



September 10, 2026, City Council Informal Meeting Agenda

5:30 PM

Apple Valley Municipal Center
7100 147th Street West, Apple Valley

1. Council Discussion Items (10 min.)
2. Volunteer program update (20 min.)
3. Discussion of Draft Apple Valley Civility Pledge (20 min.)
4. Update on employee group medical, dental and other insurance benefits for 2027 (20 min.)
5. Adjourn



ITEM:
MEETING DATE:
SECTION:

2.
September 10, 2026
Informal Agenda

Description: Volunteer program update (20 min.)	
Staff Contact: Jamie Haefner, Human Resources Manager	Department / Division: Administration/Human Resources

Action Requested:

N/A

Summary:

City staff would like to provide an update on our volunteer program that is used across many departments in the City. Joining us for the presentation will be Diane Erickson, our shared multi-city volunteer coordinator.

Background:

In 2012, the Dakota County High Performance Partnership Shared Services sub-committee developed an idea to collaborate on the creation of a joint volunteer program. The cities of Apple Valley, Inver Grove Heights, Rosemount, and West St. Paul entered into a joint powers agreement (JPA) in 2014 and began recruitment for a Volunteer Coordinator.

The JPA details that West St. Paul is the legal employer, and each city must have a designated supervisor for the position. Additionally, each city is financially obligated to pay ¼ of the costs associated, including but not limited to, salary, benefits, cellphone, laptop, office supplies, program expenses, etc. The City of West St. Paul invoices each city accordingly.

Budget Impact:

N/A

Attachments:

1. 2025 Annual Report
2. 2014-2025 Comparison Chart - Apple Valley



MULTI-CITY VOLUNTEER PROGRAM 2025 ANNUAL REPORT

BACKGROUND

In 2012, the Dakota County High Performance Partnership Shared Services sub-committee developed an idea to collaborate on the creation of a joint volunteer program. The cities of Apple Valley, Inver Grove Heights, Rosemount, and West St. Paul entered into a joint powers agreement (JPA) in 2014 and began recruitment for a Volunteer Coordinator.

The JPA details that West St. Paul is the legal employer, and each city must have a designated supervisor for the position. Additionally, each city is financially obligated to pay ¼ of the costs associated, including but not limited to, salary, benefits, cellphone, laptop, office supplies, program expenses, etc. The City of West St. Paul is to invoice each city accordingly.

Position History:

- May 2014 Volunteer Coordinator was hired to work 24 hours per week.
- May 2014 – December 2015 each city had a set day per week for the position, and a designated workspace. Apple Valley and Rosemount agreed on a half day each week, with Inver Grove Heights and West St. Paul having a full day each week.
- May 2015 title was changed to Volunteer Engagement Manager as programs and responsibilities were added.
- January 2016 hours were increased to 32 hours per week, eight hours per city.
- January 2016 – February 2020 each city had the position for 8 hours each week on a designated day and had a workspace available.
- March 2020 – current the position works primarily remote, only being in-office on an as-needed basis.

Systems and Documents:

- Volgistics (Volunteer Logistics) was selected to host the database of volunteers for all four cities. There is an overlap in volunteers for each city so having one dedicated system is important.
- Jointly branded Volunteer Application, Handbook, business cards, etc. were created. Documents received approval from all partners. City attorneys were also brought in to edit and approve where legal wording was included.

Annual Volunteer Hours and Values

Apple Valley	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Volunteers	169	615	674	718	681	775	572	793	948	816	985	1066
Hours	1,269	3,493	6,349	5,775	6,186	5,553	2,918	3,539	4,289	4,405	5,803	6,854
Dollar Value of Hours	\$22.55	\$23.07	\$23.56	\$24.14	\$24.69	\$25.43	\$27.20	\$28.54	\$29.95	\$31.80	\$33.49	\$34.79
Annual Value of Hours	\$28,616	\$80,584	\$149,582	\$139,409	\$152,732	\$141,213	\$79,370	\$101,003	\$128,456	\$140,079	\$194,342	\$238,451

Inver Grove Heights	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Volunteers	65	293	264	395	413	502	211	255	435	347	316	286
Hours	957	2,387	3,585	5,054	4,307	5,173	3,675	2,862	3,948	4,593	4,516	4,258
Dollar Value of Hours	\$22.55	\$23.07	\$23.56	\$24.14	\$24.69	\$25.43	\$27.20	\$28.54	\$29.95	\$31.80	\$33.49	\$34.79
Annual Value of Hours	\$21,580	\$55,068	\$84,463	\$122,004	\$106,340	\$131,549	\$99,960	\$81,681	\$118,243	\$146,057	\$151,241	\$148,136

Rosemount	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Volunteers	200	296	460	282	550	832	279	691	780	870	749	906
Hours	1,111	1,714	2,612	3,594	4,850	4,484	1,703	4,156	5,309	6,961	16,970	19,544
Dollar Value of Hours	\$22.55	\$23.07	\$23.56	\$24.14	\$24.69	\$25.43	\$27.20	\$28.54	\$29.95	\$31.80	\$33.49	\$34.79
Annual Value of Hours	\$25,053	\$39,542	\$61,539	\$86,759	\$119,747	\$114,028	\$46,322	\$118,612	\$159,005	\$221,360	\$568,325	\$679,936

West St. Paul	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023	2024	2025
Volunteers	60	166	152	362	470	470	162	244	573	362	520	596
Hours	933	2,354	2,419	3,651	3,763	4,175	1,303	2,746	3,357	4,642	3,084	3,318
Dollar Value of Hours	\$22.55	\$23.07	\$23.56	\$24.14	\$24.69	\$25.43	\$27.20	\$28.54	\$29.95	\$31.80	\$33.49	\$34.79
Annual Value of Hours	\$21,039	\$54,307	\$56,992	\$88,135	\$92,908	\$106,170	\$35,442	\$78,371	\$100,542	\$147,616	\$103,283	\$115,433

Hours are included for volunteers that don't receive stipends and that are reported directly to the Volunteer Engagement Manager or shared through volunteers and staff members. [Annual value of volunteer time is from Value of Volunteer Time Report | Independent Sector Resources](#)

COLLABORATIONS

- Worked with non-profits, and others that utilize volunteers to refer volunteers to them that are not looking for opportunities the four cities provide, and they also direct volunteers to the Volunteer Engagement Manager for volunteer roles the four cities have they do not. This addresses the goal of providing an opportunity for a successful volunteer role for all that apply.
- Partnered with non-profits, other organizations, businesses, schools, Eagle Scouts, etc. that wish to complete projects beneficial to the organizer of the event and the city it is in. Some of these events are initiated by one of the cities as well. Many of these projects involve tree planting, planting pollinators, buckthorn removal and the removal of other invasive plants, bushes, etc.

COMMUNICATION

- All prospective volunteers who sent email inquiries, phone messages, who were referred to the Volunteer Engagement Manager, or filled out an online application, etc. are contacted as soon as possible
- Connected with ongoing volunteers to see if they were still enjoying what they were volunteering to do. Took care of any updates to personal information, changes to the current volunteer position, redirecting to a new position, etc.
- Contacted event volunteers when an opportunity that might interest them was available.
- Continued to utilize the process of “reply all”, on all emails where multiple staff and or volunteers are involved to make sure everyone in the need to know gets all communications.
- Connected supervisors and their volunteers once the initial paperwork was done and details were in place so they could communicate directly.

RECRUITMENT

- Volunteer openings are posted on Idealist, city websites, newsletters, social media, etc. as openings occur.
- Connections are made and continued with local agencies, churches, businesses, civic groups, schools, etc. to match their volunteer requests with individual city needs.
- Volgistics is the database used to recruit, place and track the volunteers for the four cities.
 - Each city has an individual volunteer application in the database as they do not all have the same volunteer needs. Volunteers need only fill out one online volunteer application to apply even if they wish to volunteer for more than one city.
 - Once applications are filled out all volunteers are together in the database as many volunteers volunteer for more than one city.
 - Keywords such as “event” can be put into the database to pull volunteers that are interested in specific tasks when recruiting
- Attended community opportunities where meeting potential volunteers was probable.

PROGRAM MANAGEMENT

There are many outdoor programs managed or cooperatively managed by the Volunteer Engagement Manager.

Outdoor Program Examples:

- Adopt a Cemetery and Pond (Apple Valley).
- Adopt Bluebird Nest Boxes (Inver Grove Heights, Rosemount, and West St. Paul).
- Adopt a Bus Shelter and Neighborhood (West St. Paul).
- Adopt a Garden (Apple Valley and West St. Paul).
- Adopt a Park (Apple Valley, Inver Grove Heights, Rosemount, and West St. Paul).
- Adopt a Street (Rosemount and West St. Paul).

Recruited volunteers for all programs listed above. Facilitated on-boarding and renewal documentation for new and existing volunteers. Collaborated with designated staff in each city to keep them updated on what was adopted and what was not. Advised staff of any needs of the volunteers and if there were issues that the volunteers observed that needed to be addressed.

For groups requesting one-time projects in the various cities partnered with the Public Works and Parks and Recreation Departments to select value-added projects for the cities that also met the group's objectives.

REPORTING

- Annual Report: Compiling information and writing.
- Annual Volunteer Hours and Value Chart: Tracking and compiling statistics each year for all four cities since the program started in 2014.
- Statistical reports: All statistics for all volunteers are tracked, compiled and reported by the Volunteer Engagement Manager.
 - A variety of methods are used to collect hours from volunteers based on what works best for them.
 - The annual statistics with individual information for each volunteer/family/groups data with number of volunteers, hours, tasks, etc. consist of unique reports tailored to each city's preferences.
 - City-wide volunteer statistics are provided annually to each city and will be provided at other times of the year when requested.
- Other reports and recording/tracking spreadsheets, charts and documents of information are compiled and prepared throughout the year.
 - There is a report that tracks and records each city's events in chronological order by month and event dates. It also contains contacts, a brief description of the event, volunteer duties, volunteer's names, notes, etc. New events are added as they come up.
 - For Inver Grove Heights, as they are the only city that uses volunteer coaches, collaborated with staff to utilize a spreadsheet system for inputting information to accurately keep track of the volunteers' background checks, positions, hours, etc.

- The Volgistics database is used to track individual/family/group statistics by date, task, number of volunteers and hours.

RECOGNITION

Volunteers are thanked often by the Volunteer Engagement Manager and other staff for the ongoing work they complete. Those who helped with events or one-time projects were thanked each time they volunteered.

Volunteers were invited to recognition events:

- Inver Grove Heights and West St. Paul hosted an open house style joint event in November 2025 at the Dakota Lodge in West St. Paul with a catered meal. Volunteers and their families, including children, were invited. RSVPs were requested. Staff and elected officials from both cities were invited and attended.
 - In 2026 a joint event will happen again with the event being in September at Veteran's Memorial Community Center in Inver Grove Heights.
- Rosemount hosted a commissioner/volunteer open house style event with catered snacks in April 2025 in the Steeple Center. Volunteers and their families, including children, were invited. RSVPs were requested.

As we have learned from past Volunteer Recognition Events, we can best meet the needs of our busy volunteers by having:

- Catered food that is ready just prior to when they arrive at an open house style event that lasts 2 hours or less.
- Inviting them to bring family members if they wish, including children.
- Keeping it simple with a short thank you message.

Other ways volunteers are appreciated:

- Email or in person thank you messages.
- Thank you messages to volunteers on city websites and in city publications.

EVENTS

There are a variety of events going on monthly in each city. Volunteer recruitment by the Volunteer Engagement Manager for city events is ongoing throughout the year. January is the only month that usually does not have an event. The numbers of volunteers needed for events can vary from 2 to 90 plus. Most events are for families or the environment. There are also some pre-event needs.

Family Event Examples:

- Art Blast.
- Bike Rodeo.
- Breakfast with Santa.
- Cops in the Park.
- Egg Hunts.
- Explore West St. Paul Days.
- 5th Quarter.
- Fishing Derby.
- Food Truck Fests.

- Freedom Days.
- Halloween (Dog Park, Ghostly Gathering & Haunted Trail).
- Healthy Living Fair.
- Heroes and Helpers.
- K-9 Walk.
- Leprechaun Days.
- Movie in the Park.
- Music in the Park.
- Princess Dance.
- Secret Holiday Shop.
- Skating.
- Theater Productions.
- Touch a Truck.
- Twin's Baseball Clinic.
- Winter Fest.

Environmental/Recycling Event Examples:

- Clean-up Days.
- Education Events.
- Shred Events.
- Swap Events.

VOLUNTEER POSITIONS AND DESCRIPTIONS

- Adopting:
 - Bluebird Nest Boxes: Help with spring and fall readiness and cleanup of bluebird nest boxes; also monitor nests during nesting season (April – August).
 - Bus Shelters: Collect and dispose of trash.
 - Cemetery: Cleanup trash, weed and water at Lebanon Cemetery in Apple Valley.
 - Disc Golf Course: Cleanup trash and storm debris, spread wood chips, restore/replace tee boxes, paint benches, remove invasive plants/bushes.
 - Gardens (ornamental and rain): weed and pick up trash.
 - Parks: Collect and dispose of trash, light weeding, pick up and pile branches, report issues needing staff attention.
 - Ponds: Collect and dispose of trash.
 - Neighborhoods and Street Sections: Collect and dispose of trash.
 - Storm Drains: Remove debris.
- Bike Trail Maintenance:
 - Cleanup trash.
 - Invasive plant/bush removal.
 - Remove branches from trails.
- Bus Trip Chaperoning: Volunteer rides with on bus trips to take care of details and ensure an enjoyable experience for all.
- Businesses, Organizations, Schools and Scouts One-time Projects:

- Cleanup parks.
- Build benches, archery targets, dog agility obstacles.
- Events.
- Plant trees and pollinator gardens.
- Remove invasive bushes, plants and trees.
- Spread wood chips and topsoil.
- Stencil storm drains
- Weed and seed gardens and landscaping.
- Code Enforcement:
 - Retrieve stray shopping carts and return them to stores.
- Committees and Commissions:
 - Meetings.
 - Community events.
- Events:
 - Assist with activities, crafts, food, games, etc.
 - Greeting and directing.
 - Hand out give-a-ways.
 - Staff tables.
 - Set-up and take-down.
 - Stuff eggs, goodie bags, etc. to hand out at events.
- Environment and Restoration:
 - Buckthorn and other invasive plant removal.
 - Community Assisted Monitoring Program: collects and analyzes water-quality data from assigned lakes.
 - Monitor Zebra Mussel traps.
 - Plant pollinators and trees.
 - Stencil and/or remove debris from storm drains.
 - Survey pollinators and soil insects.
 - Wetland Health Evaluation Program: focuses on educating the public on wetland ecology and quality.
- Flag Disposal.
- Gardening and Landscaping:
 - Plant.
 - Deadhead.
 - Mulch.
 - Rake.
 - Weed.
- Office Support:
 - Data entry.
 - Purge old files.
 - Records management.
 - Scan documents.
- Recycling:
 - Community events.
 - Clean-up Days.

- Education events.
 - Shred events.
 - Swap events.
- Youth Sports:
 - Coaches and coaching assistants.
 - Referees.

2014 – 2025 Comparison Chart

Apple Valley	2014	2015	2016	2017	2018	2019	2020	2021
Volunteers	169	615	674	718	681	775	572	793
Hours	1269	3493	6349	5775	6186	5553	2918	3539
Dollar value of Hours	\$22.55	\$23.07	\$23.56	\$24.14	\$24.69	\$25.43	\$27.20	\$28.54
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Apple Valley	2022	2023	2024	2025
Volunteers	948	816	985	1066
Hours	4289	4405	5803	6,854
Dollar value of Hours	\$29.95	31.80	\$33.49	\$34.79
Annual Value of Hours	\$128,456	\$140,079	\$194,342	\$238,451
Grand Total				\$1,573,837

Annual value of volunteer time is from [Value of Volunteer Time Report | Independent Sector Resources](#)



ITEM:
MEETING DATE:
SECTION:

3.
September 10, 2026
Informal Agenda

Description:

Discussion of Draft Apple Valley Civility Pledge (20 min.)

Staff Contact:

Tom Lawell, City Administrator

Department / Division:

Administration

Action Requested:

The City Council is being provided with an opportunity to discuss the possible adoption of an Apple Valley Civility Pledge

Summary:

At the beginning of the August 13 Informal City Council meeting under Council Discussion Items, there was a brief discussion regarding the development of an Apple Valley Civility Pledge. The topic is being brought forward again for further Council discussion and direction to staff.

Background:

The City of Apple Valley is a member of both the National League of Cities and the League of Minnesota Cities. In March 2026, the National League of Cities adopted a civility resolution and encouraged local governments to embrace civility pledges as a tool for strengthening public discourse. Inspired by that effort, the League of Minnesota Cities Board of Directors adopted its own civility resolution in May 2026, encouraging respectful leadership and productive engagement in communities across Minnesota.

Local government is built on trust, collaboration, and everyday interactions with residents, businesses, and community partners. City leaders play an important role in setting the tone for productive conversations and respectful public engagement, especially when perspectives differ. By fostering respectful dialogue, active listening, and a focus on shared goals, communities are better equipped to solve problems and strengthen public trust.

As part of its resolution, the League of Minnesota Cities encouraged member cities to adopt their own Civility Pledge. A local pledge demonstrates a commitment to respectful governance, constructive communication, and serving every resident with dignity and respect. Attached please find a draft pledge and resolution for adoption, along with background material from the National League of Cities and the League of Minnesota Cities.

Council should discuss any revisions they would like to see in the draft pledge. Should the Council wish to then proceed, the attached resolution would be scheduled for consideration at our

September 24, 2026, meeting.

Budget Impact:

N/A

Attachments:

1. National League of Cities Civility Resolution
2. League of Minnesota Cities Civility Pledge
3. Resolution Adopting the Apple Valley Civility Pledge - Draft
4. Apple Valley Civility Pledge - Draft

Resolution to Lead with Civility, Dignity and Respect

WHEREAS, The National League of Cities, founded in 1924, is the nation's oldest organization representing 19,000 cities, towns and villages across the United States,

WHEREAS, The Board of Directors of the National League of Cities is comprised of 63 members, elected from across the United States to serve one or two-year terms,

WHEREAS, The Board of Directors of the National League of Cities stands united to lead with civility, dignity and respect to meet the needs of all residents across America,

WHEREAS, Local governments across the United States are the most trusted level of government — 67 percent of residents trust them to handle local problems and 62 percent feel their local elected officials represent them or their community’s interest very and somewhat well.*

WHEREAS, Local governments create innovative solutions and economically thriving and resilient communities by delivering services effectively and efficiently every day.

WHEREAS, the 19,000 locally elected city, town and village leaders interact daily with their residents on main streets, in schools, and throughout their communities, actively listening, discussing key issues and solving issues.

WHEREAS, We are committed to honoring the dignity of every resident in every neighborhood and to leading by example in showing that differences need not lead to division when we treat one another with dignity.

**Sources: Americans Trust Local Government Most, Congress Least, Resident Opinion of Local Government Brief, National League of Cities*

WE DO HEREBY RESOLVE THAT

Member cities, towns and villages develop and pass their own civility pledge, committing to promote civility within their governance bodies, and that

We stand united, leading to reduce polarization and create an environment that values shared goals, increased empathy and genuine dialogue.

[illegible]

CIVILITY PLEDGE



I pledge to:

INSPIRE

CIVILITY, DIGNITY,
AND RESPECT.

LEAD

BY EXAMPLE,
DEMONSTRATING THAT
DIFFERENCES NEED NOT
LEAD TO DIVISION.

HONOR

THE DIGNITY OF EVERY
RESIDENT AND FELLOW
CITY LEADER.

ENGAGE

IN RESPECTFUL,
CONSTRUCTIVE DIALOGUE
— ESPECIALLY WHEN
WE DISAGREE.

LISTEN

ACTIVELY TO UNDERSTAND,
NOT JUST TO RESPOND.

MODEL

RESPECTFUL
COMMUNICATION IN PUBLIC
MEETINGS, ONLINE, AND IN
THE COMMUNITY.

FOSTER

AN ENVIRONMENT THAT
PRIORITIZES SHARED
GOALS, EMPATHY, AND
GENUINE DIALOGUE.

HOLD

MYSELF ACCOUNTABLE
TO THESE COMMITMENTS.

Learn more about the civility pledge and download a model
Civility Resolution for your city: lmc.org/pledge



City of Apple Valley
Resolution No. 2026-

DRAFT

A Resolution approving the Apple Valley Civility Pledge

Whereas, the members of the Apple Valley City Council stand united to lead with civility, dignity and respect to serve the residents of Apple Valley; and
[Grab your reader's attention with a great quote from the document or use this space to emphasize a key point. To place this text box anywhere on the page, just drag it.]

Whereas, the City has a long history of proactive community engagement in designing and delivering effective and efficient services to our residents; and

Whereas, the members of the Apple Valley City Council regularly interact with our residents, local business leaders, and other community stakeholders throughout the city, actively listening, discussing challenges and opportunities and solving issues; and

Whereas, we are committed to honoring the dignity of every resident in every neighborhood, and to leading by example, in showing that differences need not lead to division when we treat one another with dignity.

Now, therefore, be it resolved, by the City Council of the City of Apple Valley, Dakota County, Minnesota, that we:

- Are committed to leading with civility, dignity and respect, and
- Adopt the attached Apple Valley Civility Pledge to help guide our service to the community.

Adopted September 24, 2026.

Clint Hooppaw, Mayor

Attest:

Christina M. Scipioni, City Clerk

The Apple Valley Civility Pledge

A Shared Commitment to Serve Apple Valley

DRAFT

We were each entrusted by our neighbors to help guide the future of the community. That trust is the most valuable thing we hold. It is either renewed or worn away in the way we respond to conflict and treat one another, city staff and residents every day.

Good governance depends on real debate, on hard questions, and on the honest exchange of different ideas. While we will not always agree, what we share is bigger than any single disagreement: a commitment to the residents who call Apple Valley home, and a belief that they deserve leaders who model the respect they hope to see in their own community.

This pledge is our promise for how we will conduct ourselves. It asks something of us as elected officials, and of everyone who takes part in the work of our city.

With one another

We treat fellow council members as a partner in service, whether or not we agreed on an issue or voted the same way. We assume good faith, we listen to understand before we respond, and we keep our disagreements focused on ideas rather than the people who hold them. When a decision is made, we respect it and move forward together, even when we advocated for the other side.

With our staff

Our city staff are professionals who serve Apple Valley with skill and dedication. We rely on their expertise, we ask our questions directly and respectfully, and we recognize the line between our role in setting direction and theirs in carrying it out. We raise concerns through the right channels and never in a way meant to embarrass or diminish the people doing the work.

With our advisory commissions

The residents who serve on our commissions give their time as volunteers because they care about this community. We honor that gift by taking their work seriously, by giving clear direction and honest feedback, and by treating their recommendations as a valued part of how good decisions get made.

With the residents we serve

Every resident deserves to be heard and treated with dignity, whether or not they agree with us and whether or not we agree with them. We represent all of Apple Valley, not only those who supported us or those who share our views. We commit to being accessible, to listening with an open mind, and to responding with patience and respect.

At our public meetings

Our meetings are open to the community, and we want people to feel welcome bringing their voices into the room. We ask everyone who joins us to share in the same spirit we hold ourselves to. Speak candidly and passionately about the issues that matter to you. Give others the same chance to be heard. Treat all with respect and with the assumption of good faith. Seek information and understanding, as issues are often complex. Remember that the officials and staff at the front of the room are neighbors doing their best on behalf of the whole city. When we all extend that basic respect, our meetings become a place where meaningful dialogue occurs.

Our shared goal

We make this pledge to remind ourselves and one another that how we govern matters as much as what we decide. Differences of opinion are a sign of a healthy process and a source of better decisions. Bound by mutual respect and a shared commitment to serve Apple Valley well, we pledge to lead with civility, dignity, and respect in everything we do.



ITEM:

4.

MEETING DATE:

September 10, 2026

SECTION:

Description:

Update on employee group medical, dental and other insurance benefits for 2027 (20 min.)

Staff Contact:

Jamie Haefner, Human Resources Manager

Department / Division:

Administration/Human Resources

Action Requested:

Receive an update on various employee benefit changes anticipated in 2027

Summary:

As we approach the annual open enrollment period, staff would like to update the City Council on various employee benefit changes anticipated for 2027. By separate action on the September 10, 2026 consent agenda, Council is being asked to approve the 2027 City contribution toward employee group insurance.

Background:

The City of Apple Valley currently provides group medical, dental, and life insurance to employees in full-time positions designated in the Pay and Benefit Plan and elected officials. The City makes a maximum monthly contribution toward the selected benefits for eligible employees. An additional incentive contribution of \$80 per month is made to the Health Reimbursement Arrangement (HRA) or Health Savings Account (HSA) of participants enrolled in a deductible health plan.

An open enrollment period is held each year to allow employees to make changes to certain benefits coverage. This year's open enrollment period will be held October 13th – 27th for an effective date of January 1, 2027. In order for employees to make the best-informed decision during the open enrollment period, it is beneficial to communicate the monthly City contribution in advance.

The City is a member of the LOGIS health care consortium. In 2026, the consortium solicited competitive bids for group health insurance and selected HealthPartners as the carrier again beginning in 2027. The consortium's contract with HealthPartners includes rate caps through 2029. The rate cap for 2027 was 12.5%. However, with the renewal and our continued low claims resulted in an average of a 3.7% decrease in our premiums. This keeps us in the lowest band that the LOGIS pool has.

For 2027, the City will be eliminating the \$30 copay plan and the \$3500 RX+ plan based on low participation. We will continue to offer two types of deductible plans. One type of deductible plan coordinates with a Health Reimbursement Arrangement (HRA), and the other type of deductible plan

coordinates with a Health Savings Account (HSA). Currently, 97% of eligible City employees participate in a deductible health plan. Preventive care is encouraged and promoted for all covered employees. Preventive health care is 100% covered with no deductible or copayment under all the City's health plan options. Network options will continue to include Open Access (most MN providers), Perform (subset of the Open Access network excluding a small number of high-cost providers, such as Mayo health systems), and Select (smaller network which includes specific HealthPartners, Park Nicollet, and Children's Minnesota providers. Non-emergency hospitalization is restricted to certain providers).

Earlier this year, the IRS announced increases to the minimum embedded deductible eligible to be paired with an HSA. This causes the \$3,400/\$6,800 embedded deductible HSA plan to increase to a \$3,500/\$7,000 deductible in 2027.

The City's dental plan will be transitioned to Delta Dental. This change is based on network usage and increasing dental care costs and will assist the City in containing the increased costs as this is a self-insured plan. Employee rates for dental will remain unchanged.

Life insurance will transition to the Hartford, and rates will also be unchanged for employees.

Budget Impact:

The recommended City contribution amount is consistent with the 2027 proposed budget.

Attachments:

None