

Jesus Ruiz
Mayor

Rene Rodriguez
At Large/Mayor Pro Tem

Vacant
District 1



Gloria M. Rodríguez
District 2

Victor Perez
District 3

Anthony Gandara
District 4

Adriana Rodarte
City Manager

**REGULAR COUNCIL MEETING MINUTES
AUGUST 18, 2016 @ 6:00 P.M.**

MEMBERS PRESENT:

Mayor Jesus Ruiz
Rene Rodriguez
Anthony Gandara
Gloria M. Rodriguez

MEMBERS ABSENT:

Victor Perez

STAFF PRESENT:

Adriana Rodarte, City Manager
Olivia Navarro, City Clerk
Jim Martinez, City Attorney
Sam Leony, Planning and Zoning Director

Chief Carlos Maldonado
Sgt. Mario Flores
Rosio Marin, Human Resources Director
Victor Reta, Recreation Centers Supervisor
Rocio Hinojosa, Recreation Leader
Adriana Rodriguez

1. CALL TO ORDER

The meeting was called to order at: 6:25 p.m.

2. PLEDGE OF ALLEGIANCE AND A MOMENT OF SILENCE

Pledge of Allegiance was recited.

3. ESTABLISHMENT OF QUORUM

A quorum was established with four members present.

Public Hearing opened at 7:07 p.m.

Ignacio Lopez Tello, member of the Ajiladero Del Rio Bravo spoke on this item.

Public Hearing closed at 7:17 p.m.

PRESENTATION

6. ***PRESENTATION BY ANNETTE GUTIERREZ, EXECUTIVE DIRECTOR OF RIO GRANDE COUNCIL OF GOVERNMENTS, REGARDING TEXAS COMMUNITY PROGRAM FOR RGCOG SOLID WASTE AND RGCOG ANNUAL MEETING.***
ADRIANA RODARTE

Presentation made by Annette Gutierrez, Executive Director of Rio Grande Council of Governments (RGCOG) see Exhibit "B".

7. ***PRESENTATION AND DISCUSSION REGARDING TAX RATE CALCULATIONS, REVENUES AND EXPENDITURES FOR THE CITY OF SOCORRO'S PROPOSED BUDGET FOR FISCAL YEAR 2017.***
ADRIANA RODARTE

Tommie Reyes, Accounts Payable Clerk read a letter on behalf of Norma Olague, Administration Receptionist, see Exhibit "C".

8. ***PRESENTATION BY CITY MANAGER REGARDING JULY MONTHLY REPORT.***
ADRIANA RODARTE

A motion was made by Rene Rodriguez seconded by Anthony Gandara to *accept the City Manager's Report*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

CONSENT AGENDA

9. ***APPROVAL OF REGULAR COUNCIL MEETING MINUTES OF AUGUST 4, 2016.***
OLIVIA NAVARRO
10. ***DISCUSSION AND ACTION ON APPROVING THE CASH RECEIPTS TRANSACTION REPORT FOR JUNE 2016.***
CHARLES CASIANO
11. ***DISCUSSION AND ACTION ON APPROVING THE ACCOUNTS PAYABLE TRANSACTION REPORT FOR JUNE 2016.***
CHARLES CASIANO

A motion was made by Anthony Gandara seconded by Gloria M. Rodriguez to *approve the Consent Agenda*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

PUBLIC HEARINGS

- 13. INTRODUCTION, FIRST READING AND CALLING FOR A PUBLIC HEARING OF AN ORDINANCE OF THE CITY OF SOCORRO, TEXAS, AMENDING CHAPTER 46, ARTICLE II, DIVISION 3, SECTION 46-92 OF THE CODE OF ORDINANCES OF THE CITY OF SOCORRO, TEXAS AND APPROVING WAIVER OF BUILDING PERMIT FEES FOR PUBLIC AND MUNICIPAL PURPOSES AND WHEN AUTHORIZED BY LAW.**

ADRIANA RODARTE

A motion was made by Anthony Gandara seconded by Gloria M. Rodriguez *to approve item number thirteen*. Motion passed.

Ayes: Anthony Gandara and Gloria M. Rodriguez

Nays: Rene Rodriguez

Absent: Victor Perez

- 14. INTRODUCTION, FIRST READING AND CALLING FOR A PUBLIC HEARING OF AN ORDINANCE CHANGING THE ZONING OF PINECREST ESTATES UNIT 1, REPLAT "A" FROM R-2/C-1 (MEDIUM DENSITY RESIDENTIAL/LIGHT COMMERCIAL) TO R-3/C-2 (HIGH DENSITY RESIDENTIAL/GENERAL COMMERCIAL).**

SAM LEONY

A motion was made by Anthony Gandara seconded by Gloria M. Rodriguez *to approve item number fourteen (14)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

REGULAR AGENDA

FINANCE DEPARTMENT

- 15. DISCUSSION AND ACTION ON APPROVING THE UNAUDITED FINANCIAL REPORTS FOR JUNE 2016.**

CHARLES CASIANO

A motion was made by Rene Rodriguez seconded by Anthony Gandara *to approve item number fifteen (15)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

HUMAN RESOURCES

- 16. DISCUSSION AND ACTION TO APPROVE AMENDMENT TO RECREATIONS SUPERVISOR JOB DESCRIPTION, SALARY, FAIR LABOR STANDARD ACT, AND TITLE TO DIRECTOR OF RECREATIONS AND PUBLIC RELATIONS. ROSIO MARIN**

A motion was made by Rene Rodriguez seconded by Anthony Gandara to *approve item number sixteen (16) with a salary increase to 60,000.00.* Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

- 17. DISCUSSION AND ACTION TO APPROVE AMENDMENT TO COURT COORDINATOR JOB DESCRIPTION, SALARY AND FAIR LABOR STANDARD ACT EXEMPT STATUS. ROSIO MARIN**

A motion was made by Anthony Gandara seconded by Rene Rodriguez to *approve item number seventeen (17).* Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

RECREATIONAL CENTERS

- 19. DISCUSSION AND ACTION TO ENTER INTO AN AGREEMENT TO ENTER INTO A CONTRACT WITH PROSILVER LTD FOR ENTERTAINMENT FOR THE 2016 CHILE WAR FESTIVAL. VICTOR RETA**

A motion was made Rene Rodriguez seconded by Anthony Gandra to *approve item number nineteen (19).* Motion passed. Motion passed

Ayes: Rene Rodriguez and Anthony Gandara

Nays: Gloria M. Rodriguez

Absent: Victor Perez

Mrs. Gloria M. Rodriguez changed her vote to aye.

POLICE DEPARTMENT

- 20. DISCUSSION AND ACTION TO AUTHORIZE THE MAYOR, CITY ATTORNEY AND CHIEF OF POLICE TO SIGN A FINAL AMENDMENT TO FY 2014 OPERATION STONEGARDEN INTERLOCAL AGREEMENT. CHIEF CARLOS MALDONADO**

A motion was made by Anthony Gandara seconded by Rene Rodriguez to *approve item number twenty (20)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

21. DISCUSSION AND ACTION TO AUTHORIZE THE MAYOR, CITY ATTORNEY AND CHIEF OF POLICE TO SIGN AN AMENDED INTERLOCAL AGREEMENT FOR OPERATION STONEGARDEN FY 2015.
CHIEF CARLOS MALDONADO

A motion was made by Gloria M. Rodriguez seconded by Anthony Gandara to *approve item number twenty-one (21)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

CITY MANAGER

22. DISCUSSION AND ACTION TO ANNOUNCE THE DATE ON WHICH CITY COUNCIL WILL TAKE FINAL ACTION ON THE TAX RATE AND ON THE MUNICIPAL BUDGET.
ADRIANA RODARTE

A motion was made by Gloria M. Rodriguez seconded by Anthony Gandara to *announce the final action on the municipal budge on September 1, 2016*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

23. DISCUSSION AND ACTION TO APPROVE LICENSE FOR PRIVATE-USE OF DISTRICT REAL PROPERTY L-1481 IN THE AMOUNT OF \$19,247.50 AND AUTHORIZE CITY MANAGER OR HER DESIGNEE TO EXECUTE AGREEMENT.
ADRIANA RODARTE

24. DISCUSSION AND ACTION TO APPROVE LICENSE FOR PRIVATE-USE OF DISTRICT REAL PROPERTY L-1482 IN THE AMOUNT OF \$57,567.50 AND AUTHORIZE CITY MANAGER OR HER DESIGNEE TO EXECUTE AGREEMENT.
ADRIANA RODARTE

25. DISCUSSION AND ACTION TO APPROVE LICENSE FOR PRIVATE-USE DISTRICT REAL PROPERTY L-1480 IN THE AMOUNT OF \$46,712.50 AND AUTHORIZE CITY MANAGER OR HER DESIGNEE TO EXECUTE AGREEMENT.
ADRIANA RODARTE

A motion was made by Anthony Gandara seconded by Rene Rodriguez to *approve and authorize the city attorney to negotiate the terms and agreements and authorize the city manager or her designee execute the agreement for items twenty-three (23), twenty-four (24) and twenty-five (25)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

26. DISCUSSION AND ACTION TO APPROVE ELECTRIC SERVICE AGREEMENT FOR MAURO ROSAS PARK AND AUTHORIZE CITY MANAGER OR HER DESIGNEE TO EXECUTE AGREEMENT.

ADRIANA RODARTE

A motion was made by Rene Rodriguez seconded by Anthony Gandara to *approve item number twenty-six (26)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

27. DISCUSSION AND ACTION TO NAME VICTOR RETA THE PRESERVATION OFFICER FOR THE HISTORICAL LANDMARK COMMISSION FOR THE CITY OF SOCORRO.

ADRIANA RODARTE

A motion was made by Anthony Gandara seconded by Gloria M. Rodriguez to *approve item number twenty-seven (27)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

28. DISCUSSION AND ACTION ON INTERLOCAL AGREEMENT WITH CITY OF EL PASO DEPARTMENT OF PUBLIC HEALTH AND DEPARTMENT OF ENVIRONMENTAL SERVICES.

ADRIANA RODARTE

A motion was made by Anthony Gandara seconded by Rene Rodriguez to *approve item number twenty-eight (28)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

- 29. DISCUSSION AND ACTION ON ADVICE RECEIVED FROM CITY ATTORNEY IN CLOSED SESSION, AND ACTION TO APPROVE REAL ESTATE TRANSACTION; AUTHORIZE FILING OR SETTLEMENT OF LEGAL ACTION; AUTHORIZE EMPLOYMENT OF EXPERT WITNESSES AND CONSULTANTS, AND EMPLOYMENT OF SPECIAL COUNSEL WITH RESPECT TO PENDING LEGAL MATTERS. ADRIANA RODARTE**
- 30. DISCUSSION AND ACTION ON QUALIFICATIONS OF INDIVIDUALS FOR EMPLOYMENT AND FOR APPOINTMENT TO BOARDS & COMMISSIONS, JOB PERFORMANCE OF EMPLOYEES, REAL ESTATE ACQUISITION AND RECEIVE LEGAL ADVICE FROM CITY ATTORNEY REGARDING LEGAL ISSUES AFFECTING THESE MATTERS. ADRIANA RODARTE**
- 31. DISCUSSION AND ACTION REGARDING PENDING LITIGATION AND RECEIVE STATUS REPORT REGARDING PENDING LITIGATION. ADRIANA RODARTE**

A motion was made by Gloria M. Rodriguez seconded by Anthony Gandara to *delete items twenty-nine (29), thirty (30) and thirty-one (31)*. Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez

32. ADJOURN

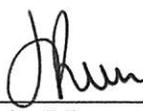
A motion was made by Gloria M. Rodriguez seconded by Anthony Gandra to *adjourn at 8:24 p.m.* Motion passed.

Ayes: Rene Rodriguez, Anthony Gandara, and Gloria M. Rodriguez

Nays:

Absent: Victor Perez





Jesus Ruiz, Mayor



Olivia Navarro
City Clerk

Sept 22, 2016

Date minutes were approved

Exhibit "A"



Employee Benefits RFP Summary and Recommendations for RFP 16 008

August 18, 2016

Presented by

Elisa Holguin, HIA, HCSA, LHIC, CCWS

Senior Benefits Consultant

HUB International Insurance Services



The Goals of the RFP

- Attempt to reduce costs to the City of Socorro
- Attempt to reduce employee payroll deduction costs
- Maintain comparable benefits or improve benefit choices for Employees & their Families

Benefits Renewal Schedules

Coverage	Company	Renewal Date
Medical	Blue Cross Blue Shield of Texas	10/1/2016
Dental	MetLife	10/1/2016
Vision	Superior Vision	10/1/2016
Basic Life & AD&D	MetLife	10/1/2016
Supplemental Life	MetLife	10/1/2016
Critical Illness, Accident, Hospital Indemnity	AFLAC	10/1/2016

RFP Timetable

RFP TIMETABLE	
RFP Advertisement	July 16 and July 23, 2016
Release of RFP	July 16, 2016
RFP Due Date	August 5, 2016
Presentation to City Council	August 18, 2016
Effective Date	October 1, 2016

RFP RESPONSES

City of Socorro
Fully-Insured Group Benefits
RFP16-008

Proposer	Medical	EAP	Disability	Worksite* Marketing	Term Life	Section 125- POP	HSA Banking	Dental	Vision	Comment
AFLAC			X	X	X	X				AFLAC already in place
MetLife					X			X		Dental and Term Life already in place with MetLife

*WORKSITE: VOLUNTARY COVERAGE AVAILABLE TO EMPLOYEES & DEPENDENTS TO INCLUDE CANCER, ACCIDENT, SHORT TERM DISABILITY, CRITICAL ILLNESS COVERAGE, HOSPITAL INDEMNITY AND SECTION 125 THAT ALLOWS EMPLOYEES TO PRE-TAX THEIR DEDUCTIONS

Medical Renewal (Effective October 1, 2015)

	BCBS Current RM02		BCBS Current RM43		BCBS Current RMH1		BCBS Renewal MM02		BCBS Renewal MM43		BCBS Renewal RMH1	
Employee Only	\$678.92		\$595.25		\$512.92		\$702.68		\$608.35		\$517.54	
Employee & Spouse	\$1,561.53		\$1,369.08		\$1,179.71		\$1,616.18		\$1,399.20		\$1,190.33	
Employee & Child(ren)	\$1,222.06		\$1,071.45		\$923.25		\$1,264.83		\$1,095.02		\$931.56	
Employee & Family	\$2,104.67		\$1,845.26		\$1,590.05		\$2,178.33		\$1,885.86		\$1,604.36	
Estimated Average Increase	9% Overall Increase from 2014						3.1% Overall Increase from Current 2015-2016					
Benefits	In-Network	Out of Net	In-Network	Out of Net	In-Network	Out of Net	In-Network	Out of Net	In-Network	Out of Net	In-Network	Out of Net
Deductible												
Individual	\$500	\$1,000	\$1,000	\$2,000	\$2,600	\$5,000	\$500	\$1,000	\$1,000	\$2,000	\$2,600	\$5,000
Family	\$1,500	\$3,000	\$3,000	\$6,000	\$5,200	\$10,000	\$1,500	\$3,000	\$3,000	\$6,000	\$5,200	\$10,000
Coinsurance	90%	70%	80%	60%	100%	70%	90%	70%	80%	60%	100%	70%
Out-of-Pocket Maximum												
Individual	\$2,500	\$5,000	\$4,000	\$7,000	\$2,600	\$5,200	\$2,500	\$5,000	\$4,000	\$7,000	\$2,600	\$5,200
Family	\$7,500	\$13,500	\$10,200	\$21,000	\$5,200	\$10,400	\$7,500	\$13,500	\$10,200	\$21,000	\$5,200	\$10,400
Hospitalization	90%	70%	80%	60%	100% after ded	70%	90%	70%	80%	60%	100% after ded	70%
Emergency Room Facility	90% after \$100 copay		80% after \$100 copay		100% after ded		90% after \$100 copay		80% after \$100 copay		100% after ded	
Emergency Room Physician	90%		80%		100% after ded		90%		80%		100% after ded	
Urgent Care	\$40	70%	\$50	60%	100% after ded	70%	\$40	70%	\$50	60%	100% after ded	70%
Office Visit	\$15	70%	\$30	60%	100% after ded	70%	\$15	70%	\$30	60%	100% after ded	70%
Prescription Drugs												
Deductible												
Generic	\$15	80% after ded	\$25	80% after ded	100% after ded		\$15	80% after ded	\$25	80% after ded	100% after ded	
Preferred Brand	\$30		\$35				\$30		\$35			
Non-Preferred Brand	\$45		\$50				\$45		\$50			

*Preventive care is covered at 100% in-network and not subject to deductibles or copayments.

This is an outline of coverage. Actual rates and contract provisions will be determined by each specific carrier.

HUB International Insurance Services will not be bound by any typographical errors or omissions contained herein. If any errors are discovered errors, equitable adjustments will be made.

Medical Renewal

- These numbers represent are effective October 1, 2016
- The cost to the City of Socorro could be up to \$702.68 per Employee per Month
- Potential annual difference is approximately 3.1%
- The City of Socorro budgeted 15%
- Renewal rates include taxes and fees required under Health Care Reform

Medical Recommendations

- Renew the existing medical plans with Blue Cross Blue Shield of Texas and Health Savings Account services through BCBSTX partner
- Increase the medical insurance funding from \$678.96 per Employee per Month to up to \$702.68. This will continue to provide -0- cost coverage to Employees regardless of plan chosen
- Dependents are currently and will continue to be paid by the Employees

DENTAL (Effective October 1, 2016)

Monthly	MetLife	MetLife
	Current	Renewal
Employee Only	\$19.28	\$20.44
Employee & Spouse	\$39.86	\$42.25
Employee & Child(ren)	\$49.65	\$52.63
Employee & Family	\$75.86	\$80.41
Estimated Monthly Premium to City	\$1,542.40	\$1,635.20
Estimated Annual Premium to City	\$18,508.80	\$19,622.40
Percentage Change From Current		6%
Benefits		
Deductible		
Individual	\$50	\$50
Family	\$150	\$150
Annual Maximum		
Individual	\$1,000	\$1,000
Diagnostic & Preventive	100%	100%
Regular Restorative Services	80%	80%
Major Services	50%	50%
Orthodontics	50%	50%
Lifetime Maximum	\$1,000	\$1,000
Age Limitation	Up to Age 19	Up to Age 19
Endodontics (Root Canal)	50%	50%
Periodontics (Gum Disease)	50%	50%
Rate Guarantee	12 months	12 months
This is an outline of coverage. Actual rates and contract provisions will be determined by each specific carrier.		
HUB International Insurance Services will not be bound by any typographical errors or omissions contained herein. If any errors are discovered errors, equitable adjustments will be made.		

Dental Renewal

- Represents an 6% overall increase
- City of Socorro currently contributes \$19.28 per Employee per Month.

Dental Recommendation

- Accept the offer proposed by MetLife as illustrated reflecting an 6% increase to the City of Socorro
- Increase the contribution to \$20.44 per Employee per Month

Base Life and Accidental Death & Dismemberment Insurance for Employees Effective October 1, 2016

Monthly Rates per \$1000 of Benefits	Current & Renewal MetLife
Life	\$ 0.131
AD&D	\$ 0.027
Total Employer Paid	\$ 0.158
	1x Annual Earnings

- Eligible employees are insured for one time their annual earnings of life insurance
- Base life insurance is paid for by the City of Socorro
- The City of Socorro currently pays approximately \$8,000 per year

Voluntary/Supplemental Term Life Insurance for Employees & Dependent(s) Effective October 1, 2016

Cost per \$1,000	MetLife-Current & Renewal
Under 25	\$0.050
25-29	\$0.050
30-34	\$0.055
35-39	\$0.068
40-44	\$0.100
45-49	\$0.150
50-54	\$0.230
55-59	\$0.397
60-64	\$0.581
65-69	\$1.061
70-74	\$2.005
75-79	\$2.005
80-84	\$2.005
85-89	\$2.005
90-94	\$2.005
95+	\$2.005
Child	\$2.40 for \$10k
Rate Guarantee	12 months
Employee Guarantee Issue	\$100,000
Spouse Guarantee Issue	\$25,000 (not to exceed 50% of Employee's amount)
<p>This is an outline of coverage. Actual rates and contract provisions will be determined by each specific carrier. HUB International Insurance Services will not be bound by any typographical errors or omissions contained herein. If any errors are discovered errors, equitable adjustments will be made.</p>	

Base, Accidental Death & Dismemberment, Voluntary and Dependent Voluntary Life Insurance Recommendations

- Accept the renewal presented by MetLife due to:
 - No rate change
 - Competitive Benefit

Vision Renewal

Under Rate Guarantee

No Rate Change for 2016-2017

	Superior Vision Current & Renewal 12/12/24
Employee Only	\$4.50
Employee & Spouse	\$8.11
Employee & Child(ren)	\$8.55
Employee & Family	\$11.71
Rate Guarantee	3 Years
Monthly CITY total	\$360.00
Annual MONTHLY CITY total	\$4,320.00

Vision Plan Design

	Superior Vision 12/12/24-\$150
Employee Only	\$4.50
Employee & Spouse	\$8.11
Employee & Child(ren)	\$8.55
Employee & Family	\$11.71
Rate Guarantee	3 Years
Monthly CITY total	\$360.00
Annual MONTHLY CITY total	\$4,320.00
Lenses	Every 12 months
Single	* cov'd in full
Bifocal	* cov'd in full
Trifocal	* cov'd in full
Lenticular Lens	* cov'd in full
Progressive	Allowance at Trifocal level
Contact Lenses	Every 12 months
Contact Lenses	Every 12 months
Elective	up to \$150
Medically Necessary	cov'd in full
Frames	Every 24 months
	\$150 Retail Allowance
Exams	Every 12 months
Copays/Deductibles	Exam-\$10; \$25 materials copay
This is an outline of coverage. Actual rates and contract provisions will be determined by each specific carrier.	
HUB International Insurance Services will not be bound by any typographical errors or omissions contained herein. If any errors are discovered errors, equitable adjustments will be made.	

Vision Recommendation

- Renew with Superior at no rate or benefit change.
- Superior is recommended with either of their proposed plans.

Consumer Driven Health Plan Components

Consumer Driven Health Plan

Provides:

- Protection from catastrophic medical bills
- Low Cost Medical Coverage
- Comprehensive Coverage After Deductible
- Wellness Benefits without Deductible
- Medical Care at Negotiated Rates (in-net)
- Peace of Mind

Funded by your payroll deductions and/or employer contributions. These monies **DO NOT** go toward the employee owned Health Savings Account

Health Savings Account

Provides:

- Tax Free Withdrawals for qualified medical, dental, vision expenses
- Full Employee Ownership. Take It With You
- Rollover of Any Unused Balances from Year to Year
- Debit Card Access (if chosen)
- Eligible for Investment Options at Employee's Discretion

Funded by your pre-taxed payroll contributions, if any. Accumulated funds may be used to pay for your deductible or a portion thereof.

**VOLUNTARY PRODUCTS TO INCLUDE CANCER, ACCIDENT, SHORT TERM
DISABILITY, CRITICAL ILLNESS COVERAGE & HOSPITAL INDEMNITY, SECTION 125**

- **One submission: AFLAC (incumbent)**
 - These benefits are 100% voluntary and paid for by the Employees
 - AFLAC provides Section 125 (pre-taxation documentation) at no additional charge to the City or Employees

Recommendation: AFLAC best meets the needs of the City of Socorro.

Recommendation Recap

- Medical- Blue Cross Blue Shield-Renew as is.
- Dental-MetLife-Renew as is.
- Base Life-MetLife-Renew as is.
- Voluntary Life-MetLife-Renew as is.
- Vision-Superior Vision-Renew as is.
- Voluntary Benefits/Section 125-AFLAC-Renew as is.

Questions?



Exhibit B

Annette Gutierrez - Executive Director
8037 Lockheed, Ste. 100
El Paso, Texas 79925

Phone: (915) 533-0998
Fax (915) 532-9385
www.riocog.org

August 18, 2016

City of Socorro
124 S. Horizon Blvd.
Socorro, TX 79927

Re: Rio Grande Council of Governments' upcoming activities

Dear Mayor Ruiz and Council Members:

The purpose of this letter is to provide you with a list of upcoming activities from the Rio Grande Council of Governments (RGCOG) that may benefit your community.

Solid Waste Public Hearing

August 18, 2016
RGCOG Office
8037 Lockheed, Suite 100
El Paso, TX 79925
1:30 pm

Point of Contact: Cynthia Mendez, Regional Services
Coordinator, 915-533-0998, ext. 138

Applicant Workshop

August 25, 2016 (El Paso):
RGCOG Office
8037 Lockheed, Ste. 100
1:30 p.m. MDT - 4:00 p.m. MDT

Point of Contact: Cynthia Mendez, Regional Services
Coordinator, 915-533-0998, ext. 138

Aging to Perfection Expo

September 7, 2016
El Paso Convention Center
One Civic Center Plaza
El Paso, TX 79901
9:00 a.m.-2:00 p.m.

Point of Contact: Yvette Lugo, AAA Director, 915-533-0998,
ext. 116

Solid Waste Advisory Committee Meeting

August 18, 2016
RGCOG Office
8037 Lockheed, Suite 100
El Paso, TX 79925
2:00 pm

Point of Contact: Cynthia Mendez, Regional Services
Coordinator, 915-533-0998, ext. 138

Applicant Workshop

August 29, 2016 (Marfa):
Marfa City Hall, Casner Room
113 N. Highland Ave.
1:30 p.m. CDT - 4:00 p.m. CDT

Point of Contact: Cynthia Mendez, Regional Services
Coordinator, 915-533-0998, ext. 138

RGCOG Annual Meeting

September 9, 2016
Featured Speaker: Representative César Blanco, District 76
(Invited)
El Paso Marriott
1600 Airway Blvd.
El Paso, TX 79925
11:00 a.m.

Point of Contact: Annette Gutierrez, Executive Director,
915-533-0998, ext. 114



Page 2
RGCOG

Texas Community Development Program

Application due to Texas Department of Agriculture on February 9, 2017

Maximum Amount to apply for: \$275,000

Upper Rio Grande Regional Review Committee Handbook is now available

Point of Contact: Omar Martinez, 915-533-0998, ext. 137

Please feel free to call any of the individuals listed as point of contacts to receive more information. We thank you for your continued membership to the RGCOG and please remember we are ready to assist.

Sincerely,

A handwritten signature in black ink, appearing to read "Annette Gutierrez". The signature is fluid and cursive, with the first name being the most prominent.

Annette Gutierrez
Executive Director

Exhibit "C"

I am here on behalf of Ms. Norma Olague. She couldn't attend due to a prior engagement.

Thank you for the opportunity you have given me to speak. I have been working for the city for 8 years. Within those 8 years, I only received one raise and that was 7 years ago. I have looked forward to the COLA increases until they stopped. The cost of living keeps increasing.

I have tried my best to make the reception area in Administration as welcoming as possible for our constituents and employees. Being detailed oriented, I have implemented this at my work.

I love my job and what I represent to the City. I feel I have made a difference in our City.

We have all been working hard improving the City of Socorro.

My coworkers and I are hopeful that you will consider the 2% cost of living and the merit increase.

Norma Olague

Exhibit "C"

I am here on behalf of Mrs. Norma Clarke. She couldn't attend due to a prior engagement.

Thank you for the opportunity you have given me to speak. I have been working for the city for 8 years. Within those 8 years, I only received one raise and that was 7 years ago. I have looked forward to the cost increases until that stopped. The cost of living keeps increasing.

I have tried my best to make the reception area in Administration as welcoming as possible for our constituents and employees. Being detail oriented, I have implemented this at my work. I love my job and what I represent to the city. I feel I have made a

difference in our city. We have all been working hard improving the city of Salem. My concerns and I are hopeful that you will consider the cost of living and the merit increase.

Norma Clarke