



Meeting Minutes - Final Committee of the Whole

Thursday, September 29, 2016

6:00 PM

City Hall

Roll Call

Council: Mayor Max Bacon, Andrea Blustein, Susan Wilkinson, Doug Stoner, Ron Fennel, Derek Norton, Teri Anulewicz (6:03pm)

Staff: Michael L. Jones (City Administrator), Scott Cochran (City Attorney), Christiana Craddock (Executive Assistant to the City Administrator), Christy Ullman (Executive Assistant to the Mayor & Council), Tammi Saddler Jones (Assistant City Administrator), Maxwell Ruppensburg (Government Management Fellow), Terri Graham (City Clerk), Kay Bolick (Human Resources Director), Rachelle Ballard (Human Resources Manager), Megan Smith (Benefits Coordinator), Chief David Lee, Heather Corn (Deputy City Clerk), and Jered Sigmon (Budget Officer).

Guests: Eddie Wade (Croy Engineering), Dave Brown (Citizen), Jamie Fisher and Guy Morrison (Marsh and McLennan)

Absent: Corkey Welch

Call to Order

Mayor Bacon called the meeting to order at 6:00pm.

City Administrator Report

Lexington Trace Restoration Project

City Administrator Mike Jones said there was a meeting held with the Lexington Trace Community last Thursday to discuss issues with stormwater in their neighborhood. He explained the issues, which basically involved the existing detention pond being cut off because of no outlet for the water and because of that there was erosion which contributed to severe flooding of the neighbors. He showed Council a map of the properties and the work to be performed, as well as a timeline. He gave background on the problems saying that the detention pond was constructed to manage offsite water (from Spring Road) that passed through the development, and it worked fine until the 2009 flood. The water could not get into the outlet control structure because a homeowner built a gazebo on top of it, therefore the water went to the lowest spot in the pond, which was eroded and flooded a resident's home. He said there was no HOA and it was the City's responsibility to maintain the pond, but the way the lines are drawn it makes it look like a city pond sitting on private property, which is not the way these are done anymore. He said the plan entailed restoring the pond, making the changes to remove the structures that are inhibiting water flow (gazebo and fencing), and freeing up the easements to provide access to it from now on. Councilmember Susan Wilkinson asked if the pond was owned by the City, and City Administrator Mike Jones said the land beneath the

pond was owned by the residences, but the maintenance responsibility is across an easement to the City, giving the responsibility to the City. He said it was indeed a strange and unique situation.

Councilmember Teri Anulewicz arrived at 6:03pm.

He concluded that the City would perform maintenance on the property for this one-time cleanup and for a year following, but after that it would be on the residents going forward. He said this situation is what happens when a neighborhood does not have an HOA.

He informed Council that the work at Ennisbrook was scheduled to start next week.

Property located at 3139 Atlanta Road

City Administrator Mike Jones told Council that Administration was contacted by Jack Shinall, a former Councilmember, who was asking if the City had any interest in his mother in law's property located at 3139 Atlanta Road (1.3 acres). He said he was just bringing it forward for discussion and said the dollar number thrown around was \$350K. He said the property could potentially be used for overflow parking for Taylor Brawner (Food Truck Tuesdays). Mayor Bacon said it was not a large lot and he was not sure how many parking spaces he could get out of it. Croy Engineering Consultant Eddie Wade said a rough estimate of parking spaces would be 60-ish spots. Councilmember Ron Fennel said it would be a challenge getting across the street if it was used as overflow parking, and Mayor Bacon concurred. He also mentioned that the property slopes off steeply in the back and slopes downward. City Administrator Mike Jones said they would solicit a firm offer and bring it back to Council to consider, and he would have Croy do a topography study on the parcel.

Mr. Mike Jones said he wanted to make Council aware of something, that they had someone from the City who anonymously contacted the State Historic Preservation Organization (SHPO) to complain about the City replacing doorknobs on the Reed House. SHPO then contacted HUD who then contacted CDBG. He said a substantial portion of the funding for the Reed House was coming from CDBG funds, and Ms. Christiana Craddock had gone back and forth with CDBG and SHPO to solidify these grant funds to be used on the ADA portion of the home renovation. He said that he suspected the complainant was someone from the Smyrna Historical Society, and it had been explained to them multiple times that the old doorknobs cannot stay because they are not ADA compliant, and this is a public project. He said they would make them as historic as possible, but now the project has been "red-flagged" by SHPO and HUD. He asked that whoever has a relationship with the Smyrna Historical Society to please reach out to them and explain that the City is managing the project. Councilmember Teri Anulewicz asked what was going to be done with the old doorknobs, and Croy Engineer Eddie Wade said they talked about putting them on closets that are not accessible, as well as creating a big shadowbox display that shows the hardware and keeps them on site. City Administrator Mike Jones said he did not think the person who complained realized that they were jeopardizing the funding for this project, but they did. Councilmember Andrea Blustein asked if the Reed House was on the historic registry, and it is not.

City Administrator Mike Jones concluded his report by discussing the email he sent to Council regarding Travis Landrum's resignation. He said Mr. Landrum was appointed on September 6th, and resigned on September 28th. Mr. Mike Jones said Mr. Landrum was out on vacation and not scheduled to be back in the office until next Tuesday, October 4th. He said there was no other information contained in the letter, but it was his understanding that Mr. Landrum was going to the city of Douglasville to

be their Parks and Rec Director. Councilmember Ron Fennel said he was apparently interviewing elsewhere while the City had the opening and was holding interviews. HR Director Kay Bolick said she talked with Douglasville's HR Director earlier and it appears he interviewed for the job on September 15th, after the City appointed him. Mayor Bacon said he wished him and his family the best. City Administrator Mike Jones said in the interim Assistant City Administrator Tammi Saddler Jones would be acting as the Parks and Rec Director.

2017 Benefits Renewal Presentation - Marsh and McLennan & Kay Bolick

Presentation for 2017 Benefits Package

Mr. Guy Morrison told Council they would be presenting them with a few recommendations. He gave some background on the past year and said that there were several high cost claimants in 2016, which increased the City's risk exposure in claim dollars. He said the initial renewal came back with a 23% increase, the highest they had seen with the City, so immediately they put Smyrna in a pool with other Marsh members throughout the country to do the Pharmacy Benefit Manager as one big consortium. This does not mean changing the Pharmacy plan, but allows the City to go under a more cost effective contract, which took the renewal down by \$285K to 18.2%. He said the first renewal decision to make was to increase the stop loss threshold from \$200K to \$225, which reduces the premium enough to cover the canopy. This brings the plan renewal rate down another 1.5%. Mr. Morrison said they would also discuss plan design changes based on benchmarking figures from other municipalities, which could potentially bring the renewal down another 5%. Additionally he introduced the concept of a spousal surcharge (which Cobb County has been doing for years) which would require an employee to pay a \$100/month surcharge to the City if their spouse is on the City's plan and they have available coverage elsewhere. This would not be charged for spouses who do not have another option for insurance coverage. The other option to be considered was not to pay the premium for life insurance for the retirees. He summarized that if no plan changes were made this year, it would be a 17% increase of \$1M gross to the City and employees. Their recommendation (along with Staff's) was to adopt their proposed changes bringing the increase down to 12.5% (\$741K).

One of the recommendations was to change the deductibles for singles and families, which would apply to labs, x-rays, outpatient services, etc. He said any service that is preventative in nature there is no charge for. There was also discussion about an increase in the out of pocket max for singles and families. Among other changes were an increase in the ER copay (to encourage more urgent care and telehealth services) and a slight increase to the prescription copay amounts, keeping the spread between the generic and preferred brands the same. In whole, the changes would bring the City's renewal down to a 13.3% increase as opposed to the 18.2% if no changes are made.

City Administrator Mike Jones noted that the medical out of pocket max for a family at \$7500 could also be considered as a stop loss for a family, and Mr. Guy Morrison said that was correct. Other points noted by Marsh and McLellan were the telehealth options, the cost of ER visits versus urgent care visits (average of \$700-\$800 vs \$150-\$200, respectively), and the City has made no benefit design changes in 2013.

Mr. Guy Morrison also introduced the idea to Council of offering a CDPH with HSA, which is basically a consumer driven health plan with a high deductible, and after the deductible is made the employee has 100% coverage of services for everything except pharmacy copays. The plan comes with an account, so if an employee joins the plan they get a bank account and based on the level of coverage, the city would

fund that account annually (\$750 for employee, \$1125 for employee plus spouse, and \$1500 for family). Those funds will roll over if not used, and the idea is to create a sense of consumerism so the employee will shop their health services, find the best value for the best price. Councilmember Susan Wilkinson asked if the HSA could be used towards the deductible, and Mr. Morrison said it could. City Administrator Mike Jones said they implemented this plan in Paulding, and it grew slowly but it is now their #1 most used plan in Paulding County, and it dropped their healthcare costs way down. He said there is a big education piece that goes along with bringing in a plan like this for employees. Councilmember Ron Fennel said that simply this type of plan does not diminish access to care, but gives the employee greater flexibility in how to spend their account and gives them a hand in their own management. City Attorney Scott Cochran asked if employees with this plan received the same rate that healthcare providers bill insurance companies (with a reduced rate) and Mr. Morrison said that yes, the rates billed to the employee would be the same rates they would bill directly to BCBS. HR Director Kay Bolick said that the portability of money needs to be clear to employees – it is tax protected and can move with them if they leave employment with the City, but it can only be used for medical expenses. City Administrator Mike Jones said that young healthy employees would be the ones who start to use this, and Ms. Kay Bolick agreed and said they continuously have employees coming in saying “I don’t need insurance, I’m never sick,” and this would be a great benefit to offer them. City Administrator Mike Jones said it was a no lose scenario and would not cost the City anything to implement, and any person who adopted this plan would reduce the City’s healthcare costs.

One final discussion was had regarding the percentage of premium rates born by the City and Employees, and Ms. Jamie Fisher reminded Council they had committed to gradually increasing employee’s percentages by one percent every year until there was an 80/20 split. She presented four final renewal options/recommendations: keeping the plan exactly the same; keeping the plan the same and increasing the employee’s premium by 1%; adopt the recommended plan design changes and keep the percentage where it currently is; and finally adopt the recommended plan design changes and increase the employee premium by 1%. City Administrator Mike Jones said he was looking for direction from Council on what they wanted to do. He asked first about increasing the employee portion by 1%, and there was consensus that Council wanted to continue with that yearly trend. He asked if Council was fine with the recommended plan changes, and there was further discussion about that. Ms. Kay Bolick said it would be helpful if they could make a decision to adopt on Monday in order to give her staff more time to educate and prep for the Open Enrollment period. Councilmember Susan Wilkinson asked about the \$100 spousal surcharge, and Mr. Guy Morrison said that was the last piece to decide on, and if they decide to adopt it, all the plans would have that attached to them. He added that if the City adopts the CDPH plan they could not budget for a savings just yet, but it certainly would not cost the City more. City Administrator Mike Jones asked about the increase in the percentage for the employee premium and the spousal surcharge, and there was consensus from Council to adopt those in addition to the CDPH plan and the design changes in regards to deductible, out of pocket max, script copays, and ER copays. Mayor Bacon discussed the life insurance premiums paid on behalf of retirees and said that should be discussed and explored further.

Review of the October 3, 2016 Mayor and Council Agenda

The first item reviewed was for the retroactive adoption of a SPLOST budget for FY16. Finance Director Kristin Robinson said that in June 2015 when Council adopted the budget for FY16, there was no itemized budget included for the 2016 SPLOST. She said that needed to be in the FY16 budget. Councilmember Ron Fennel said there was a projected revenue number in the budget, but not a

formalized budget. Ms. Robinson said this was not anyone's fault, as it was not included in the budget info given to Council to approve. She said that she and Budget Officer Jered Sigmon were aware of this, but knew it would be better to wait until final costs were in for the 2016 SPLOST so Council could adopt the whole budget at once, instead of adopting it once and then amending it. She handed Council some backup documentation and said this was simply a "house-keeping" item. Councilmember Ron Fennel said that the Finance Committee wanted to work towards meeting quarterly and give Council an update each quarter regarding trajectory and projections. Ms. Kristin Robinson said they were closing the books on FY16 and the auditors would come October 10th.

Chief David Lee spoke to the next item, a GCIC agreement with Hiram, similar to the one the City already has with Powder Springs. He said they would be taking over their entire GCIC operation, bringing in \$30K a year in revenue. He said it was a good deal for them and for the City. The next item he spoke on was for the purchase of an equipped Ford Explorer for Deputy Chief Harvey. He said the funds for this were coming out of asset forfeiture and no tax dollars were being spent on it. He also mentioned the new schedule for the records clerk positions, which would allow the records department to be staffed 5 days a week, 24/7. The next purchase under formal business was for 6 equipped Ford explorers, which were budgeted in CIP. They are replacing 6 vehicles going to surplus. Councilmember Andrea Blustein asked who the vehicles would be going to, and Chief Lee said they would be for uniformed patrol, and they were doing away with the Taurus model because it is too small, especially when training with all the equipment, computers, in car cameras, printers, etc. He said there are also studies that show SUVs last longer and their resale is higher.

Other Business

Councilmember Doug Stoner thanked everyone who came to the GDOT tour and meeting. He said after the meeting the Commissioner and his staff expressed interest in doing a joint transit study in Smyrna. He said Croy did an excellent job with their presentation, and the GDOT staff was impressed with the City.

Councilmember Ron Fennel said he was hosting a town hall meeting on Tuesday evening for the 70 townhome Camp Highland subdivision proposal, and it would be held at Brawner Hall. He also announced the SBA meeting next Thursday, with special guest Michael Alexander, Research Division Chief from the ARC. He will be speaking on demographics as they relate to this region. He also reminded Council of the next CMA meeting in Powder Springs on October 11th.

Adjournment

Mayor Bacon declared the meeting adjourned at 7:56pm.