, Meghan Rozell, and Melissa Trenary. Mayor Pro Tem Chris Hazlett was absent. Staff present were City Clerk Janell Sciacca, City Attorney Erin Smith, Finance Director Paul Harris, Fire Chief Dean O’Nale, Chief of Police Mike Rulo, Custodial Manager Deb Hack, and Butte Theater Director Mel Moser.

**APPROVAL OF MINUTES:** **MOTION** by Councilwoman Trenary and seconded by Councilman Litherland to approve the minutes of the September 18, 2019 Regular Meeting as written. Motion carried unanimously.

**SECOND AND FULL ORAL READING OF ORDINANCE 2019-06 GRANTING BLACK HILLS COLORADO ELECTRIC, LLC, D/B/A BLACK HILLS ENERGY, ITS LESSEES, SUCCESSORS AND ASSIGNS, AN ELECTRIC FRANCHISE AND THE AUTHORITY TO CONSTRUCT, OPERATE, MAINTAIN AND EXTEND AN ELECTRIC DISTRIBUTION PLANT AND SYSTEM, AND GRANTING THE RIGHT TO USE THE STREETS, ALLEYS, AND OTHER PUBLIC PLACES WITHIN THE PRESENT OR FUTURE CORPORATE LIMITS OF THE CITY OF CRIPPLE CREEK, COLORADO:**

Mayor Brown introduced reading the title of the ordinance. City Attorney Smith noted John Vigil, Senior Community Affairs Manager, was present and would be performing the second and full reading in the room adjacent to Council Chambers and would return upon completion of the reading. Vigil proceeded to the adjacent room and read the ordinance for those who followed.

**PUBLIC COMMENT:** None.

**ADMINISTRATOR REPORT:** Mayor Brown noted there was not City Administrator report as Campbell was not feeling well.

**FINANCE DIRECTOR REPORT:** Finance Director Harris reported his item was on the agenda.

**PROCLAMATION RECOGNIZING OCTOBER 6-12, 2019 AS FIRE PREVENTION WEEK:** Fire Chief O’Nale presented and stated Fire Prevention Week was based on the October 8, 1871 great Chicago fire where 3.3 miles burned, over 100,000 people were displaced and about 400 people died. That same day in Peshtigo, Wisconsin another fire burned approximately 1.2 million acres and 2,500 people died. Each year Fire Personnel commemorate Fire Prevention month and this year’s theme is Not All Heroes Wear Capes and Make a Plan and Plan to Escape. Mayor Brown read the proclamation into the record recognizing October 6-12, 2019 as Fire Prevention Month in the City of Cripple Creek. Chief O’Nale invited the community to an Open House next Tuesday night from 3-7 pm at the Fire Station and then stated Teller County went to a Stage 1 Fire Ban earlier in the day. He also noted the visible smoke in the area is from the Decker fire outside Salida. The City Council and Fire Department personnel took a photo to commemorate the event.

**PRESENTATION BY COLORADO BUREAU OF INVESTIGATION:** Deputy Director Chris Schaefer introduced himself and Agent in Charge Jeff Schierkolk. He stated that CBI had realized they were remiss in addressing the local government agencies and letting them know what the agency does with the monies received from gaming. He stated their primary purpose was to make sure organized crime does not get into the gaming communities. Schaefer stated there was a tremendous relationship with Chief Rulo and that he was one of the best Chiefs in the state. Schierkolk echoed Schaefer’s comments and noted they were working cases of check and credit card fraud, auto theft and attempted murder of a police officer. Mayor Brown stated that Cripple Creek appreciated what CBI does. Chief Rulo felt the City’s Officers paying attention to what is going on and using that information was very effective. Preventing license plate theft was discussed and Schierkolk stated anything that can be done to slow down a plate thief like different size or type screws would be helpful. Schaefer stated CBI also has an Identity Theft and Fraud Department with Victim Advocates that help victims restore their credit. The Mayor and Council thanked Schaefer and Schierkolk. Schaefer stated they would return for another update in about 6 months. City Clerk Sciacca inquired if there was anything the City should be looking at as far as sports betting. Schaefer noted his counterpart at Division of Gaming was attending a conference on the subject and he felt they were ahead of the curve and would be best to address the question

**CUSTODIAL DEPARTMENT UPDATE:** Custodial Manager Deb Hack reviewed the packet report. Councilman Litherland stated he was very happy Cresson Elementary was involved and it was great learning opportunity for them. The Council thanked Hack and her staff for the wonderful job they do. Butte Theater Director Moser reported many visitors noted the cleanliness of the bathrooms at the theater and City Clerk Sciacca echoed his sentiments stating in her years of working for local government there were times when she was not sure there was a cleaning staff and when she came to Cripple Creek she was amazed at how clean everything was. The Council extended thanks again to Hack and her staff.

**CONSIDER APPROVAL OF FACILITY USE AGREEMENT WITH THIN AIR THEATRE COMPANY, INC. FOR USE OF THE BUTTE THEATER AND REAFFIRMATION OF NOTICE OF TERMINATION OF FACILITY USE AGREEMENT WITH THE BUTTE THEATER**

**FOUNDATION:** City Attorney Smith presented noting that Director Moser was distributing the most current agreement and would be available to assist in answering any questions the Council may have. She walked Council through the pertinent portions of the agreement and significant changes from the packet version. She pointed out it is the standard facility use agreement and is substantially what has been approved in the past. This is a master facility agreement and there will be subsequent and separate agreements for use of the Star Building and Victorian Lady which has also been the past practice. Those will come back to the Council in the future. Two new items are in the agreement are the marijuana and tobacco prohibitive use provision and a list of equipment the City is providing. She noted several other changes related to staffing, casting, and the one-night cabaret show. Smith also noted the addition of a new paragraph providing for a standard of how shows will be advertised which provides for a separation of the City of Cripple Creek Butte Theater and Thin Air Theatre production company. Moser clarified the idea is to establish the City of Cripple Creek owns the Theater and it will always be there no matter which production company is contracted with. Smith also pointed out the term is 1 year and is subject to annual appropriation and the compensation provision is typical with the City paying the \$280,000 flat rate seasonal total which will be monitored so the net payment will not exceed \$225,000. Smith then recommended Council approve the agreement as presented. Finance Director Harris pointed out this agreement works better in that the City will retain all the show revenues to offset the actual costs and if a show does well the net operating costs will decrease back to a more acceptable level. Mayor Brown opened the Public Hearing. Joe Rufatti, 206 Silver Street, new City resident that moved from Loveland, noted there was a similar arrangement in Loveland which lost money which was a concern. He noted that adding fine dining might add revenue. Rufatti also preferred more signage about the consumption of marijuana being prohibited in public. There being no further comments, the Public Hearing was closed. **MOTION** by Mayor Brown and seconded by Councilwoman Trenary to approve the Facility Use Agreement with Thin Air Theatre Company, Inc. for use of the Butte Theater as presented. Motion carried unanimously. City Attorney Smith then requested Council reaffirm termination of the Facility Use Agreement with the Butte Theater Foundation. There was no public comment. **MOTION** by Mayor Brown and seconded by Councilwoman Rozell to so affirm termination of the Facility Use Agreement with the Butte Theater Foundation. Motion carried unanimously.

**REQUEST APPROVAL OF LEASE PURCHASE AGREEMENT FOR A CITY GOVERNMENT**

**WIDE VOIP TELEPHONE SYSTEM:** Finance Director Harris presented the City has had problems with its current system and is buying a newer system. It will connect all City Departments and uses the internet which allows termination of standard lines and saves \$800 per month. This purchase price is \$27,857 for the system and \$6,300 in interest but will net \$13,829 in savings. Councilwoman questioned service reliability when the internet goes down. Harris replied the City is working with an ISP firm that is looking at locating their server farm at City Hall in exchange for free internet providing a different level of infrastructure and redundancy. This could be installed by the end of the year. City Clerk Sciacca added this type of system also allows for voicemails to be emailed to users, calls could be more easily routed when the Clerk's Office Staff were busy and not able to answer incoming calls and Councilmembers could have their own numbers and receive emails of calls to them instead of using private cell phones. Harris noted calls could also be forwarded when users were away from their desks. **MOTION** by Councilwoman Rozell and seconded by Councilman

Litherland to approve the lease purchase agreement for a City Government VoIP telephone system as presented. Motion carried unanimously.

**PUBLIC HEARING ON ORDINANCE 2019-06 GRANTING BLACK HILLS COLORADO ELECTRIC, LLC, D/B/A BLACK HILLS ENERGY, ITS LESSEES, SUCCESSORS AND ASSIGNS, AN ELECTRIC FRANCHISE AND THE AUTHORITY TO CONSTRUCT, OPERATE, MAINTAIN AND EXTEND AN ELECTRIC DISTRIBUTION PLANT AND SYSTEM, AND GRANTING THE RIGHT TO USE THE STREETS, ALLEYS, AND OTHER PUBLIC PLACES WITHIN THE PRESENT OR FUTURE CORPORATE LIMITS OF THE CITY OF CRIPPLE CREEK, COLORADO:**

Mayor Brown opened the Public Hearing and introduced reading the title of the ordinance in full. City Attorney Smith presented and again noted Senior Community Affairs Manager John Vigil was in attendance on behalf of Black Hills and could answer questions the Council may have. She highlighted several provisions for the Council and viewing public and stated the agreement essentially renews the agreement with the City. This agreement is for 10 years and there is a 3% franchise fee payment the City will receive quid-pro-quo which is standard across the state. In exchange for the fee, the franchisee does not pay occupancy or other use fee to occupy the City's rights-of-way and Black Hills must pay uniform taxes and assessments and permit fees for working in the streets. Smith also reviewed several fairly standard provisions as well a couple new provisions regarding tree trimming, streetlight fees and use of Black Hill's poles by the City. Following Smith clarifying a few additional provisions Councilwoman Rozell inquired if there were any significant changes to the agreement since first reading. Smith replied there were none and then recommended approval of the ordinance following the Public Hearing. Joseph Rufatti, 206 Silver Street, voiced a concern about Metro Districts and street lighting. He felt this would be a burden on property owners if the City could not afford street lighting and imposes a special assessment on property owners. He suggested the Council plan for this in the franchise agreement. It was clarified that tree removal for power lines would be the responsibility of Black Hills. There being no further comment, the Public Hearing was closed and there was no additional discussion by the City Council. **MOTION** by Councilwoman Rozell and seconded by Councilwoman Trenary to approve Ordinance 2019-06 granting Black Hills Colorado Electric, LLC, d/b/a Black Hills Energy, its lessees, successors and assigns, an electric franchise and the authority to construct, operate, maintain and extend an electric distribution plant and system, and granting the right to use the streets, alleys, and other public places within the present or future corporate limits of the City of Cripple Creek, Colorado as presented. Motion carried unanimously.

**CONSIDER APPROVAL OF RESOLUTION 2019-11 SUPPORTING THE GRANT APPLICATION FOR A LOCAL PARKS AND OUTDOOR RECREATION MINI-GRANT FROM THE STATE BOARD OF THE GREAT OUTDOORS COLORADO TRUST FUND FOR THE COMPLETION OF A HISTORIC THEMED SHELTER AND OUTDOOR TABLES FOR THE CITY HALL POCKET PARK:**

Finance Director Harris presented on behalf of Administrator Campbell. It is a GOCO grant and Campbell has received at least 5 letters of support from non-for-profit organizations that use the park. It is for \$33,818.66 out of a total project cost of \$45,092 75/25 grant. It is proposed to build a structure for storage with a roof for protection from weather. This is a first phase and includes aesthetic screening of the Porto-lets only due to cost. Another grant can be applied for down the road to put in regular toilet facilities. The Council generally agreed the park was a positive addition and there needed to be more events in there. There was no public comment. **MOTION** by Councilman Litherland and seconded by Mayor Brown to approve Resolution 2019-11 supporting the grant application for a local parks and outdoor recreation mini-grant from the State Board of the Great Outdoors Colorado Trust Fund for the completion of a historic themed shelter and outdoor tables for the City Hall Pocket Park as presented. Motion carried unanimously. The Council did request better elevation drawings.

**CONSIDER RESOLUTION 2019-12 SUPPORTING BALLOT QUESTIONS 2A AND 2B WHICH SEEK AUTHORIZATION TO PUBLISH ORDINANCES BY TITLE ONLY RATHER THAN BY PUBLISHING IN FULL IN ACCORDANCE WITH C.R.S. § 31-16-105 AND C.R.S. § 31-16-106 AND TO POST FINANCIAL INFORMATION ON THE CITY'S OFFICIAL WEBSITE RELATING TO PAYMENT OF BILLS AND STATEMENTS CONCERNING CONTRACTS INSTEAD OF PUBLISHING IN ACCORDANCE WITH C.R.S. § 31-20-202:**

City Clerk Sciacca noted the resolutions

numbers of the documents in the packet were reversed, but the agenda listing was correct. She stated the purpose of the question which is a cost saving measure and explained the current process required under state law of publishing ordinances in full following initial reading and then in summary following adoption. This would allow the City to publish by title only following first reading with postings at the normal three locations – City Hall, the Post Office and on the City website and making full copies available to anyone who wanted them. Statements of expenditures would only be posted on the City website. Sciacca noted that this should also provide better transparency and service to the citizens and then recommended approval of the resolution as presented. There was no public comment. **MOTION** by Councilwoman Rozell and seconded by Councilman Litherland to approve Resolution 2019-12 supporting ballot questions 2A and 2B which seek authorization to publish ordinances by title only rather than by publishing in full in accordance with C.R.S. § 31-16-105 and C.R.S. § 31-16-106 and to post financial information on the City’s official website relating to payment of bills and statements concerning contracts instead of publishing in accordance with C.R.S. § 31-20-202 as presented. Motion carried unanimously.

**CONSIDER RESOLUTION 2019-13 SUPPORTING BALLOT ISSUE 2C WHICH SEEKS TO ALLOW SPORTS BETTING WITHIN THE CASINOS IN CRIPPLE CREEK AND ENCOURAGING THE CITIZENS TO VOTE FOR BALLOT QUESTION 2C:**

City Clerk Sciacca presented reminding that the City submitted a question for the November 5 ballot of whether or not to allow sports betting in the casinos. This was done in accordance with HB 1327 which requires gaming communities consider a separate, but related question, at the same time as all electors consider whether to allow sports betting in Colorado. This resolution encourages voters to pass both questions. She noted that in addition to taxes to be collected for Colorado’s Water Plan, the City may realize a small amount of device fees. In researching the subject, Sciacca found that communities with sports betting did have increased employment opportunities, retail purchases and additional sales tax from those purchases. She recommended approval as presented. **MOTION** by Councilwoman Trenary and seconded by Councilman Litherland to approve Resolution 2019-13 supporting ballot issue 2C which seeks to allow sports betting within the Casinos in Cripple Creek and encouraging the citizens to vote for ballot question 2C as presented. Motion carried unanimously.

**ADJOURN TO EXECUTIVE SESSION PURSUANT TO: C.R.S. § 24-6-402(4)(a) TO DISCUSS THE PURCHASE, ACQUISITION, LEASE, TRANSFER, OR SALE OF ANY REAL, PERSONAL, OR OTHER PROPERTY INTEREST; C.R.S. § 24-6-402(4)(e) TO DETERMINE POSITIONS RELATIVE TO MATTERS THAT MAY BE SUBJECT TO NEGOTIATIONS, DEVELOPING STRATEGY FOR NEGOTIATIONS, AND INSTRUCTING NEGOTIATORS IN CONNECTION WITH THE PURCHASE, ACQUISITION, LEASE, TRANSFER, OR SALE OF ANY REAL, PERSONAL, OR OTHER PROPERTY INTEREST; AND C.R.S. § 24-6-402(4)(b) FOR A CONFERENCE WITH LEGAL COUNSEL FOR THE PURPOSE OF RECEIVING LEGAL ADVICE ON SPECIFIC LEGAL QUESTIONS RELATED TO PROPERTY:**

City Attorney Smith stated the motion for Council to adjourn to Executive Session pursuant to those sections of C.R.S. and for the purposes as set forth on the agenda. **MOTION** by Mayor Brown and seconded by Councilwoman Trenary to adjourn to Executive Session as stated. Motion carried unanimously. Present for the Executive Session were City Attorney Smith, the Mayor and City Council, Finance Director Harris and Butte Theater Director Moser.

**RECONVENE REGULAR MEETING AND ADJOURNMENT:** The Regular Meeting was reconvened at 7:29 PM. There being no further business before the City Council, Mayor Brown adjourned the meeting at 7:30 PM.

APPROVED:

ATTEST:

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Bruce Brown, Mayor

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Janell Sciacca, City Clerk

**CALL TO ORDER:** Mayor Brown called the regular meeting of the City Council to order at 5:32 PM having previously been noticed in accordance with Colorado Open Meetings law.

**PLEDGE OF ALLEGIANCE:** Mayor Brown led the Pledge of Allegiance.

**ROLL CALL:** City Clerk Sciacca called the roll. Present were Mayor Bruce Brown, Mayor Pro Tem Chris Hazlett and Councilmembers Tom Litherland, Meghan Rozell, and Melissa Trenary. Staff present were City Administrator Mark Campbell, City Clerk Janell Sciacca, City Attorney Erin Smith, Planning & Community Development Director Bill Gray, Finance Director Paul Harris, HR & Risk Management Director Carol Stotts, Chief of Police Mike Rulo, and Heritage Tourism Manager Michelle Rozell.

**APPROVAL OF MINUTES:** City Clerk Sciacca informed the Council that minutes of the previous meeting were not available due to technical issues and would be moved to the next agenda for review and approval.

**PUBLIC COMMENT:** None.

**ADMINISTRATOR REPORT:** City Administrator Campbell reported the City had received the \$75,000 DOLA grant for a Wildland Fire EMS Vehicle and the GOCO Mini-Grant for the shelter and tables at the Pocket Park was being submitted while the park was currently being prepared for a sprinkler system and tables. The City should hear on the GOCO grant early next year.

**FINANCE DIRECTOR REPORT:** Finance Director Harris stated he did not have a report and all his items were covered in the Budget Work Session held earlier in the afternoon.

**HERITAGE TOURISM DEPARTMENT UPDATE;** Heritage Tourism Manager Rozell reported that overall, tourism was down across the State and no one really knew why. However, the City still had a positive year. Mayor Pro Tem Hazlett stated sales tax numbers were also down and there was pretty general agreement it was directly related to the wet and cold weather and short aspen leaf season. Rozell reported that both the Heritage Center and Outlaws & Jail Museum both held 4.7 and 4.6 star ratings from visitors. She stated that many things the Heritage Tourism Staff do the Council and public don't know about such as fielding questions on history, researching genealogy, accepting donated artifacts, caring for archives, and serving on different community boards for collaboration. In 2020, the Department wants to be more directly associated with Pikes Peak Area Attractions and Visit Colorado Springs to further help boost tourism. Rozell ended by reporting she attended the Governor's Conference on tourism and the buzz words are sustainability and community buy-in. She noted that recycling is very important at events for the millennial generation and if events are not eco-friendly, a lot of millennials will not attend. Recycling efforts were briefly discussed and then the Mayor and Council thanked Rozell for her report and for all her Department's efforts.

**NEWMONT GOLDCORP CRIPPLE CREEK & VICTOR GOLD MINE QUARTERLY UPDATE:** General Manager Mike Schaffner provided an update on the Gold Mine's activities.

He reminded that a merger was completed with Goldcorp and stated that several properties were inherited. During the merger, Newmont made commitments regarding cost savings which included a restructuring of all mines. He reported there would be no layoffs of hourly employees but there would be reclassifications and changes in management occurring before the end of year. Schaffner then reported they would finish up at the Cresson pit by the end of 2019, Whex by February 2020 and would then operate at Globe Hill and Schist Island and soft pits will be future. He reported the Little Grouse Hill headframe road and construction were completed and the site will open in May to the public. He also noted one quarter of Division of Wildlife mandated fencing was left to be

completed and animal exit ramps were to be installed at a total cost of 1.5 million. VLF Phase 2 is complete and as-builts were filed October 1. Phase 3 is a 19 million expansion and will extend the mine life to 2024 with Amendment 13 also being applied for to take them past 2028. Schaffner also reported 4.2 million was received for underground drilling, but they were having to use directional-drilling which is very, very expensive. He then reported that 1.238 million in Community Investment Funding requests were received with 65 approved to date in the amount of \$279,500. \$65,000 was given directly to schools in Woodland Park and Cripple Creek. Schaffner finished by extending and invitation for everyone to attend the Mine's Community Breakfast which was being held October 23 at the Victor Ag & Mining Museum. Mayor Pro Tem Hazlett inquired about the total budget for community relations and Schaffer replied that he thought it was around \$300,000. He also encouraged the City to consolidate funding requests. The Mayor and Council thanked Schaffner for the update.

**2020 LEGISLATIVE SESSION PREVIEW:** Legislative Liaison Sol Malick provided an 2019 Interim Update and 2020 Pre-Session Report. He distributed and reviewed a handout stating next year's legislative session will be another long-haul with the democratic trifecta. He reviewed prospective legislation noting many union bills were expected. Nothing on gaming legislation had been introduced yet, but Malick felt something would probably pop up. He also reported there would be recycling related legislation. Malick ended by reporting Democrats were confident they would keep control of both chambers and majorities barring any catastrophes. He felt certain it would be another active year. The Mayor and Council thanked Malick for his report and all he does on the City's behalf.

City Clerk Sciacca took opportunity to report that election ballots were in the mail. She stated a Meet the Municipal Candidates event was being held tomorrow night at the Double Eagle Casino at 6PM and then encouraged everyone to mail their ballots back or drop them off in the 24 hour drop box in the west or main parking lot at Courthouse on Bennett Avenue.

**ADJOURNMENT:** There being no further business before the City Council, Mayor Brown adjourned the meeting at 6:15 PM.

APPROVED:

ATTEST:

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Bruce Brown, Mayor

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Janell Sciacca, City Clerk



TO: Mayor and City Council  
FROM: Carol Stotts, H.R./Risk Management Director  
AGENDA ITEM: Presentation and Recommendations of Ancillary Benefits Renewal  
Consider Approval of Change of Carriers for 2020 Ancillary Benefits  
DATE: October 31, 2019

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**Request:**

Staff is requesting to move our benefits including Basic Life/AD&D, Voluntary Life, Dependent Life, Long-Term Disability, Dental and Vision from our current carrier, Lincoln Financial, to MetLife.

**Overview/Analysis:**

The City has been utilizing Lincoln Financial since 2017 for Dental, Vision and all of the life products; Long-Term Disability has been with them for years.

Since we switched to Lincoln Financial for Dental and Vision, HR has had numerous issues reported by employees regarding their coverage and communications with the carrier. In addition, there have been multiple billing issues with them. Furthermore, neither HR nor Lincoln Financial have had the ability to obtain vision cards for our employees which has proven to be difficult and confusing to our employees, which subsequently results in heavier administrative time assisting our employees.

Public Sector HealthCare Group (PSHCG) offers MetLife and many of their clients utilize them and identify them as a good partner. Another reason staff recommends MetLife for Vision specifically is because their network of providers expands on the VSP network and even includes a provider in Woodland Park, which we have not had with past Vision carriers.

**Budget Impact:**

Benefits Broker was able to get MetLife to match our current cost for Voluntary Life and Dependent Life. For the other Life products and Long-Term Disability, it equates to a decrease of approximately 12% or a monthly savings of \$243.50. For Dental it equates to a decrease of approximately 1% or a monthly savings of \$26.00. Vision equates to an increase of approximately 39% or a monthly increase of \$233. These are estimates based on census data and recent bills. We are expressing monthly details to demonstrate that overall, we are still realizing an overall decrease by making this change.

Finance Director Harris has been consulted and supports this request as presented.

**Attachments:**

Attachment A: Comparison of Lincoln and MetLife Dental and Vision

Attachment B: Comparison of Lincoln and MetLife Life products and Long-Term Disability