

**City of Keene**  
**New Hampshire**

**FINANCE, ORGANIZATION AND PERSONNEL COMMITTEE**  
**MEETING MINUTES**

**Thursday, April 23, 2020**

**6:30 PM**

**Council Chambers B**

**Members Present:**

Thomas F. Powers, Chair  
Stephen L. Hooper, Vice-Chair  
Terry M. Clark  
Michael J. Remy  
Raleigh C. Ormerod

**Staff Present:**

Elizabeth A. Dragon, City Manager  
Thomas P. Mullins, City Attorney  
Beth Fox, Asst. City Manager/Human  
Resources Director  
William Dow, Deputy City Clerk  
Terri Hood, Assistant City Clerk

**Members Not Present:**

Chair Powers called the meeting to order at 6:30 PM.

**1) Acceptance of a State Drug Forfeiture - Police Department**

City Manager Elizabeth Dragon was the first speaker. Ms. Dragon stated these funds are from a drug forfeiture of \$123.98 because of a drug investigation in September 2018.

Councilor Hooper made the following motion, which was seconded by Councilor Clark.

On 5-0 roll call vote, the Finance, Organization and Personnel Committee recommends that the City Manager be authorized to do all things necessary to accept a state drug forfeiture in the amount of \$123.98.

**2) Acceptance of a Donation - Police Department**

Ms. Dragon stated this is an annual donation from Ed and Krishni Pahl. This donation is in memory of the late Police Chief Brian Costa.

Councilor Hooper made the following motion, which was seconded by Councilor Clark.

On 5-0 roll call vote, the Finance, Organization and Personnel Committee recommends that the City Manager be authorized to do all things necessary to accept a donation in the amount of \$100.

**3) Acceptance of a Donation - Police Department**

Ms. Dragon stated the next donation is from Robert Deverill in the amount of \$100.00.

Councilor Hooper made the following motion, which was seconded by Councilor Clark.

On 5-0 roll call vote, the Finance, Organization and Personnel Committee recommends that the City Manager be authorized to do all things necessary to accept a monetary donation in the amount of \$100.

**4) Life Insurance and Long Term Disability Insurance - Human Resources Department**

Asst. City Manager/Human Resources Director Beth Fox stated this item is for the City to enter into a new multi-year contract with Symetra to administer the City's Life and Long Term Disability Insurance program. Ms. Fox stated the city has been with Anthem Life since 2015 and was able to procure a favorable multi-year rate in 2018. That rate expires in June. The city went out to bid and received three strong responses; they were from City's current provider Anthem Life, Mutual of Omaha and Symetra. If the city were to renew with Anthem there would be a premium increase of 8% with only a one-year guaranty. Mutual of Omaha was less than Anthem but provided a two-year guaranty. Symetra provided a rate reduction of 5% compared to the current rate with a three-year guaranty, they have an AA rate and an A rating from the Better Business Bureau.

Councilor Clark asked for the premium amounts offered by the three vendors. Ms. Fox stated the total for this line item is about \$72,000 for this fiscal year, the area where the greatest savings was achieved was in Long Term Disability – Symetra was at \$.26 cents versus Anthem's rate of \$.27.3 cents. Councilor Clark note if the nation was to go with Healthcare For All this \$72,000 would disappear from the budget. Ms. Fox noted because this is Long Term Disability, Accidental Death and Disability Insurance, even if the city was to move to universal healthcare, the savings would be true. However, in the short term we are required to provide this coverage by the city's collective bargaining agreements, and recommended moving forward with this item,

Councilor Hooper made the following motion, which was seconded by Councilor Clark.

On 5-0 roll call vote, the Finance, Organization and Personnel Committee recommends that the City Manager be authorized to do all things necessary to enter into and execute a new multi-year contract with Symetra to administer the City's Life and Long Term Disability Insurance program.

There being no further business, the Chairman adjourned the meeting at 6:47 PM.

Respectfully submitted by,  
Krishni D. Pahl, Minute Taker