

Agenda
Regular Work Session of the Mayor and Council
City of Chattahoochee Hills, Georgia
November 1, 2019/1:00 p.m.

Discussion Items

1. Council Meeting Agenda Review – Robbie Rokovitz
2. TSPLOST Paving Update – Robbie Rokovitz/Darold Wendlandt
3. Bulky Trash Day – Robbie Rokovitz
4. Healthcare Renewal – Robbie Rokovitz
5. Mansion parties – Tom Reed

Mayor and Council Reports and Comments

Executive Session

1. To discuss real estate matters.



6505 Rico Road Chattahoochee Hills, Georgia 30268

MAYOR
Tom Reed

CITY COUNCIL
James Stephens
Richard Schmidt
Claire Williams
Alan Merrill
Don Hayes

CITY MANAGER
Robert T. Rokovitz

www.chatthillsga.us
(770) 463-8881
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TO: Mayor and Council
CC: Dana Wicher
Rick Lindsey
DATE: October 29, 2019 for November 1st, 2019 Council Work Session
RE: Paving Projects Status

Staff Recommendation

Staff recommends seeking bids to level, top tack, and stripe Rico Rd, Cochran Mill Road and Rivertown Road to include traffic control, shoulders, and grassing in order to complete the previous TSPLOST patching project on these three roadways.

Background

The most recent TSPLOST project consisted on the patching of three roadways; Rico Road from South Fulton Parkway to Hutcheson Ferry Road, Cochran Mill Road, and a portion of Rivertown Road. The recommendation from the engineer was to do some patching on roadways to prolong the structural integrity since there were not enough funds to add leveling, paving, and striping.

Since the completion of this most recent TSPLOST project there has been understandably complaints about the aesthetics of these roadways up to and including the lack of visible striping for the centerlines and shoulders. While the most obvious solution would be to just add a layer of sealants of light pavement to address the aesthetics and discoloration of the road from the patching, this is not something that can or should be done according to our engineer. Just a topping without leveling and pavement will allow water to gain access to the recently patched areas that will inevitably deteriorate the surface as a faster pace.

Discussion

So here is what we are looking at: If we take the Wilkerson Mill bid (2.5 miles) from past year and subtract the patching, we have \$481,000 balance on low bid. Rico Road being 3.5 miles means we multiply by 1.4 to get an estimated cost of \$675,000 +/- . That includes traffic control, levelling, topping, tack, striping, shoulders, grassing and RPM's. Assume a price increase of 3% puts us in the \$700,000 range if we were to put in on the street today. The 2 mile section of Cochran Mill could be paved in similar fashion for approximately \$385,000. Assuming some additional patching would be required by the time we let this project, we should anticipate budgeting \$425,000 to complete. So the estimate to do Rico Road and Cochran Mill Road is **\$1,125,000**.

Fiscal Impact



We generate about \$40,000 month from TSPLOST revenue. Thus, it would take us about 18 months to generate enough funds just to do Rico. That does not include Rivertown and Cochran Mill Roads. We have budgeted \$110,102 in LMIG funds. With our required match of \$33,036, that brings us to \$143,132. That is still not anywhere close to what we need. If we add the \$502,908 we finally received for the last three years of the Conservation Fund Grant, we will have \$646,040 in available funding. That is closing in on how much we need for Rico Road, but that that does not include Cochran Mill Road and Rivertown Road. Even though we have only generated revenue for the last four months of the fiscal year, we did budget \$675,000 for Roads Capital. We can use all or a portion of those budgeted funds to add Cochran Mill Road and Rivertown Road. We do have to remember that Rivertown Road patching was not completed with the TSPLOST project as we ran out of funding and are down to \$0.00 in the TSPLOST Fund now.

Funding Source	Projected Revenue
LMIG Funds	\$143,132
Conservation Funds	\$502,908
Roads Capital	\$675,000
Total:	\$1,321,040

Alternatives

1. Wait until more TSPLOST Funds are generated and additional revenues are generated in the FY2020 Budget to initiate a bid; or
2. Do striping only on the affected roadways using LMIG and Capital Funds and postpone any paving; or
3. Use LMIG funds to complete patching on Rivertown Road and continue to hold off on any paving or striping;
4. Any combination of the above based on Engineer and City Council input.

Concurrences

I would suggest/recommend that whatever decision is made, we need to allow the TSPLOST fund to accumulate more revenue for two reasons: (1) it will take at least 18 months to build enough revenue to do anything significant and (2) the SPLOST renewal Referendum will be on the November 2021 ballot. We need to make sure that we use our TSPLOST dollars in a very prudent manner in advance of this referendum.

Attachments

None

**Bulky Trash Amnesty Day
Pricing Comparison**

30 Yard Roll Off Container	Pollard Contruction	Republic Services
Haul Charge	\$ -	\$ 201.00
Disposal Charge (4 tons)	\$ -	\$ 180.00
Disposal Charge (6 tons)	\$ 425.00	\$ -
Fuel/Environmental Recovery Fees	\$ -	\$ 125.06
Admin Fee	\$ -	\$ 5.95
Delivery Charge	\$ -	\$ 209.50
Discount	\$ -	\$ (49.50)
Fuel/Environmental Recovery Fees	\$ -	\$ 51.71
	\$ 425.00	\$ 723.72



When: Saturday, November _____

Where: Fire Station #51

6615 Rico Road, Chattahoochee Hills, GA 30268

Chattahoochee Hills Residents are advised that Items such as:

sofas, chairs, tables, desks, mattresses, refrigerators*, washers, dryers, hot water heaters, stoves, lawnmowers*, etc. are considered bulk trash

* Refrigerators must have Freon removed prior to disposal.

*Lawnmowers must have gasoline and oil removed prior to disposal

ITEMS NOT PERMITTED FOR DISPOSAL

- Propane Tanks
- Branches/Tree trimmings
 - Sod
 - Rocks
- Flammable Materials
 - Oil
 - Dirt
- Construction Debris
- Concrete
- Coals
- Remodeling Debris
 - Hot Ashes
 - Paint
- Demolition Debris
 - Tires
 - Batteries

For more information, call 770-463-8881



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TO: Mayor and Council
CC: Dana Wicher
Rick Lindsey
DATE: October 23, 2019 for November 1st, 2019 Council Work Session
RE: Healthcare Renewal for Open Enrollment

Staff Recommendation

Staff recommends changing our healthcare provider from the Georgia Municipal Association with Anthem as the provider to Relations™ with Todd Bryant as broker and Anthem Smart Plan as the provider to improve benefits and cut costs. This also includes a change in Dental from Delta Dental to The Standard and Life Insurance Coverage.

Background

The City of Chattahoochee Hills, to my knowledge, has been using the same healthcare insurance provider since incorporating in 2007. This has been through the GMA's pooled insurance program I which exposure by a number of cities is taken into consideration by underwriters when determining policy rates. While the rates have been consistent with national trends, best practices dictate to explore options from time to time.

Discussion

Back in August, I began exploring options with other brokers as well as seeking other options from our current provider. This required an updated employee census and even an exposure survey in which employees had to complete a health questionnaire. The result of this process was some rate proposals from three different providers. One provider contacted me and opted out of the proposal process. That left GMA and Relations™ as the options. Each option came with better rates as well as higher deductibles. Upon analysis and comparison, Relations™ came forward with the best rates and deductibles that (a) provided a reduction in cost to the City's budget, (b) provided additional benefits such as Short Term Disability, Long Term Disability and Line of Duty Life Insurance benefit, and (c) allows us to reduce the payroll deductions to some degree for employees.

The following charts break down the comparisons between GMA and Relations™. You will notice that the deductible for employees will be higher in order to get better rates for the City. However, I am recommending that we implement a HRA (Health Reimbursement Arrangement) to offset this fiscal exposure to employees. This HRA will be a pre-funded plan in which the City will cover the first \$1,000 of the deductible if needed. It is rare that more than 10% would ever require this match. However, are setting aside \$10,000 of the savings for this and \$1,500 for HRA administration. These expenses are illustrated in the fiscal impact portion of this report.



	GA Municipal Association (Current)		Anthem BCBS (SMART Plan)	
Individual Deductible	150		1,500	
Family Deductible	450		3,000	
Coinsurance	80%		100%	
Individual OOPM	2,150		3,000	
Family OOPM	4,300		6,000	
Primary Care Physician OV	25		30	
Specialist OV	35		60	
Hospital - Inpatient/Outpatient	80% After Deductible		100% After Deductible	
Hospital - Outpatient Lab and X-ray	80% After Deductible		100% After Deductible	
Urgent Care	60		75	
Emergency Room	150		300	
Prescriptions Copays (30 Day)	10 / 35 / 60		5 (1a) / 20 (1b) / 45 / 80	
Mail Order (90 Day)	20 / 70 / 120		13 (1a) / 50 (1b) / 135 / 240	
Specialty Pharmacy	N/A		20%	
Rates	Current	Renewal	Anthem Proposed	
Employee Only	5	644.00	663.00	554.29
Employee + Spouse	4	1,288.00	1,326.00	1,108.58
Employee + Child(ren)	8	1,224.00	1,260.00	1,025.43
Family	5	1,932.00	1,990.00	1,579.72
Annual Premium	22	333,888	343,788	279,694
Total Change (\$/%)	10,068 / 3%		-54,733 / -16%	
Rate Guarantee	Until 1/1/21		Until 4/1/21	

	GMA (Current) Delta Dental		The Standard
Deductible (Calendar Year)	50 / 150		50 / 150
Individual/Family	1,500		1,500
Plan Maximum	100%, No Deductible		100%, No Deductible
Preventive	Three per 12 months		Three per 12 months
Oral Exam and Cleanings	Two per 12 months		Two per 12 months
Routine Bitewings	Two per 12 months through age 18		Two per 12 months through age 18
Fluoride	One per 36 months through age 18		One per 36 months through age 18
Sealant	80% After Deductible		80% After Deductible
Basic	Covered		Covered
Fillings	Covered		Covered
Oral Surgery	Covered		Covered
Endodontics	Covered		Covered
Periodontal Maintenance	Covered		Covered
Major	50% After Deductible		50% After Deductible
Bridges and Dentures	Covered		Covered
Inlays/Onlays/Crowns	Covered		Covered
Implants	Covered		Covered
Orthodontia (Children Only)	1,000 Lifetime		1,000 Lifetime
Out-of-Network Basis	MAC		90th UCR
Rates	Current		Alternate
Employee Only	5	25.00	32.74
Employee + Spouse	4	76.00	66.81
Employee + Child(ren)	8	76.00	89.40
Family	5	76.00	123.47
Total Annual Cost	17,004		21,162
Rate Guarantee	-		1/1/2021

	Standard	Standard
EE Life Benefit	50,000	2X Annual Earnings Up to 250,000
EE AD&D Benefit	50,000	Matches Life Benefit
Line of Duty	50,000	Matches Life Benefit
Accelerated Benefit	75% of Basic Life	75% of Basic Life
Waiver of Premium	Included if Disabled Prior to Age 60 Ends at Age 65	Included if Disabled Prior to Age 60 Ends at Age 65
Portability	Included	Included
Conversion	Included	Included
Seatbelt Benefit	10,000	10,000
Airbag Benefit	5,000	5,000
Common Carrier Benefit	Included	Included
Age Reduction Schedule	35% at Age 65, 50% at Age 70, 65% at Age 75	35% at Age 65, 50% at Age 70, 65% at Age 75
Volume	1,200,000	2,157,000
EE Life Rate	0.224	0.250
EE AD&D Rate	0.032	0.032
Total Rate	0.256	0.282
EE Count	24	24
Total Annual Premium	3,686	7,299
Rate Guarantee	Until 1/1/23	Until 1/1/23

Short Term Disability	The Standard
Benefits	
Benefit Percentage	60%
Maximum / Minimum Benefit	1,500 / 15 per week
Coverage Type	Non-Occupational
Elimination Period	14 Days - Accident and Sickness
Benefit Duration	Maximum of 90 Days
Pre-Ex Definition	No
Definition of Earnings	Base Salary, Excludes Commission, OT and Bonuses
Portability	Not Included
Employer Contribution	100%
Age	Rate / 10 of Benefit
Volume	12,601
Rate / 100 of Payroll	0.23
Annual Premium	3,478
Rate Guarantee	Until 1/1/23

Long Term Disability	The Standard
Benefits	
Benefit Percentage	60%
Maximum / Minimum Benefit	6,000 / 100 per month
Definition of Disability	2 year Own Occupation
Elimination Period	90 days
Benefit Duration	SSNRA
Pre-existing Exclusion	3/12
Definition of Earnings	Base Salary, Excludes Commission, OT and Bonuses
Substance Abuse/Mental Disorder	24 months
Volume	89,275
Rate / 100 of Payroll	0.577
Annual Premium	6,181
Rate Guarantee	Until 1/1/23

Fiscal Impact

	Current ER Cost	Proposed ER Cost	City Impact	Current EE Cost	Proposed EE Cost	Employee Impact
<i>Medical</i>	\$ 280,922	\$ 241,604	\$ (39,318)	\$ 57,916	\$ 38,090	\$ (19,826)
<i>Dental</i>	\$ -	\$ 11,932	\$ 11,932	\$ -	\$ 9,230	\$ 9,230
<i>Life</i>	\$ 15,457	\$ 7,299	\$ (8,158)	\$ -	\$ -	\$ -
<i>STD</i>	\$ -	\$ 3,478	\$ 3,478	\$ -	\$ -	\$ -
<i>LTD</i>	\$ -	\$ 6,181	\$ 6,181	\$ -	\$ -	\$ -
<i>HRA Fund</i>	\$ -	\$ 10,000	\$ 10,000	\$ -	\$ -	\$ -
<i>HRA Admin</i>	\$ -	\$ 1,500	\$ 1,500	\$ -	\$ -	\$ -
	\$ 296,379	\$ 281,994	\$ (14,385)	\$ 57,916	\$ 47,320	\$ (10,596)

2020 Medical Contribution Analysis										
Plan Name	Tier	Count	Monthly Premium	Employer Monthly Cost	Employee Monthly Cost	EE Per Pay Cost (26)	Premium Split		Employer Annual Cost	Employee Annual Cost
							ER %	EE %		
SMART	Employee Only	5	554.29	521.79	32.50	15.00	94%	6%	31,307	1,950
	Employee + Spouse	4	1,108.58	978.58	130.00	60.00	88%	12%	46,972	6,240
	Employee + Child(ren)	8	1,025.43	917.10	108.33	50.00	89%	11%	88,041	10,400
	Family	5	1,579.72	1,254.72	325.00	150.00	79%	21%	75,283	19,500
Grand Total		22							241,604	38,090
									Total Annual Cost	279,694

2020 Dental Contribution Analysis										
Plan Name	Tier	Count	Monthly Premium	Employer Monthly Cost	Employee Monthly Cost	EE Per Pay Cost (26)	Premium Split		Employer Annual Cost	Employee Annual Cost
							ER %	EE %		
Dental	Employee Only	5	32.74	21.91	10.83	5.00	67%	33%	1,314	650
	Employee + Spouse	4	66.81	34.31	32.50	15.00	51%	49%	1,647	1,560
	Employee + Child(ren)	8	89.40	56.90	32.50	15.00	64%	36%	5,462	3,120
	Family	5	123.47	58.47	65.00	30.00	47%	53%	3,508	3,900
Grand Total		22							11,932	9,230
									Total Annual Cost	21,162

Employee Paycheck Modeling		Current Per Pay Deduction	Proposed Per Pay Deduction	\$ Change	% Change
Medical + Dental	Employee Only	20.00	20.00	0.00	0.0%
	Employee + Spouse	86.46	75.00	-11.46	-13.3%
	Employee + Child(ren)	68.00	65.00	-3.00	-4.4%
	Employee + Family	247.54	180.00	-67.54	-27.3%

Alternatives

1. Remain with the current plan with GMA which is a 3% increase; or
2. Choose the GMA POS 80/60 Plan which exceeds budgeted amount for FY2020; or
3. Make modifications to the recommendation by removing some benefits and associated costs.

Concurrences

The City Manager concurs with the recommendation provided by the healthcare broker.

Attachments

None