

Minutes
Special Called Council Meeting
Monday, November 13, 2017
6:00 p.m.
Council Chambers

Members present were Mayor Dennis Raines, Council members Dale Black, Scott Crosby, Carol King, Taft Matney and Terry Merritt. Larry Goodson was not present.

1. Call to Order – Mayor Raines
2. New Business

- a . Consideration and action on playground equipment grant- The grant submission is due November 15th, so this the reason for the action tonight from council. Gametime is offering a grant to cover 50% of the cost of the playground equipment for two playgrounds at the cultural center. There is a 2-5 age group and a 5-12 age group playground. The equipment that was originally talked about for the older kids is revised to be a little more challenging. Recreation Director Joe Lanahan has done a lot of research in this equipment. The playgrounds will be showpieces. This equipment provides a lot of options for climbing and escape routes. This challenging piece of equipment will also allow a Mommy and Me program down the road where the parent can do weight bearing exercises at the same time the child is playing. The amount to be spent is more than was discussed in the Recreation Committee meeting, but Chairman Merritt believes this is well worth the extra cost.

We have \$60,000 in our capital and \$294,771 in the recreation funding. Chairman Merritt made a motion to approve acquiring the playground equipment via the Game Time grant for \$135,467 plus tax and freight from the current budget. The grant portion will be reimbursed to us at a later date in the amount of approximately \$67,733. Councilman Matney seconded the motion. Joe said this amount does not include the surface costs or installation. Chairman Merritt said once everything is put in at the cultural center, including the playgrounds, shelters, restrooms, it will probably be an expenditure of about \$500,000. The vote was unanimous (6-0).

Councilman Matney reported he will not be able to attend the entire meeting tonight because of a previous engagement, but if he was here, he would vote in support of the item that will be discussed in executive session.

- b. Health insurance presentation- Health insurance normally comes through the Finance Committee. The process has taken longer this year. We will have a rate increase this year, unlike the previous three years. Staff has worked to do everything we could to minimize the impact. Blue Choice came back with an upper 30% increase initially. We have negotiated back and forth with them. The City looked at the state health plan, Aetna did not bid, and we looked at Cigna. The report from last week revealed a 12% increase. Staff has gotten the percentage down to 10.5%. Trey thanked Scott and Mark for the work they did to work through this process. The rate increase does not include changing our plan design. Staff met with the City of Greer today regarding the partially self funded plan they have. We

might take that step in the future. Vision and dental are now self-funded. We will continue to cover our employees and will keep the dependent subsidy at the same percentages.

Scott Ogburn said the pharmacy network is the same, the health insurance network is the same. The benefit structure will be the same as well. Councilman Crosby said in 2014 we had some significant health care costs for an individual and that scenario could happen again. How does that fit into self funding? If we repeat that this year, would that impact the statement that we may look into self funded next year? Also, if we go self funded and then have a large claim, how does that impact our rates?

Trey said we had large claims this year as well. We would look at reinsurance and cap our outlay at say \$50,000 or \$75,000. It depends on the appetite for risk the Council has. Greer has been partially self funded for over 20 years and they have done well. Clemson started three years ago and they are seeing some benefits to being self funded as well. The premiums are less, but the city takes on more risk. Part of the data and information would be a comparison over a five to seven year period if we had been partially self funded versus fully insured. Scott Ogburn said you purchase reinsurance, which caps each claim at a certain dollar amount and then the reinsurance carrier picks up the rest. The City basically becomes the insurance company. The higher you put the reinsurance number, the lower the city's fixed costs.

Councilman Merritt said some of the costs are being transferred to the employees. Is that just in the private sector or is it happening in public sector as well. Scott said it is across the board. Councilman Merritt asked if we are going to start tracking the wellness program monthly to hold the employees more accountable, such as going to the sports center and participating in those programs.

Scott said our wellness program is not structured that way now, but staff met with Greer today and talked about their wellness program and Mauldin is going to make some changes to the wellness program based on what staff heard today. Trey said we are going to start a points program where the sports center is a component of it as well as lunch and learns, the health risk assessment, cancer screenings, etc. Employees are going to be more responsible for their health with this new program. Councilman Merritt said if you have skin in the game, you tend to show up more. Mark Putnam said we are also looking at adding spouses to the wellness program and requiring them to do things. This will probably be implemented in 2020.

Councilman Black asked if the program is being tracked where if people are not participating in the wellness program they are paying the \$50.00 a month fee. That needs to be part of the enrollment process. Mark said he and Trey have already discussed this and this will be done during the enrollment meeting. Trey said the nurse determines whether the employee is meeting their wellness requirements.

Councilman King said she would like to see comparisons of other plans that are out there and what our employees are getting. That will be part of Mark's presentation as well. The employees will be able to understand their benefits more.

Councilman Crosby said this is an excellent program and the employees need to know they could do a lot worse. Mark said he was a proponent of the state plan, but once he started looking at it, this plan is much better than what the state has. The employees have to understand what they have and how much it costs.

This is information only and will come forward to council on November 20th.

- c. Consideration and action on executive session pertaining to SC Code 30-4-70 (a) (2)- Discussion of negotiations incident to proposed contractual arrangements and proposed sale or purchase of property, the receipt of legal advice where the legal advice relates to a pending, threatened, or potential claim or other matters covered by the attorney-client privilege, settlement of legal claims, or the position of the public agency in other adversarial situations involving the assertion against the agency of a claim.- Development agreement

Councilman Merritt made a motion to go into executive session. Councilman Crosby seconded the motion and the vote was unanimous (6-0).

Mayor Raines reconvened the meeting. Councilman Merritt reported no action was taken and no votes were made during the executive session.

- d. Possible action on items discussed in executive session-

Consideration and action on ordinance regarding development agreement.

Councilman Merritt made a motion to approve the infrastructure reimbursement agreement on first reading. Councilman Black seconded the motion. The vote was unanimous (6-0).

- 3. Adjournment- Mayor Raines adjourned the meeting at 7:30 p.m.

Respectfully Submitted,

Cindy Miller

Municipal Clerk