

**MINUTES**  
**CITY COUNCIL REGULAR MEETING**  
**SOLOMON KS 67480**  
**December 16, 2024, at 6:00 pm**

**1. CALL TO ORDER & ROLL CALL**

Mayor Brandy Gray called the meeting to order at 6:08 PM  
Council Present: Shawn Kirby, Jennifer Cross, Brian Duryea, Kelley Vandecreek  
Council Absent: Colten Kohman  
Staff Present: Andrea McCook, Krista Radke, Dan Britt  
Others Present: Aaron Martin, Andrea Taylor, Hadley Gillum

**APPROVAL OF AGENDA FOR December 16, 2024 CITY COUNCIL MEETING**

Motion by Jennifer Cross to approve the agenda, seconded by Kelley VanDeCreek, 4 Yays, 0 Nays. Motion carried.

**2. EMPLOYEE BENEFITS**

Health and dental insurance is paid for by the City 100% for the employee and 50% for dependents. KPERS is offered along with life insurance and long term disability. Other optional benefits include AFLAC, Vision, MASA etc. The City is switching to Colonial from AFLAC and will have a representative out to meet with employees individually tomorrow morning. With receiving a projected increase with Blue Cross this year at 27% we began shopping insurance and looking at different options. Andrea contacted Andrea Taylor with Gallagher as a benefits consultant to help. All employees filled out a Health Profile to see if we'd be eligible for a level funded quote, which we are not eligible for. Hadley Gillum presented an option with Freedom Claims Management. Council had great discussion on this option and will look at that in the future. We will stay at a fully insured and age rate plan that we currently have. With that we looked at staying at our \$500 deductible or switching to \$1,000 deductible.

Motion made by Jennifer Cross to renew with Blue Cross Platinum plan and moving to the \$1,000 deductible. City of Solomon will continue to pay 100% of employee cost and move the dependent cost to 60% with the employer paying 40%. Seconded by Kelly VanDeCreek, 4 yays 0 Nays. Motion carried.

Discussion was also held on short-term disability insurance. This has been paid by the City since 2020. Motion by Jennifer Cross to remove short term disability benefit. Seconded by Kelley VanDeCreek, 4 Yays, 0 Nays. Motion carried.

**3. EMPLOYEE HANDBOOK**

Aaron Martin had a chance to make changes to the employee handbook. This was reviewed by the council. Motion made by Kelley VanDeCreek to reduce probation period from 6 months to 3 months, update holidays to the additional 2 holidays that were added for 2025, vacation carry 160 hours but remove payout, move vacation time to pay period accrual, and remove the wellness benefit. Seconded by Brian Duryea, 4 Yays, 0 Nays. Motion carried.

Health Insurance for retired employees was discussed. Motion by Kelley VanDeCreek to continue to offer this benefit as of January 1, 2025 to current retired employees and anyone with 10 years of employment. All others can still stay on city's insurance after retirement until Medicare at their cost. Seconded by Jennifer Cross, 4 Yays, 0 Nays. Motion carried.

**4. CONTRACTOR ITEMS**

Payroll proposal from Supporting Strategies was reviewed and compared pricing to what we currently spend. This would include payroll processing, tax reports & payments, PTO tracking, time clock, year end W-2s. Discussion was also held on moving Mayor, Council, and Fire to annual payments to reduce the cost of monthly employees. Motion made by Jennifer Cross to

approve Supporting Strategies contract to outsource payroll. Seconded by Shawn Kirby, 4 Yays, 0 Nays. Motion carried.

Memorandum of Understanding with Jacque Hynes reviewed. Motion by Shawn Kirby to continue from 10/1/24-12/31/25 at the same rate with Jacque Hynes. Seconded by Brian Duryea, 4 Yays, 0 Nays. Motion carried.

**5. UTILITY RATES**

Council reviewed budgeted financial costs associated with each utility service included sewer, storm drainage and water. Detailed discussions were held on the allocation of public works staff expenses and insurance costs to the utility fund as that is a primary driver of expenses. There was also discussion of short term utility needs that should be funded through the utilities dollars including the need for a lift station replacement (sewer), progress on the drainage projects identified in the comprehensive plan (storm drainage) and three valve replacements (water). The Council also discussed the need to make financial planning for the new water project that will be estimated to begin in 2025.

Current rates are \$1.25 to storm, \$20 to sewer, and \$21.50 to water up to 1,000 gallons plus \$3.84 for each additional 1,000 gallons. Motion made by Jennifer Cross to move rates for storm to \$1.50, \$21.45 for sewer, \$22.00 for the water minimum charge up to 1,000 gallons plus \$4.00 for each additional gallon, and add a \$5 Infrastructure Project fee for each meter, seconded by Brian Duryea, 4 Yays, 0 Nays. Motion carried. Aaron Martin will draft an ordinance to approve at the January meeting.

**6. ADJOURN**

Motion to adjourn at 8:48 PM by Kelley VanDeCreek, seconded by Jennifer Cross, 4 Yays, 0 Nays. Motion Carried.

Signed: 

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Brandy Gray  
Mayor

Attest: 

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Andrea McCook  
City Clerk