

Personalities

Benefits Corner

HEALTH REIMBURSEMENT ARRANGEMENT (HRA):

As we enter the third quarter of 2018, I have received several phone calls and e-mails regarding the City's Health Reimbursement Arrangement (HRA). The Health Reimbursement Arrangement (HRA) Plan is an account funded by the City of Bowling Green that employees can use to be reimbursed for eligible medical expenses during the plan year. Eligible expenses for which you can be reimbursed are Qualified Medical Services that are applied to your in-network deductible and co-insurance, with the exception of office visits and co-pays. Qualified Medical Services are medical services that diagnose, cure, treat, or prevent disease or affect any structure or function of the body.

Employees electing individual coverage will receive \$1000 in their account on January 1 of each year. Employees electing employee + one or Family coverage will receive \$2000. Employees hired during the plan year will receive a prorated amount based on the months employed in the plan year. Any unused amounts will rollover to the next plan year. The account maximum for single is \$7800 and family is \$13,100.

If an employee retires from the City of Bowling Green, amounts remaining in the HRA can be used to reimburse any Section 213 eligible expense. Qualified Section 213 expenses are medical services that are considered to be medically necessary or prescribed by a licensed practitioner and the cost of which may be reimbursed or reimbursable under any other medical benefit plan to the extent available, before benefits of the plan are available for reimbursement. Claim forms for current and retired employees are on the City's intranet, the CLICK, or can be obtained from the City's Human Resources Department.

1. The HRA is funded by the City of Bowling Green. No funds are withheld from the employee's paycheck for the HRA.
2. Eligible claims are qualified medical expenses (member responsibility) under the Medical Plan exception of office visits and co-pays.
3. Claims not eligible for reimbursement would include but not limited to dental, vision, prescription, office visit claims, and emergency room co-pay.
4. HRA claims must be submitted on a paper claim form either by mail, fax or uploading to your Meritain website.
5. HRA claims must be submitted within 12 months of the service date. Any claims with service dates greater than one year will be denied.
6. The member CANNOT file a claim under the HRA and the FSA (Flexible Spending Account). The member selects which account to file the claim.
7. If a member retires under the state retirement plan the HRA will remain available for the member to utilize (if money available in the member's account). No money will be contributed by the City after the date of retirement.

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City Administration Offices will be closed on Wednesday, July 4, in observance of Independence Day.



Focus on...

2018/2019 Budget Recap:

Thanks to sustainable growth and a controlled operating cost footprint, this will be the 16th consecutive year without a tax increase. Compared to last year's adopted budget, revenues in FY2019 are projected to increase by 4.2% for All Funds and 6.6% for General Fund. The City's FY2019 operating budget, excluding capital projects, reflects an increase of 2.8% (\$2.6 million) for All Funds and 4.0% (\$2.4 million) for General Fund compared to FY2018. This increase is attributable to cost of living and step adjustments, personnel additions, and increases in CERS rates. Every dollar in this budget comes from either new revenue growth or from the funds saved in past years to pay for projects scheduled to be undertaken this coming year. This budget will allow us to:

- provide the 2.1% DLG COLA to full-time employees and a \$0.25/hour increase for part-time and seasonal employees, in addition to a merit (Step) increase for eligible employees;
- retain a 25% minimum reserve fund balance in General Fund;
- continue to reduce debt service obligations;
- add up to 14 new positions, including 9 Firefighters, 2 Police Officers, and a Facilities Coordinator, Environmental Technician and Laborer II in Public Works;
- address our increased pension obligations and prefund \$1 million of a future annual amortization payment for CERS;
- increase the City's share of health premiums to help balance expenses with revenues in the Health Care Trust Fund; and,
- continue to provide incentives for new job creation.

There are no new financed projects proposed in FY2019. The total adopted Capital Improvement Program (CIP), including debt, is approximately \$29.6 million, which is slightly less than FY2018, and is the second year since FY2008 in which new capital projects represent 60% of the total CIP budget. The following are included in the capital budget:

- Almost \$703,000 of CDBG and local tax dollars will be used for the fifth year of the BG Reinvestment Area to make neighborhood improvements within a defined target area. Also, \$40,000 of local tax dollars will be used for the annual SNAP grant program to assist neighborhoods with smaller improvement projects.
- \$5.2 million in State and local funds will be used to maintain streets and sidewalks as part of the City's annual overlay and re-construction program, continue making improvements to Smallhouse Road, install a new traffic signal at Dishman Ln/Industrial Dr, upgrade existing traffic signal switches, enhance Shive Lane and make other localized residential traffic improvements.
- The FY2019 budget includes the second year of funding to begin making public improvements in the downtown area later this fall, implementing safer pedestrian access, improving deteriorating public infrastructure, enhancing Morris Alley and providing an inviting connection between Fountain Square and Circus Square parks with improvements along Heritage Trail.
- \$1 million in local tax revenues will be used to continue the Stormwater Mitigation Program and the Sidewalk Improvement Program for the enrichment of our community livability.
- Over \$5.1 million will be dedicated to enhance public safety services with upgraded facilities/vehicles/equipment, such as the purchase/replacement of various safety equipment for Fire Suppression and scene reconstruction equipment for Police, including construction of a new fire station on Lovers Lane and a bulk evidence storage facility for Police.
- Almost \$2.5 million in local tax revenues will be used to upgrade equipment/vehicles for Parks and Recreation and implement recommendations from the Parks Master Plan, including baseball field lighting upgrades at Kereiakes Park, installation of an outdoor fitness playground at Preston Miller Park, court refurbishment at Parker Bennett, construction of a shelter at the Loops at Lovers Lane, renovations and maintenance of the wall at RiverWalk Park, installation of an inclusive playground and skate park renovations at Roland Bland Park, and adding a greenways connection under the River Street bridge, as well as designing plans for a public mausoleum at Fairview Cemetery.

Once again the numbers show that we are living within our means and using these means to provide the services and investments expected by our residents. As the fastest growing city in the Commonwealth, there is little doubt that growth will create increasing demands on our organization. We are poised to meet those demands head-on with sustainable financial management as our primary focus for the foreseeable future.

Congratulations

Retirements (July 1):

Jason Sowders, Deputy Fire Chief, 19 years
Shawn Helbig, Police Sergeant, 19 years

Promotions (June):

Lee Alvey, Crew Supervisor, Cemetery Division
Marcos Gonzalez, Operations Technician I, Public Works
Michael Delaney, Deputy Police Chief
Charles Casey, Assistant Police Chief
Geoff Gleitz, Police Captain
Erik Woodward, Police Sergeant

Garden Fresh Tomato Soup



- 4 cups chopped fresh tomatoe
- 1 slice onion4 whole cloves
- 2 cups chicken broth
- 2 tablespoons butter
- 2 tablespoons all-purpose flour
- 1 teaspoon salt
- 2 teaspoons white sugar, or to taste

1. In a stockpot, over medium heat, combine the tomatoes, onion, cloves and chicken broth. Bring to a boil, and gently boil for about 20 minutes to blend all of the flavors. Remove from heat and run the mixture through a food mill into a large bowl, or pan. Discard any stuff left over in the food mill.

2. In the now empty stockpot, melt the butter over medium heat. Stir in the flour to make a roux, cooking until the roux is a medium brown. Gradually whisk in a bit of the tomato mixture, so that no lumps form, then stir in the rest. Season with sugar and salt, and adjust to taste.

July 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 Marcus Barnett Todd Combs Sandro Kusmic	2 Kelly Davenport John Deeb Michael Webster	3 Dominique Harris	4 William Barlow Brent Brawner Kim Ives	5 Audrey Wiles	6 Jared Weaver	7 Jovian Gurley Jennifer Willis
8 Deborah Jenkins Karen Peerce Jalonda Wells	9 James Mason Ronald Sams	10 Courtney Turner	11 James Locke Stanley Simpson	12 Bret Keppler Eric Scott Bernard Wiedemer	13 Robert Hansen Christian Henderson Jeremy Lindsey Blake Priddy	14 Tabitha Joiner Rebecca Orndorff
15 Alix Ebling Joshua Miller Erik Woodward Sandra Young	16	17 Steven Coleman Stacy Hatler Gregory Hollis	18 Terrell Perry	19 Michael Long	20 Jalen Rhodes Larry Zuniga	21 Dustin Bowman
22 Richard Hunt David Long Michael Toms Wade Weisbrodt	23	24 Melissa Menetrey	25 Nicholas Bittel Lori Gray	26	27 Jerry Stahl Alexander Wright	28 Katja Ford David Herrman
29	30	31 Meghan VanMeter				