



City of Fairburn
Mayor and Council Meeting- Zoom
February 22, 2021
7:00 pm

- I. The meeting was called to order at 7:00 pm by the Honorable Mayor Carr-Hurst.
- II. Roll Call was taken by City Clerk, Arika Birdsong-Miller with the following members present:

Mayor Elizabeth Carr-Hurst

The Honorable Mayor Pro-Tem Alex Heath
The Honorable Linda J. Davis
The Honorable Hattie Portis-Jones

The Honorable Pat Pallend
The Honorable Ulysses J. Smallwood
The Honorable James Whitmore

The attendance of Council constituted a quorum and the meeting proceeded.
City Attorney Randy Turner was also present.

- III. The invocation was led by Mayor Pro-Tem Heath.

- IV. Adoption of City Council Minutes:

Motion to Approve February 8, 2021, Council Meeting Minutes (Zoom) was made by Councilwoman Davis and the second was provided by Councilman Whitmore.

Vote: 6-0: Motion Carried.

Motion to Table February 8, 2021, Executive Session Minutes (Zoom) was made by Mayor Pro-Tem Heath and the second was provided by Councilman Smallwood.

Vote: 6-0: Motion Carried.

- V. Presentation:

1. Ms. Michelle Alexander, Director of Strategic Planning at The Collaborative Firm: LCI Downtown Master Plan Update. Ms. Alexander explained to Mayor and Council that the Master Plan public infrastructure investment is to stimulate development i.e., bike, pedestrian and transit-oriented infrastructure plus Creative Placemaking LCI Priority and housing strategy. Ms. Alexander provided a detailed break down of the City's project list and a status update on each project. She also stated in reference to Residential Building Permits that the residential development was slow during and following the 2007-2009 Great Recession but has come back as a leading growth sector in recent years. As for Commercial Real Estate considerations, Ms. Alexander explained that non-residential development has favored locations with easy access and visibility to I-85. The Study Area can define an experiential niche that adds to quality of life. In conclusion, Ms. Alexander went over the Fairburn LCI Downtown Master Plan Update poll that included over 80 participants. The results were that the top transportation concerns were congestion and sidewalks throughout Downtown Fairburn and that most people wanted to see pop-up arts/performances/installation in the area.

VI. Adoption of the Council Agenda:

Motion to Approve the Council Agenda was made by Councilman Smallwood and the second was provided by Councilman Whitmore.

Vote: 6-0: Motion Carried.

VII. Public Comment: There was no public comment.

VIII. Agenda Items

1. Human Resources

Ms. Karen Larkin

Group Health Insurance with United Healthcare. For Mayor and Council to Approve Group Health Insurance Contract. Ms. Larkin explained to Mayor and Council that the City moved the group healthcare benefit from Coventry to the current plan with United Healthcare in April 2015. The healthcare premiums are a combination of the total claims, cost of administration, premium taxes, Affordable Care Act (ACA) fees, and demographic data. Generally, these fixed costs run about 25% of premium. In addition, United Healthcare adds approximately 9% due to medical trend. The City's loss experience between the months of October 1, 2019 through September 30, 2020 shows a 94% loss ratio. When added to the fixed costs of 25% and trend of 9%, the combined loss ratio is 128%. Overall, since the City moved to United Healthcare in 2015, the City has paid approximately \$8.03 million in premiums and United Healthcare has paid approximately \$8.12 million in claims. The original United Healthcare underwriting formula called for a 16.8% premium increase. BKS-Partners negotiated this down to 8.2% after in-depth negotiations with United Healthcare's underwriters. This offer also includes continuation of United Healthcare's Simply Engaged wellness program, and the \$5,000 annual wellness fund. Considering the negotiated increase coupled with the City's ongoing high utilization and large claimants, we recommend renewing as-is with United Healthcare for the 2021-2022 plan year. Review of the market provided mixed results, and the largest concern is the amount of disruption and stress that a carrier change would place on the City's employees while still in the midst of COVID-19. In addition, all carriers were asked to provide a 2022 renewal rate cap, which would protect the City from receiving a high renewal increase next year. All the carriers denied this request, and instead offered Medical Loss Ratio (MLR) rate guarantees. Under these guarantees the City would likely be faced with renewal increases of greater than 20% next year if claims continue to run as they have over the past several years. United Healthcare has been very fair in working with the City each year to help reduce the renewal increases as much as possible, while keeping the City in a favorable position for following renewals. Motion to Approve Group Health Insurance Contract with United Healthcare was made by Mayor Pro-Tem Heath and the second was provided by Councilwoman Davis.

Vote: 6-0: Motion Carried.

2. Human Resources

Ms. Karen Larkin

Group Dental and Vision Insurance. For Mayor and Council to Approve renewing the Dental and Vision coverage with United Healthcare as-is for the City's sole 2021-2022 plan year Dental/Vision insurance offering. Ms. Larkin explained to Mayor and Council the Vision coverage is entering the final year of a three-year rate guarantee. Due to high utilization, the initial Dental increase came in at 7.5%, which is slightly above trend. After negotiations, United Healthcare has agreed to reduce this to 1.5%. Motion to Approve renewing the Dental and Vision coverage with United Healthcare as-is for the City's sole 2021-2022 plan year was made by Councilwoman Portis-Jones and the second was provided by Councilman Smallwood.

Vote: 6-0: Motion Carried.

***3. Human Resources**

Ms. Karen Larkin

FSA Contract. For Mayor and Council to continue with Admin America as the FSA Administrator at the IRS allowed maximum. Ms. Larkin explained to Mayor and Council that for 2021, the IRS limits for Medical FSA contributions have not increased and remain at \$2,750. Dependent Care FSA contribution maximums have also remained unchanged at \$5,000 per year. Motion to Approve the FSA Contract with Admin America was made by Councilwoman Portis-Jones and the second was provided by Councilman Smallwood.

Vote: 6-0: Motion Carried.

** Separated from the Dental/Vision Insurance coverage item.*

4. Human Resources

Ms. Karen Larkin

Health Insurance Deductible Reimbursement for the 2021-2022 Plan Year. For Mayor and Council to Approve a 100% "reimbursement" of in-network deductible expense incurred for medical claims and zero percent for out-of-network medical claims. Ms. Larkin explained to Mayor and Council that for 2020, the City budgeted 25% of our maximum exposure for the reimbursement of deductibles, resulting in a citywide annual budgeted expense of \$118,125 for deductible reimbursement. The actual amount paid out during the calendar year was \$139,725 (\$21,600 higher than expected). While City has been historically below budget on the HRA in prior years, the recommended HRA budget for 2021 is \$140,700 (28% of maximum exposure). This is paid weekly by the City to the carrier in addition to the monthly premium. In other words, the carrier fronts the money to the participant's health provider and the City reimburses the carrier. The HRA program pays the service provider directly, relieving the employee of the obligation to pay the deductible to the provider and then to file for reimbursement with the City. Motion to Approve the Health Insurance Deductible Reimbursement for the 2021-2022 Plan Year was made by Councilwoman Davis and the second was provided by Mayor Pro-Tem Heath.

Vote: 6-0: Motion Carried.

5. Human Resources

Ms. Karen Larkin

For Mayor and Council to Approve a revised Opt-Out Stipend plan document, clarifying the types of outside coverage that would qualify an individual for this benefit. Ms. Larkin explained to Mayor and Council that the City's Opt-Out Stipend provides a benefit, in lieu of Medical coverage, for individuals who have qualifying Medical coverage elsewhere. There has been some confusion as to what is considered "qualifying Medical coverage", so it is recommended that the City adopt the following language to the existing plan documents, effective April 1, 2021. Any employee who is receiving the Opt-Out Stipend currently but is covered by non-qualifying coverage would lose this benefit on April 1st. Ms. Larkin detailed the following:

Qualified Medical Coverage that meets minimum essential coverage requirements includes:

- Medical coverage through a spouse's employer
- Medical coverage through a former employer, such as a retiree health plan or COBRA
- TRICARE, if the plan meets Minimum Essential Coverage requirements, and you are paying a premium to be enrolled.

Qualified Medical Coverage does NOT include:

- Coverage that does not meet Minimum Essential Coverage requirements, as defined by the Affordable Care Act (ACA)
- Medicare, including Medicare Advantage plans
- Individual Marketplace coverage
- Any government-provided healthcare for which you do not pay a premium, including Medicaid.

Motion to Approve a revised Opt-Out Stipend plan document was made by Councilwoman Davis and the second was provided by Councilman Smallwood.

Vote: 6-0: Motion Carried.

6. Property Management

Mr. Harvey Stokes

For Mayor and Council to Approve the Amended Lease Agreement between the City of Fairburn and Ursula Hilley and Rick Hilley Jr. (Owners of Casablanca Restaurant). Mr. Stokes explained to Mayor and Council that the original lease agreement was signed effective January 1, 2020. The original date that Casablanca was scheduled to open was delayed because AGL could not provide gas service until February 12, 2021.

Councilwoman Davis pointed a few clerical errors in the contract and Attorney Turner stated he will rectify the issues on the lease agreement. Motion to Approve the Amended Lease Agreement between the City of Fairburn and Ursula Hilley and Rick Hilley Jr. (Owners of Casablanca Restaurant) with the corrections by Attorney Tuner was made by Mayor Pro-Tem Heath and the second was provided by Councilwoman Davis.

Vote: 6-0: Motion Carried.

7. Utilities Department

Mr. John Martin

For Mayor and Council to Approve Task Order #143 with Integrated Science and Engineering for System Identification, Project Bidding Assistance, and Construction Oversight for the Storm Drain Lining Project for an amount not to exceed \$22,800. Mr. Martin explained to Mayor and Council to on July 23, 2020, the City of Fairburn requested ISE to identify a few severe stormwater pipes distributed throughout the city for possible pipe re-lining. Recent MS4 inspections were reviewed and from that review, six stormwater conveyance systems were immediately suitable for stormwater improvements. Mr. Martin further explained that the City of Fairburn has had numerous of maintenance issues with stormwater backups due to the age and/or material failure of the pipe. Pipe lining will focus on pipes under roadways that cannot be closed for construction. Motion to Approve Task Order #143 with Integrated Science and Engineering for System Identification, Project Bidding Assistance, and Construction Oversight for the Storm Drain Lining Project for an amount not to exceed \$22,800 was made by Councilwoman Portis-Jones and the second was provided by Councilman Smallwood.

Vote: 6-0: Motion Carried.

8. Planning and Zoning

Ms. Tarika Peeks

For Mayor and Council to Approve the Strack Development final plat [Final Plat 2020124- Strack Development]. Ms. Peeks explained to Mayor and Council that the applicant, Strack, Inc., is requesting approval of the final plat for the Strack Development. The subject properties are located on the northeast side of Bohannon Road/Howell Avenue and will have frontage on Howell Ave, which is currently under construction. The concept plat was approved on July 7, 2020 and the final plat was approved on October 12, 2020 for lot #1 which is the location of the truck parking facility that was approved by Council on October 12, 2020. Motion to Approve the

Strack Development final plat [Final Plat 2020124- Strack Development] was made by Councilwoman Davis and the second was provided by Mayor Pro-Tem Heath.

Vote:6-0: Motion Carried.

9. Engineering

Mr. Lester Thompson

For Mayor and Council to Approve Supplemental Agreement #3 to the PFA with GDOT for the I-85 @ SR74/Senoia Road Interchange Project. Mr. Thompson explained to Mayor and Council that the City of Fairburn requested \$574,966.33 in additional preliminary engineering (PE) funding from the Atlanta Regional Commission (ARC) on July 10th, 2020. The request was fulfilled on October 19th, 2020. However, the new funding in the TIP showed the 20% match (\$114,993.26) coming from the locals (City of Fairburn). If you recall, we were previously notified by GDOT that funding had been capped and that any additional funding needs would be the responsibility of the project sponsor. After much debate, on October 30th, 2020, the GDOT Office of Planning agreed to state match the ARC programmed federal funds. The proposed Supplemental Agreement is GDOT's formal response our request that they the cover the required 20% match. Councilwoman Portis-Jones asked if the City of Fairburn is responsible for anything with this agreement. Mr. Thompson stated that the City of Fairburn would not be responsible for anything. Councilwoman Davis thanked Mr. Thompson for his hard work that led to the 20% being covered by GDOT. Motion to Approve Supplemental Agreement #3 to the PFA with GDOT for the I-85 @ SR74/Senoia Road Interchange Project Interchange Project was made by Councilwoman Portis-Jones and the second was provided by Councilwoman Davis.

Vote: 6-0: Motion Carried.

10. Engineering

Mr. Lester Thompson

For Mayor and Council to Approve an Amendment Agreement with TranSystems Corporation for the I-85 @ SR 74/Senoia Road Interchange Project. Mr. Thompson explained to Mayor and Council that in response to various requests and changes spearheaded by the Georgia Department of Transportation, TranSystems submitted an Amendment Agreement Request to the City of Fairburn for \$574,966.33. Mr. Thompson stated that the purpose of this agreement is to update the database, environmental studies, National Environmental Policy Act of 1969 (NEPA) documentation, preliminary bridge layout, and final construction plans for the I-85 @ SR 74/Senoia Road Interchange Project. Construction services have also added to their scope. The funding for the additional work has already been captured in Supplemental Agreement #3 to the Project Framework Agreement with GDOT. Motion to Approve an Amendment Agreement with TranSystems Corporation for the I-85 @ SR 74/Senoia Road Interchange Project was made by Mayor Pro-Tem Heath and the second was provided by Councilwoman Davis.

Vote: 6-0: Motion Carried.

11. Parks and Recreation

Mr. John Culbreth

For Mayor and Council to Discuss and Approve the Partial Opening of Duncan Park for Walking Only. Mr. Culbreth explained to Mayor and Council that the Parks and Recreation Center has been closed due to the COVID-19 Pandemic since March 2020. Mr. Culbreth suggested that Mayor and Council allow a partial opening of Duncan Park that will allow residents to walk from 8:30am- 4:30pm Monday- Friday. Councilwoman Portis-Jones thanked Mr. Culbreth for bringing this item forward. Councilwoman Portis-Jones questioned the limited hours presented and stated that those hours will not accommodate citizens who work. Councilwoman Portis-Jones proposed that the hours be 7am-7pm every day. Mr. Culbreth stated that he would need to modify Parks and

Recreation staff to accommodate those hours and may need assistance from other departments. Mayor Pro-Tem Heath stated that the Police Departments use to open and close the park daily. Councilwoman Davis asked if the restrooms would be opened for use. Mr. Culbreth stated the restrooms would not be opened. Councilman Whitmore asked if Mr. Culbreth had a conversation with the Commander of the VFW located inside Duncan Park to see how they can open using recommended CDC guidelines. Mr. Culbreth stated that he has had a conversation with the VFW, and they would like to host BINGO and vehicles would need to drive up to the property. Mr. James Berry, Athletic Director explained that the City of Fairburn can not afford for residents to go to surrounding municipalities to play sports. Mr. Berry recommended close supervision by Parks and Recreation staff and staggered shifts. Councilman Whitmore agreed with Mr. Berry and asked what other municipalities were doing that offered sport activities. Commander Prentiss Baker, VFW Commander, stated that in April they will be ready to open to the public. Commander Baker explained that the VFW will follow the mask mandate in place and stated that a lot of the seniors at the VFW have received the COVID-19 vaccine. Councilman Pallend stated he thinks that there needs to be a conversation between Chief Mathis and Attorney Turner before Duncan Park opens. After much conversation between Mayor and Council, a Motion to Table this item until the logistics are resolved was made by Councilman Pallend and the second was provided by Councilwoman Portis-Jones. Vote: 6-0: Motion Carried.

IX. Executive Session: There was no Executive Session.

X. Council Comments:

Councilman Smallwood had no comment.

Councilman Pallend had no comment.

Councilman Whitmore had no comment.

Councilwoman Portis-Jones had no comment.

Councilwoman Davis had no comment.

Mayor Pro-Tem Heath thanked Lester Thompson for his hard work that led to GDOT covering the 20% on the I-85 @SR74/Senoia Road Interchange Project.

Mayor Carr-Hurst had no comment.

XI. Adjournment: At 9:32 pm, with no further business of the City of Fairburn, the Motion to Adjourn was made by Councilwoman Davis and the second was provided by Mayor Pro-Tem Heath. Vote: 6-0: Motion Carried.


Arika Birdsong-Miller, City Clerk


Elizabeth Carr-Hurst, Mayor