

COUNCIL PRESENT: Bruner, Dunagan, Wangemann, Hamrick
COUNCIL ABSENT: Figueras
STAFF PRESENT: Padgett, Sheppard, Palmour, Jordan

Mayor Bruner called the meeting to order.

COMMUNICATION AND TOURISM ISSUE:

Discussion of First Friday Night Activities

Main Street Manager Angela Thompson stated the downtown restaurants requested the continuance of the First Night Event. A resolution had been prepared allowing the downtown area to celebrate the first Friday of each month in the Historic Commercial District beginning November 2011 with the last event occurring in September 2012 (from 5:00 PM to 10:00 PM). If approved, this would not be a City hosted event. She requested direction from the Council.

Police Chief Brian Kelly stated the Police Department manned the previous events and did not have any significant problems. There was an expectation for the business owners to assist with monitoring activity. The area will be smaller than what was hosted by the City which will allow easier control. The Police Department will provide extra patrol on these dates and during the event times. Conditions for these events were provided within an attachment to the proposed resolution. Section 9 addressed the impact to the City's budget.

Council Member Hamrick stated he attended one event and noticed none of the retail businesses were open. He asked about extremely cold days typical during the months of January and February and whether there would be entertainment? Chief Kelly stated a Special Event Permit must be requested to allow a band. The proposed resolution relaxes the alcoholic beverage license ordinance to some extent.

Council Member Dunagan felt it was a good idea and thought there should be an opportunity to see if this would work. He felt Section 9 of the conditions was in order.

Council Member Wangemann asked if there were any arrests associated with this event. Chief Kelly stated the department was not able to identify any criminal activity specifically related to this event.

Placed on the October 18, 2011 Council Meeting Consent Agenda

PARKS AND RECREATION ISSUE:

Extension and Renewal of Intergovernmental Agreement for Allen Creek Soccer Complex

Parks and Recreation Agency Director Melvin Cooper presented a resolution to amend the Intergovernmental Agreement for Allen Creek Soccer Complex originally executed in 1991. He recommended continuing the agreement as originally presented. The resolution had already been approved by Hall County. The County will have management control.

Council Member Hamrick asked if there had been any discussion of an Intergovernmental Agreement for the Olympic Venue site. City Manager Kip Padgett stated there had been discussion and Hall County was considering this matter.

Council Member Hamrick commented on an email for the Believer's Band (a community band) who wants to use the band as a revenue generator for the venue site. Parks and Recreation Agency Director Melvin Cooper stated it was under the clubs authority to lease the facility for that purpose if so desired.

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RETIREMENT PLAN A ISSUES:

Business Resolution: Retirement Plan A Document Revision Amending Article VI Section 6.01

Retirement Plan A Board Chairman Tim Collins stated this resolution would allow a pop-up option to be selected at the point of retirement. The Board has been working with the actuarial firm and its attorney to allow this option in the event the spouse predeceases the retiree. The retiree's benefit would be reduced to allow the pop up benefit to 100% at a later date if applicable.

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Mr. Collins stated the Board had been working to update several items associated with the actuarial study. One change involved updating the mortality table.

Business Resolution: Retirement Plan A Document Revision Amending Article VIII Section 8.01(c)

Retirement Plan A Board Chairman Tim Collins stated this resolution addresses a housekeeping matter regarding organizational changes that have occurred in the City. He discussed the current structure and how the changes related to the Retirement Board. He stated the proposed change gives the Board the ability to choose who serves in one of the Ex-Officio positions.

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PUBLIC UTILITIES ISSUES:

Project Resolution: Water Distribution System Storage Tanks Maintenance Program Award of Contract

Civil Engineer Matt Henderson stated the City owns and operates seven water storage tanks. In the past, the tanks have been maintained separately. There is a desire to transition responsibility for all tanks to one contractor. The plan involved four tanks being painted in the first two years of the contract and for all tanks to be inspected for maintenance purposes. This contract will spread the cost over the contract period and will ultimately reduce the overall cost. The High Street tank will be in the first group to be painted. Utility Service Company, Inc. submitted the best overall proposal. Mr. Henderson recommended awarding the contract to them at a cost of \$622,696. The resolution also authorized contingency, staff salaries, legal services and other project related cost limiting the total expenditure to \$699,965.60 which is for the first two year term of the twelve year contract (renewal for five consecutive two-year terms) if authorized by the Council.

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Project Resolution: Telemetry System Improvements

Civil Engineer Matt Tarver presented the resolution indicating this project normally occurs every ten years. It has been 13 years since the last improvements. The department was authorized to begin design the work in June 2010. Proposals were received on August 16, 2011. The best proposal was submitted by M/R Systems, Inc. Mr. Tarver recommended awarding the contract to them at a cost of \$1,342,156. The resolution authorized a 10% contingency and the purchase of materials. M/R Systems was also asked to upgrade the instrumentation and control system hardware/software under a separate contract. The resolution limited the total expenditure to \$1,736,376.

Council Member Wangemann inquired about selection process after reviewing the scores.

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Project Resolution: Lakeside Water Treatment Plant Sodium Hypochlorite Generation System Project

Civil Engineer Myron Bennett stated this resolution authorized repairs. Research identified three different options. The recommendation moves forward with the most economical option at a cost of \$222,740. The

total expenditure was limited to \$250,000 which included contingency funds. Mr. Bennett closed by stating this was a very important piece of equipment that needs to be in good working condition at all times.

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COMMUNITY DEVELOPMENT ISSUES:

Project Resolution: Authorization to Accept Georgia Department of Transportation TE Funds – Midtown Trail

Special Projects Manager Jessica Tullar reported the receipt of \$400,000 from the Department of Transportation. The proposed resolution authorized acceptance of the funds and execution of required documents including a Memorandum of Understanding. This will allow the completion of the Midtown Greenway from Martin Luther King Jr. Boulevard to Industrial Boulevard and possibly some work at Parker Street.

City Manager Kip Padgett stated this work will create a pathway to the pedestrian bridge.

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CITY MANAGER'S ISSUES:

Resolution: FY2012 Emergency Management Performance Grant Acceptance

City Manager Kip Padgett presented a resolution that allowed the Fire Department to accept \$25,000 to purchase three outdoor warning sirens to be placed within the city limits. It also authorized a \$35,000 expenditure from general fund contingency which served as the required match.

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Joint Municipal Association (JMA)

City Manager Kip Padgett reminded Council of the October 24th JMA meeting in Clermont.

COUNCIL ISSUES:

Council Member Hamrick

1. Stated he would like to make a Personnel Board Appointment during the next Council Meeting.
2. Commented on the County disbanding the MANS Unit and expressed concern.

Council Member Dunagan

1. Commented on an insurance policy offered by the National League of Cities that the Public Utilities Department may want to research.
2. Stated the Northeast Georgia Seniors Golf Group took a survey in June and September. The Chattahoochee Golf Course scored 100%.

Council Member Wangemann

Commented on upcoming Community Cleanup opportunities.

CITY CLERK ISSUES:

Election Update

City Clerk Denise Jordan reported the special election for the House Representative 25 seat had been scheduled for November 8th which would include some city residents. The timing of the announcement

and qualification period was too late to place the candidates on the city ballot for those who were eligible to vote for this position. This prompted the Elections Office to keep this election separate from the city's election which meant city voters eligible to vote for this position would be required to visit their city and county precinct on Election Day. Ward 4 voters were the only city voters eligible to vote for the House Representative 25 seat. Early voters would be able to address the city and county election at one location.

Council requested a press release to share this information.

EXECUTIVE SESSION:

City Manager Kip Padgett requested an Executive Session to discuss real estate and personnel matters.

Motion to close the Work Session at 10:04 AM to enter an Executive Session to discuss real estate and personnel matters.

Motion made by Council Member Wangemann

Motion seconded by Council Member Dunagan

Council Members voting in favor of the motion were Bruner, Dunagan, Wangemann, Hamrick and Figueras.

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Motion to close the Executive Session at 10:20 AM to continue the Work Session.

Motion made by Council Member Dunagan

Motion seconded by Council Member Wangemann

Council Members voting in favor of the motion were Bruner, Dunagan, Wangemann, Hamrick and Figueras.

OTHER BUSINESS:

Mule Camp

Council Member Hamrick asked for provisions for handicap participants.

Employee Benefits

Chief Financial Services Officer Melody stated Human Resources was responsible for taking care of employees through the benefit package in a manner that was affordable for the City. Today's presentation addresses benefits excluding retirement. There had been an extensive study of retirement benefits a few years ago resulting in the continuation of the defined benefit plan with some changes. July 1, 2008 began a new tier for Retirement Plan A which lowered the benefit multiplier from 3% to 2.5%, added an age requirement and changed the early retirement reduction calculation. Since these changes, the actuarial reviews have been positive. Mrs. Marlowe stated the Retirement Plan is strong even though it is struggling with investments due to the current market.

Human Resources/Risk Manager Cindy Mallett used a power point presentation to supplement the discussion. Notable information:

- A Benefit survey was used to identify benchmarks. The entire benefit package was reviewed.

- There were recommended changes for
 - Tuition reimbursement
 - Military leave
 - Short term disability benefits
 - Wellness Initiatives
 - Employee Leave, i.e., combine multiple leave types into Paid Time Off (PTO)
 - Vacation Leave
 - Replaced by PTO
 - Balances will transfer hour for hour
 - Rollover from vacation to sick will be discontinued
 - Offer lower accrual rates and lower maximum balances for new hires
 - PTO accruals will transfer at first of year
 - Funeral Leave
 - Replaced by PTO
 - Sick Leave
 - Replaced to PTO
 - Rollovers to Sick Leave Reserve Bank will be discontinued
 - Sick leave balances can be traded for retirement credit
 - Used/Untraded sick leave balances will be subject to new guidelines
 - Sick Leave Reserve Bank balances must be transferred for retirement credit
 - All reserve bank hours will be transferred, maximum trade 1440 hours
 - Sick Leave trades must occur by January, 1, 2012
 - One time voluntary trade toward retirement credit
 - Hour for hour trade
 - Balances under 40 hours ineligible for trade
 - Trade options 100% or retain 40 hours and trade remainder
 - Leave Without Pay Changes
 - Not eligible if EE has an appropriate leave balance
 - Exceptions include workers compensation and military leave
 - May be available at Department Director discretion
 - Retiree Insurance Benefits
- Implementation Steps
 - Department Director Task Force Feedback
 - Written policy development
 - Legal review
 - Council approval
 - Employee notification

Council Member Dunagan felt the PTO Table was still rich for new hires. He felt an employee with less than one year of service should not accumulate time off. After some discussion, he agreed to allow a couple of days in the first year of service but did not agree with 1.5 weeks of leave for 1 year of service. He also suggested revisiting the retirement age criteria.

City Manager Kip Padgett suggested proceeding with legal review and to revisit the accruals and retirement age at a later date. He also suggested presenting this information at the November 15th Council Meeting and distributing information to the employees shortly thereafter.

Council concurred with moving forward with the recommended changes.

MANS Unit

Police Chief Brian Kelly provided a brief history of the Gang Task Force. Changes occurred resulting in the creation of the Safe Street Task Force. The personnel for the Safe Street Task Force was reduced by the federal government. The Police Department was working with the Sheriff's Office to determine how to handle the reductions. The MANS Unit no longer exist but the mission of the group remains the same. This change will offer more resources and intelligence information than seen in prior years.

Georgia Mountains Regional Commission (GMRC) Meeting

Council Member Dunagan stated he didn't agree with hosting a meeting for a group that receives funding from the City. He felt the GMRC needed to change their position on this in the future.

Council Member Wangemann stated he had secured a sponsor for the October 27th meeting.

ADJOURNMENT: 11:34 AM

/dj