

Mayor Moore stated that Council wanted both contracts with CLM and Advanced Disposal to be similar.

Councilmember Williams stated that Council approved exhibit B which makes both contracts similar.

This item was removed from the agenda.

III. AKNOWLEDGEMENTS AND PRESENTATIONS :

1. Consideration of proposal by Mike McCoy of BB&T for a new Liability and Workers Compensation Insurance Provider.

Jennifer Lunsford, Acting Human Resources Director, led this discussion and stated that the cost for Workers Compensation and Liability Insurance has peaked an all time high and she and the finance director have met and are trying to reduce some of these costs. She then introduced Mike McCoy of BB&T to provide the Council with a presentation.

Mr. McCoy addressed the Council and stated that the City currently does business with BB&T Bank. He added that BB&T is the sixth largest insurance agency in the country and have a lot of expertise in the insurance world. He further added that they really serve as risk management consultant or broker and they focus marketing, risk management, and claims management. Mr. McCoy presented the Mayor and Council with a premium summary and explained how the City could save money by contracting with BB&T.

Mayor Moore warned his colleagues that the premium is reviewed annually and some times the premiums rise after the first year.

Mr. McCoy stated that BB&T really wants to create a long-term relationship with the City and they would not do that.

Mayor Moore asked, with regard to Workers Compensation, if the City would be bound to the findings of the risk management survey and if the premium was directly tied to how much the City would adhere to the survey results.

Mr. McCoy replied, "Yes."

With regard to claims, Mr. McCoy provided the Mayor and Council with a brief presentation of BB&T's risk management program and cost savings for the City.

Mayor Moore asked if BB&T would give the City a preview of any finding so the City could compare what it would cost to reduce or mitigate the findings so that the City does not spend or losing the 16.1% savings trying to correct the findings.

Mr. McCoy stated that the only thing that is audited is the payroll and that is the way it is today with the current program. He added that claims have nothing to do with the premiums this year but it will for subsequent years. He added that payroll adjusts the premium up and down.

Mayor Moore asked Mrs. Lunsford where most of our claims come from.

Mrs. Lunsford responded, “the Jail.”

Councilmember Williams asked if BB&T has thought about community service give-backs.

Mr. McCoy stated that they are certainly open to looking at the opportunity.

This item was placed on the regular agenda.

2. Presentation by Strategic Benefit Solutions (SBS) regarding the Wellness Program for Union City Employees.

At this time Mrs. Lunsford introduced Dr. David Rearick of Strategic Benefit Solutions (SBS) to speak regarding the wellness program that the City offers to the employees. She added that she would like a commitment to present it to the employees.

Dr. Rearick stated that one of the things that they stress to their clients is a health control strategy. He added that this program is not through the insurance company, but by SBS and they pick-up the cost. He further added that they go out and contract with the appropriate investment vendors that offer these services; therefore, they do not want to implement it with clients unless they know that the clients are up for it. He stated that when it comes to improving the health status of the work force, this is a cultural change and is a two to three year process. He added that to be effective, it does not work unless the vision is coming from the top and unless he can get that kind of buy-in they will not implement this program because they know it will fail. Dr. Rearick stated that the idea is there are some activities that the City would have to engage in such as a wellness committee and a responsible point-of-contact. He added that SBS will put together the wellness agendas, meetings, form the committee and provide the program materials. He added that they have to have someone from the inside because no organization can change your culture from the outside; it has to be changed from the inside. He added he would expect that the City to have a wellness champion, a wellness committee and to run at least two internally run wellness activities throughout the year. Dr. Rearick stated that if the Mayor and Council like the idea, SBS would love to offer the program to the City.

Mayor Moore stated that he is in support of the concept, but he is not sure if the employees are internally motivated to do this.

Councilmember Williams stated that with the culture of today, health is paramount in every household and that is something that we have to get out to the staff because without them; the workforce is hindered. He added that he loves the concept and he has shared this with Mrs. Lunsford.

Mayor Moore stated that we should survey the employees to find out if this is something that they would utilize.

Councilmember Jackson asked Mrs. Lunsford if she had any idea how the employees felt about the program.

Mrs. Lunsford stated that she has talked to several employees and they are excited about the program and often ask her about blood drives.

Dr. Rearick stated that after completing the health assessment, each member will have access to private telephonic personalized coaching with a master level coach that can put a plan together for them.

Mayor Moore stated that he concurs with Councilmember Williams and this is a great thing to have, but he would like to have a total count of those that would be open to participation and then this Board would look at what level of mandatory participation we are willing to give in order to reduce our claims. He added that as a City, we need to make sure that we make this successful as opposed to an attempt.

This item was placed on the June agenda in order to survey the employees.

IV. NEW BUSINESS:

All matters listed on the Consent Agenda are considered routine by the Council and will be approved by one motion. No separate discussion will take place on these items. If discussion of any Consent Agenda item is desired, the item will be moved to the Regular Meeting Agenda for separate consideration.

1. Council to consider approval of request to apply for the 2009 FIRE Act Grant. (***Needs action tonight***)

Chief Ken Collins led this discussion and stated that this is the 2009 FIRE Act Grant that they have applied for every year since 2001 and they have been fortunate enough to get them. He added that this year he wants to apply for some of the things that he did not get last year. Chief Collins stated that last year he applied for four gas detectors and four RAD 57's and they received two of each. He added that they want to apply for the other two this year as well as additional hazardous material equipment. He further added that the total amount of the grant will be \$190,012.00 and the Federal share will be \$180,511.00 and the City's portion will be \$9,501.00.

Mayor Moore asked if Chief Collins had identified the matching dollars.

Chief Collins stated that the matching dollars will need to be put into the General Fund for next year. He added that the City would only need to pay this money if we received an award as they are very competitive. He further added that some people have applied every year and have yet to receive one. Chief Collins then requested approval of this item tonight because the deadline for this grant is the 20th of this month and he would be out of the office next week.

On motion of Councilmember Mealing seconded by Councilmember Williams and carried, the aforementioned request was unanimously approved.

2. Council to consider approval of request to outsource the City's payroll processing services and contract with BB&T Bank for these services not to exceed \$20,000.00 annually.

Finance Director Angela Hudson stated that she has been contemplating outsourcing payroll for some time. She added that her full-time employee retired in December of last year, but she is still working part-time to process payroll. Ms. Hudson stated that she met last year

with ADP, another payroll processing firm, and she was skeptical about their work. She added that she met with BB&T and they quoted her an annual fee based on 273 employees in the amount of \$18,226.00 but she is asking that it not exceed \$20,000.00 just in case anything comes up. Mr. Hudson stated that outsourcing is going to save the City a significant amount of money. She added that if she tried to hire a full-time with benefits to process payroll, it would cost approximately \$43,000.00. She further added that for the first year, she would still need a part-time person for a couple of days per week because she is already familiar with the payroll.

Mayor Moore asked Ms. Hudson how long she would need this person.

Ms. Hudson stated about six months.

Councilmember Mealing stated that six months is a long time. She added that BB&T is a professional institution and it should not take that long.

Councilmember Williams concurred that six months is too long.

Councilmember Mealing stated that she read that there would be a cost associated with employees requesting a paper check. She asked approximately how many employees receive a paper check.

Ms. Hudson replied that between 30 to 40 employees receive a paper check. She added that the purpose of outsourcing is to lower our payroll costs and if they have to deliver the checks to us, there will be a cost associated with it.

Councilmember Mealing stated that if she was an employee, she would not think that it would be fair to be charged to get a payroll check because she does not have a checking account.

Councilmember Mealing stated that a lot of seasoned employees in Public Works still receive paper checks.

Mayor Moore stated that he understands the attempt but most of those guys do not make great salaries and they may not be able to or wish to handle a checking account. He then recommended that the language be removed.

Councilmember Jones asked how long would the transfer of our information take to BB&T.

Ms. Hudson stated about 45 days.

Councilmember Jones then asked if we already know that our data would be able to transition.

Ms. Hudson stated that they are working on that now so she knows that piece is going to work.

Councilmember Jones stated that he wants to make sure that the systems are talking to each other.

Ms. Hudson stated that she also does not want to fill this position with another employee because the Finance Department has the capability to do things that they should not be able to do, such as creating ghost employees.

Mayor Moore stated that he supports it but he would like for this to be Beta tested with a small group before going live. He added that he would rather have a smaller population tested first before going live such as one department and if that goes well then we can go live with it.

Ms. Hudson stated that she will definitely test it before going live.

Councilmember Mealing stated that she would go along with three months for the transition period, but no longer than that.

Mayor Moore recommended proceeding with exploring additional information and bringing the item back in June for approval.

On motion of Councilmember Mealing seconded by Councilmember Williams and carried, the recommendation to explore the item and return in June was unanimously approved.

3. Council to consider a request for text amendment to Code of Ordinance Chapter 11, Article VIII Section 11-155 (c) to allow Land Architects licensed in the State of Georgia to stamp and sign stormwater management plans submitted by Bullard Land Planning, Inc.

City Planner Ann Lippmann stated that this is a request to amend Article VIII which is the Post-Development Stormwater Runoff ordinance. She added that this is the ordinance that deals with detention facilities, detention ponds, and retention ponds. She added that in 2004 we adopted the North Georgia Metropolitan Water Planning Districts' model ordinance which stated that the stormwater management shall be in accordance with the criteria established in this section and must be submitted with the stamp and signature of a Professional Engineer (PE) licensed in the state of Georgia. She stated that Bullard Land Planning is an architecture firm and their request is to allow a registered PE or a landscape architect licensed in the state of Georgia to stamp the stormwater management plan. Ms. Lippmann concluded that the North Georgia Metropolitan Water Planning District did update their model ordinance in 2006 and it does reference a landscape architect and allows them to prepare parts of the plan; however, sections c, d, e and shall be prepared under the direct supervisory control of a registered PE who shall sign and seal his work. She then recommended amending the ordinance to the updated North Georgia Metropolitan Water Planning District model ordinance language.

Mayor Moore asked if this was advertised.

Ms. Lippmann stated that she spoke with the city attorney and this item does not need to be advertised.

Mayor Moore stated that he was not comfortable with a landscape architect overseeing stormwater management, but he was willing to listen.

Bobby Bullard of Bullard Land Planning, Inc. addressed the Council and gave a brief presentation regarding the qualifications and education that a landscape architect must obtain. He then expressed upon the Council that his firm is competent and capable of designing stormwater management. Mr. Bullard stated that Gwinnett County has changed their stormwater regulations along with, City of Snellville, City of Loganville, Henry County, Clayton County and Cobb County. He added that in every county that he has worked in, he has had no problem getting their seal of approval. He further added that his

company considers themselves to be experts on stormwater management. He concluded that landscape architects goes through years and years of site planning and learn how to work with the land to get the most economical layout of the land and protect the environment.

Mayor Moore recommended tabling this item for 30 days.

On motion of Councilmember Jones seconded by Councilmember Mealing and carried, the recommendation to table the item for 30 days was unanimously approved.

4. Council to consider request for approval of a resolution to allow bond proceeds to repair a fire station roof.

Mr. Stough led this discussion and stated that Chief Collins came to them and asked what could be done about possibly using funds from the 2006 bond issue that was issued for the construction of Fire Station #3. He added that he wanted to see what could be done to possibly use some of those funds to repair the roof on one of the other fire stations in the City. Mr. Stough stated that he spoke with the Bond Council and their instructions were to pass a resolution and that resolution would authorize a certain amount of funds to be used for the roof and it would also specify that the Council would determine that a portion of the bond funds would remain after the purpose. He added that he does not have an exact number at this time but he has an estimate of approximately \$25,000.00 and Chief Collins would have more information.

Chief Collins stated that when the roof was originally put on Fire Station #1, it was donated. He added that they have had the roof repaired several times by the people who installed it, but eventually they went out of business. He further added that the problem is that the initial installer, who installed it for free, did not install it properly and because it was installed for free; he does not have a lot of ramifications. Chief Collins stated that he wants to take some monies from the 2006 General Obligation (GO) Bond to repair the roof. He stated that the last proposal that he received for the roof was for \$25,000.00 and because of the hail storm damage he has not been able to get anyone out to give him another estimate yet, but he must get a resolution from the Council to proceed.

Councilmember Mealing recommended that the resolution state that the roof repairs should not exceed \$25,000.00.

Mr. Stough stated that after the resolution has been passed, notice of the resolution must be published in the local organ 10 days prior to the expenditure of the funds. He added that Council can pass it now with a cap, like Councilmember Mealing suggested, or wait until we get additional estimates.

On motion of Councilmember Mealing seconded by Councilmember Williams and carried, the aforementioned recommendation to pass the resolution to repair the roof on Fire Station #1 not to exceed \$25,000.00 was unanimously approved.

5. Council to consider approval of request to demolish residential structures located at 5664 Lakeside Drive, 6380 Church Street and 5129 Cotter Drive.

This item was removed from the agenda.

Polly Miller of Code Enforcement led this discussion and stated that Code Enforcement has identified three more dilapidated structures and the building inspector has completed the inspections, notice has served and she is requesting that the Council determine whether to demolish or board up these structures.

This item was added to the regular agenda as a public hearing.

V. RECOMMENDATIONS FROM THE PLANNING COMMISSION:

VI. OTHER BUSINESS:

Executive Session Item

On motion of Councilmember Williams seconded by Councilmember Mealing and carried, Council entered into Executive Session to discuss a personnel matter.

On motion of Councilmember Mealing seconded by Councilmember Jackson and carried, Council reconvened to Regular Session.

On motion of Councilmember Jones seconded by Councilmember Williams and carried, the request to amend the City Administrator's contract was unanimously approved.

VII. REPORTS & ANNOUNCEMENTS:

VIII. ADJOURNMENT:

On motion of Councilmember Mealing seconded by Councilmember Jones and carried, the meeting adjourned.