

WORK SESSION

NOVEMBER 16, 2018

The City Council of the City of Athens met in a Work Session on Friday, November 16, 2018, 10:00 a.m. and immediately following convened in Special Session in the Council Chambers of the City Hall Annex, 501 N. Pinkerton St, with the following members present, to-wit:

Monte Montgomery, Mayor
Ed McCain, Mayor Pro-Tem
Aaron Smith
Robert Gross

Elizabeth Borstad, City Manager
Bonnie Hambrick, City Secretary

others present: Buddy Hill, Thanasis Kombos, Jennifer Robertson, Mandie Quigg, Michael Hannigan, Rich Flowers, Jeff Summers, Eugene Bentley, Beau Bentley, and Woody Ensign;

with the following member absent: Councilwoman Clay

constituting a quorum at which time the following proceedings were enacted, to-wit:

CALL TO ORDER

The meeting was called to order by Mayor Monte Montgomery.

Mayor Montgomery explained that the City Council will enter into Special Session.

ENTER INTO CITY COUNCIL SPECIAL SESSION

This City Council entered into Special Session.

DISCUSS CONSIDER AND TAKE ACTION, AS NECESSARY,
CONCERNING THE APPROVAL OF A RESOLUTION AUTHORIZING THE
CITY MANAGER TO ENTER INTO CONTRACTS FOR HEALTH
INSURANCE

Elizabeth Borstad, City Manager, explained it is time to select Health Insurance for employees.

Jennifer Robertson, Human Resources Director, explained in 2016 the City Council had chosen Bancorp South as the Agent of record. She stated Bancorp South has provided the renewal based on the current plan. She stated staff requested two (2) additional proposals from different brokers to be competitive. She stated two (2) agents responded; Creative Benefits and Customized Employee Benefits.

Ms. Robertson asked Jeff Summers, Vice President of Employee Benefits with Bancorp South to provide the history of what the year has looked like. Mr. Summers provided an overview of employee health and ancillary benefits, claims and premiums paid. He also presented plans for consideration.

Eugene Bentley, Representative of Customized Employee Benefits, provided background information.

Woody Ensign, Creative Benefits, provided background information.

There was discussion and questions being answered throughout the presentations regarding the plans for health insurance.

Councilmember Gross stated he favors the Blue Cross Blue Shield MTBCP709 option for employees.

A motion was made by Councilmember McCain, seconded by Councilmember Smith to approve Resolution authorizing the City Manager to enter into contracts for Health Insurance with BXS Insurance for base plan, buy up plan, city continues to pay dental and ancillary benefits.

The motion failed by the following vote: Ayes: Councilmember McCain and Councilmember Smith. Nays: Mayor Montgomery and Councilmember Gross.

The Mayor entertained a motion to enter into contracts with Customized Employee Benefits Plans for Health Insurance. No motion was made; item died due to the lack of a motion.

A motion was made by Councilmember Gross, seconded by Mayor Montgomery to approve a Resolution authorizing the City Manager to enter into contracts for Health Insurance with Creative Benefits

The motion failed by the following vote: Ayes: Mayor Montgomery and Councilmember Gross, Nays: Councilmember Smith and Councilmember McCain.

Councilmember McCain introduced a new motion.

A motion was made by Councilmember McCain, seconded by Councilmember Smith to allow BXS Insurance to continue as Agent of Record and providing services.

The motion failed by the following vote: Ayes: Councilmember McCain and Councilmember Smith, Nays: Mayor Montgomery, and Councilmember Gross.

After a lengthy discussion, the item will appear on the next City Council agenda.

DISCUSS POLICE RECRUITMENT AND RETENTION

Buddy Hill, Chief of Police, explained the police department currently has seven (7) vacancies. Chief Hill explained he is at the minimal staff levels and there is a possibility that he could lose three (3) more officers before the year ends.

Chief Hill presented a comparison of current entry-level police salaries and the current police step and grade scale.

Chief Hill stated an increase in the salary for entry-level officers could potential aid in the recruitment and retention of officers.

Chief Hill presented a proposed police step and grade pay scale.

Mayor Montgomery asked that Chief Hill include Henderson, Sulfur Springs and Jacksonville in the comparisons.

After discussion it was the consensus that the proposed Police Step and Grade Scale will appear on the next City Council agenda.

ADJOURN

The meeting was adjourned.

PASSED AND APPROVED THIS THE 26th DAY OF NOVEMBER, 2018.

Monte Montgomery, Mayor

ATTEST:

Bonnie Hambrick, City Secretary