

Mayor and Council

700 Doug Davis Drive
Hapeville, GA 30354

May 25, 2016

Agenda

6:00PM

1. Call To Order

2. Roll Call

Mayor Alan Hallman
Alderman at Large Ruth Barr
Councilman at Large Michael Randman
Councilman Ward I Joshua Powell
Councilman Ward II Diane Dimmick

3. Public Comments On Agenda Items

The public is encouraged to communicate their questions, concerns, and suggestions during Public Comments, however, State Statute prohibits the City Council from discussing an item that is not on the agenda. The Council does listen to your concerns and will have Staff follow-up on any questions you raise. Any and all comments should be addressed to the Governing Body, not to the general public and delivered in a civil manner in keeping with common courtesy and decorum.

4. Welcome

5. Public Hearing

5.I. TSPLOST

Background

The final draft of the proposed T-SPLOST list is attached for consideration. Staff is prepared to finalize the project list according to the directions of the Council.

We have advertised this discussion as a public hearing. The deadline for submission to Fulton

County is May 30, 2016. The City Manager requests a delegation of authority via Resolution 2016-07 to finalize the City submission in accordance with City Council discussions and various format changes and other details still being processed by Fulton County.

Public Comment
Staff Comment
Council Comment

Documents: [T SPLOST PROJECT LIST 5-17-2016.PDF](#)

6. New Business

6.I. Consideration And Action On Resolution 2016-07 TSPLOST

Background

This Resolution will authorize the City Manager to submit the priority list to Fulton County for inclusion in an intergovernmental agreement on behalf of the City of Hapeville. The list will be in the appropriate format with the priorities of Council by the

deadline of May 30th.

Documents: [RESOLUTION 2016-07 TSPLOST.DOC.PDF](#)

6.II. Consideration And Action To Accept The Renewal Of Health Benefits For Employees.

Background

The City Manager has met with our Health Insurance Broker Firm, MSI Benefits, and has completed negotiations with various health insurance providers for the new FY 16-17. The proposed increase in premium is 20% for \$1,360,624.44 (annual premium) which represents an increase of \$226,778.76 from last fiscal year. Staff recommends that Council authorizes Option B (see attached) which would renew our insurance with Kaiser Permanente at \$1,236,158. The City's annual budget cost would increase \$82,322. The remaining cost is the employee share.

Should you have any further questions, please feel free to contact the City Manager.

Documents: [BENEFIT PLAN REVIEW 2016 - COUNCIL 5-17-16 \(2\).PDF](#)

7. Executive Session (If Needed)

8. Appointment Of Fire Chief

9. Public Comments

At this time, the Chairperson opens the floor to comments from the audience. Comments should relate to a specific agenda item, not listed on the agenda for a Public Hearing, or to a concern within the jurisdiction of the City. Mayor and Council meetings serve the purpose of conducting city business and are not a forum for the unlimited expression of opinion. The Chairperson reserves the right to limit comments to matters germane to city business and may refer speakers to the City Manager or other staff for resolution.

10. Mayor And Council Comments

11. Adjourn

Public involvement and citizen engagement is welcome as Hapeville operates a very open, accessible and transparent government. We do however remind our attendees/residents that there are times allocated for public comments on the agenda. In order for council to conduct their necessary business at each meeting, we respectfully ask that side-bar conversations and comments be reserved for the appropriate time during the meeting. This will allow the City Council to conduct the business at hand and afford our meeting attendees ample time for comments at the appropriate time during the meeting.



HAPEVILLE T SPLOST PROJECT LIST

Tier I

1. **Silent Crossings**

Est. \$1,600,000

One of the biggest challenges for a City with a railroad located in its city limits is the blowing of the train whistle. One of the newest applications for reducing the noise from the train whistle is the Silent Crossings. The four quadrant gate system allows for no blowing of the train whistle and reduces the noise dramatically. Estimates for these systems can be up to \$400,000 per crossing depending on the circuitry required. The T-Splost funds could be used to install the Silent Crossings for Hapeville.

Tier II

2. **Sidewalks/Curb & Gutter**

Est. \$2,400,000

With over 24 miles of sidewalk in the City, sidewalk replacement has been funded primarily from CDBG, LCI and TE grant funds in the past 10 years. Several of the streets in Hapeville have the granite header curb that has settled over time and layers of paving have been added to reduce the curb height. With stormwater and soil & erosion being an important issue these days, all of our streets need to have proper curb & gutter. These funds would allow the City to replace areas that the curb height has been reduced over the years.

3. **Paving & Drainage**

Est. \$1,800,000

Life expectancy for an asphalt road is 15 to 20 years depending on several factors. The LARP and LMIG programs have been the main funding source for paving of roads in Hapeville for the last 15 years and we have paved over 30 streets since 2000 with these funds and with other federal grant funds. However, with 99 streets to maintain in our City Limits, these transportation funds would allow a significant amount of asphalt resurfacing and drainage improvements to take place and improve our road conditions.

Tier III

4. **Signage/Traffic Signals/Bicycle Lanes**

Est. \$600,000

With over 400 signs and 6 City owned traffic signals, there are not a lot of grant funds available for replacement and maintenance. The transportation funds would allow us to replace old street and traffic signs with the new high intensity sheathing and upgrade our current traffic signalization.

Total \$6,400,000

7% PE, Design, Etc.

\$6,848,000

SUMMARY

This list is composed of several potential projects and some rough cost estimates for these projects. Depending on what projects are selected for construction, each project will need to be *designed, planned and engineered*. Costs for these projects could also increase depending on possible acquisition of right of way, easements and possible environmental studies. Prioritization of these potential projects will be vital in the event the City will not be able to fund everything. All projects selected must be transportation related and current sidewalk, road and other city condition inventories will be used in the process of determining what gets improved.

RESOLUTION 2016-07

**A RESOLUTION OF SUPPORT FOR SUBMISSION OF A PRIORITY LIST
OF TRANSPORTATION RELATED PROJECTS FOR THE FULTON
COUNTY TRANSPORTATION SPECIAL PURPOSE LOCAL OPTION
SALES TAX**

WHEREAS, the City of Hapeville has developed a priority list for possible transportation related projects in Hapeville; and

WHEREAS, the City of Hapeville will submit this priority list to Fulton County for inclusion in a Final Project Master List that will be included in a Fulton County Intergovernmental Agreement; and

WHEREAS, the City Manager is authorized to submit this final list to Fulton County by May 30th, 2016; and

NOW, THEREFORE, BE IT RESOLVED that the Mayor and Council of the City of Hapeville fully endorse and support this priority list for submission to Fulton County.

RESOLVED THIS ___ DAY OF _____, 2016.

CITY OF HAPEVILLE, GEORGIA

Alan Hallman, Mayor

ATTEST:

Jennifer Elkins, City Clerk

APPROVED AS TO FORM:

Steve Fincher
Attorney for City of Hapeville

Benefit Renewal



City of Hapeville

2016-2017 Plan Year

Presented By: MSI Benefits Group, Inc.

May 17, 2016





Kaiser 2016 Medical Renewal – Option A



Current Plans - Renewal - SAME CONTRIBUTION %						
HMO			Multi-Choice			
Coverage	Current	Renewal	Current	Renewal	Current	Renewal
Employee	67	484.31	581.17	12	623.85	748.63
Employee + Spouse	14	968.60	1,162.34	6	1,247.69	1,497.25
Employee + Child(ren)	10	871.75	1,046.11	1	1,122.93	1,347.53
Employee + Family	15	1,452.91	1,743.51	1	1,871.55	2,245.88
Monthly Premium	106	76,520.32	91,824.90	20	17,966.82	21,560.47
Percent of Change			20.00%			20.00%
In-Network	Kaiser		Kaiser		PHCS	
Deductible (Individual / Family)	\$1,000 / \$ 2,000		\$1,000 / \$ 3,000		\$3,000 / \$ 6,000	
Coinsurance	90%		90%		80%	
PCP Copay	\$20		\$20		\$30	
Preventive Care	100%		100%		100%	
Specialist Copay	\$30		\$30		\$40	
ER Copay	\$200		\$200		\$200	
Urgent Copay	\$40		\$40		\$60	
Inpatient Surgery	10% after deductible		10% after deductible		20% after deductible	
Outpatient Surgery	10% after deductible		10% after deductible		20% after deductible	
Out-of-pocket (Individual / Family)	\$2,500 / \$5,000		\$2,500 / \$5,000		\$4,000 / \$8,000	
Includes Deductible						
Prescription	Tier 1 / Tier 2 / Tier 3		\$15 / \$25 / \$30 / \$40		\$20 / \$50 / \$75	
EMPLOYEES SEMI-MONTHLY DEDUCTIONS						
Coverage	Current	Renewal	Current	Renewal	Current	Renewal
Employee	56	0.00	0.00	6	25.73	30.88
Employee + Spouse	11	121.07	145.28	4	194.55	233.46
Employee + Child(ren)	10	96.86	116.23	1	160.78	192.94
Employee + Family	14	242.15	290.58	1	363.36	436.03
Monthly Premium	91	66,834.20	80,201.50	12	11,728.34	14,074.19
Annual Premium		802,010.40	962,418.00		140,740.08	168,890.28
Combined Monthly Net Cost		64,268.16	77,122.43			
Combined Annual Net Cost		771,217.92	925,469.21			
RETIREES MONTHLY DEDUCTIONS						
Retiree Only	11	0.00	0.00	6	51.46	61.75
Retiree + Spouse	3	242.14	290.57	2	389.10	466.92
Retiree + Child(ren)	0	193.72	232.46	0	321.56	385.87
Retiree + Family	1	484.30	581.16	0	726.72	872.06
Monthly Premium	15	9,686.12	11,623.40	8	6,238.48	7,486.28
Annual Premium		116,233.44	139,480.80		74,861.76	89,835.36
Combined Monthly Net Cost		13,626.92	16,352.46			
Combined Annual Net Cost		163,523.04	196,229.57			
COMBINED TOTALS (Employees + Retirees)						
		Current	Renewal			
Total Monthly Premium		94,487.14	113,385.37			
Total Annual Premium		1,133,845.68	1,360,624.44			
City Monthly Net Cost		77,895.08	93,474.90	Monthly Increase		15,579.82
City Annual Net Cost		934,740.96	1,121,698.78	Annual Increase		186,957.82
Percent of Change			20.00%			

- Kaiser renewal \$266,485 less than Aetna 2015 proposed renewal
- The total cost for medical is up 9.8% since 2013 (average increase of 3.27% per year)
- Option A – renew with same plans and keep same contribution percentage
- 20% increase (\$186,957)



Kaiser 2016 Medical Renewal – Option B



Change Both HMO and Multi-Choice Plans								
	HMO 9		HMO 19		Multi-Choice 12		Multi-Choice 20	
Coverage	Current		Alternate		Current		Alternate	
Employee	67	484.31	526.85	12	623.85	679.44		
Employee + Spouse	14	968.60	1,053.70	6	1,247.69	1,358.88		
Employee + Child(ren)	10	871.75	948.33	1	1,122.93	1,223.00		
Employee + Family	15	1,452.91	1,580.55	1	1,871.55	2,038.33		
Monthly Premium	106	76,520.32	83,242.30	20	17,966.82	19,567.89		
Percent of Change			8.78%			8.91%		
In-Network		Kaiser	Kaiser		Kaiser	PHCS	Kaiser	PHCS
Deductible (Individual / Family)		\$1,000 / \$2,000	\$2,000 / \$4,000		\$1,000 / \$3,000	\$3,000 / \$6,000	\$2,000 / \$4,000	\$3,000 / \$6,000
Coinsurance		90%	80%		90%	80%	80%	70%
PCP Copay		\$20	\$25		\$20	\$30	\$30	\$40
Preventive Care		100%	100%		100%	100%	100%	100%
Specialist Copay		\$30	\$40		\$30	\$40	\$40	\$50
ER Copay		\$200	\$250		\$200	\$200	\$200	\$200
Urgent Copay		\$40	\$50		\$40	\$60	\$60	\$80
Inpatient Surgery		10% after deductible	20% after deductible		10% after deductible	20% after deductible	20% after deductible	30% after deductible
Outpatient Surgery		10% after deductible	20% after deductible		10% after deductible	20% after deductible	20% after deductible	30% after deductible
Out-of-pocket (Individual / Family)		\$2,500 / \$5,000	\$4,500 / \$9,000		\$2,500 / \$5,000	\$4,000 / \$8,000	\$4,500 / \$9,000	\$6,000 / \$12,000
Includes Deductible								
Prescription								
Tier 1 / Tier 2 / Tier 3		\$15/\$25 / \$30/\$40	\$5/\$15 \$15/\$25 \$30/\$40		\$15 / \$30 / \$45	\$20 / \$50 / \$75	\$20 / \$40 / \$60	\$30 / \$60 / \$85
EMPLOYEES SEMI-MONTHLY DEDUCTIONS								
Coverage		Current	Alternate		Current	Alternate		
Employee	56	0.00	0.00	6	25.73	28.02		
Employee + Spouse	11	121.07	131.71	4	194.55	211.89		
Employee + Child(ren)	10	96.86	105.37	1	160.78	175.11		
Employee + Family	14	242.15	263.43	1	363.36	395.74		
Monthly Premium	91	66,834.20	72,705.30	12	11,728.34	12,773.49		
Annual Premium		802,010.40	872,463.60		140,740.08	153,281.88		
Combined Monthly Net Cost		64,268.16	69,924.74					
Combined Annual Net Cost		771,217.92	839,096.93					
RETIRES MONTHLY DEDUCTIONS								
Retiree Only	11	0.00	0.00	6	51.46	56.05		
Retiree + Spouse	3	242.14	263.43	2	389.10	423.78		
Retiree + Child(ren)	0	193.72	210.74	0	321.56	350.22		
Retiree + Family	1	484.30	526.85	0	726.72	791.48		
Monthly Premium	15	9,686.12	10,537.00	8	6,238.48	6,794.40		
Annual Premium		116,233.44	126,444.00		74,861.76	81,532.80		
Combined Monthly Net Cost		13,626.92	14,830.45					
Combined Annual Net Cost		163,523.04	177,965.42					
COMBINED TOTALS (Employees + Retirees)								
		Current	Alternate					
Total Monthly Premium		94,487.14	102,810.19					
Total Annual Premium		1,133,845.68	1,233,722.28					
City Monthly Net Cost		77,895.08	84,755.20			Monthly Increase	6,860.12	
City Annual Net Cost		934,740.96	1,017,062.35			Annual Increase	82,321.39	
Percent of Change			8.81%					

- Option B – change both the HMO and Multi-Choice Plan and keep City contributions the same

- 8.81% increase (\$82,321)



Kaiser 2016 Medical Renewal – Option C



Add 3rd Option as BASE Plan							
Coverage	HMO		Multi-Choice		HMO 27		
	Current	Renewal	Current	Renewal	3rd Plan		
Employee	67	484.31	581.17	12	623.85	748.63	505.97
Employee + Spouse	14	968.60	1,162.34	6	1,247.69	1,497.25	1,011.94
Employee + Child(ren)	10	871.75	1,046.11	1	1,122.93	1,347.53	910.75
Employee + Family	15	1,452.91	1,743.51	1	1,871.55	2,245.88	1,517.91
Monthly Premium	106	76,520.32	91,824.90	20	17,966.82	21,560.47	
Percent of Change			20.00%			20.00%	
In-Network	Kaiser		Kaiser	PHCS	Kaiser		
Deductible (Individual / Family)	\$1,000 / \$ 2,000		\$1,000 / \$ 3,000	\$3,000 / \$ 6,000	\$3,000 / \$ 6,000		
Coinsurance	90%		90%	80%	80%		
PCP Copay	\$20		\$20	\$30	\$30		
Preventive Care	100%		100%	100%	100%		
Specialist Copay	\$30		\$30	\$40	\$40		
ER Copay	\$200		\$200	\$200	\$200		
Urgent Copay	\$40		\$40	\$60	\$60		
Inpatient Surgery	10% after deductible		10% after deductible	20% after deductible	20% after deductible		
Outpatient Surgery	10% after deductible		10% after deductible	20% after deductible	20% after deductible		
Out-of-pocket (Individual / Family)	\$2,500 / \$5,000		\$2,500 / \$5,000	\$4,000 / \$8,000	\$5,500 / \$11,000		
Includes Deductible							
Prescription	Tier 1 / Tier 2 / Tier 3		\$15/\$25 / \$30/\$40	\$15 / \$30 / \$45	\$20 / \$50 / \$75	\$5/\$15 \$15/\$25 \$30/\$40	
EMPLOYEES SEMI-MONTHLY DEDUCTIONS							
Coverage	Current	Renewal	Current	Renewal	Alternate		
Employee	56	0.00	37.60	6	25.73	63.33	0.00
Employee + Spouse	11	121.07	196.27	4	194.55	284.30	121.07
Employee + Child(ren)	10	96.86	164.54	1	160.78	234.95	96.86
Employee + Family	14	242.15	354.95	1	363.36	530.99	242.15
Monthly Premium	91	66,834.20	80,201.50	12	11,728.34	14,074.19	
Annual Premium		802,010.40	962,418.00		140,740.08	168,890.28	
Combined Monthly Net Cost		64,268.16	67,950.90				
Combined Annual Net Cost		771,217.92	815,410.74				
RETIREES MONTHLY DEDUCTIONS							
Retiree Only	11	0.00	75.20	6	51.46	176.24	0.00
Retiree + Spouse	3	242.14	392.54	2	389.10	638.66	242.14
Retiree + Child(ren)	0	193.72	329.08	0	321.56	546.16	193.72
Retiree + Family	1	484.30	709.90	0	726.72	1,101.05	484.30
Monthly Premium	15	9,686.12	11,623.40	8	6,238.48	7,486.28	
Annual Premium		116,233.44	139,480.80		74,861.76	89,835.36	
Combined Monthly Net Cost		13,626.92	14,060.20				
Combined Annual Net Cost		163,523.04	168,722.40				
COMBINED TOTALS (Employees + Retirees)							
	Current	Renewal					
Total Monthly Premium	94,487.14	113,385.37					
Total Annual Premium	1,133,845.68	1,360,624.44					
City Monthly Net Cost	77,895.08	82,011.10	Monthly Increase	4,116.02			
City Annual Net Cost	934,740.96	984,133.14	Annual Increase	49,392.18			
Percent of Change			5.28%				

- Option C – add a new 3rd HMO plan and hold employee deductions
- Employee deductions on current HMO and Multi-Choice plan would increase
- Provides an option for employees to keep same plans
- 5.28% increase (\$49,392)
- Employees would choose from the BASE, MIDDLE or HIGH plan

Aetna – 26% over the renewal – no quote provided

BCBSGA – “declining to quote due to not being competitive”

Cigna – “we do not believe that we can offer a competitive proposal”

GMA – “unable to furnish a competitive quote”

Humana – 30% over current – not competitive

Kaiser would have considered rate relief if a competitive quote from another carrier had been on the table



FSA and HRA Administrator

FLORES AND ASSOCIATES - Current

FSA - **\$6.00** PPPM – **24** participants

HRA - **\$5.00** PPPM – **25** participants

Monthly Admin Total - **\$269.00**

Annual Admin Total - **\$3,228.00**

MEDCOM - Proposed

FSA - **\$4.50** PPPM – **24** participants

HRA - **\$3.80** PPPM – **25** participants

Monthly Admin Total - **\$203.00**

Annual Admin Total - **\$2,436.00**

Annual Savings - \$792

Recommend changing FSA/HRA Administrators to MedCom

PPPM – Per Participant Per Month



Summary

	<u>Annual Premium</u>	<u>Employee Cost</u>	<u>Net Annual Cost</u>	<u>Net % Increase</u>	<u>Annual Budget Difference</u>
MEDICAL					
Current	\$1,133,845	\$199,105	\$934,740		
Option A	\$1,360,624	\$238,926	\$1,121,698	20.00%	\$186,958
Option B	\$1,233,722	\$216,660	\$1,017,062	8.81%	\$82,322
Option C	\$1,360,624	\$376,491	\$984,133	5.28%	\$49,393
FSA and HRA Administrator					
Flores and Assoc. - Current	\$3,228	\$0	\$3,228		
MedCom - Proposed	\$2,436	\$0	\$2,436	-24.54%	-\$792
TOTALS					
Current	\$1,137,073	\$199,105	\$937,968		
Option A	\$1,363,060	\$238,926	\$1,124,134	19.85%	\$186,166
Option B	\$1,236,158	\$216,660	\$1,019,498	8.69%	\$81,530
Option C	\$1,363,060	\$376,491	\$986,569	5.18%	\$48,601

- Dental, Vision, Life and Disability do not renew until 2017 or later
- Please note that the total annual employee cost illustrated under “Option C” is assuming that all employees would remain on the same plan and not elect the new 3rd HMO option. This total would reduce with each employee that elects the new plan