



CITY OF
Swainsboro
Crossroads of the Great South

GEORGIA



City Council Meeting

The special call meeting of Mayor and City Council was held **Tuesday September 27, 2022** at 7:00 P.M. City Hall.

Members Present: Sconyers, Stafford, Parker, Collins, & Davis

Members Absent: Quarterman

Prayer of Invocation: Del Brown

Pledge of Allegiance

Councilperson Davis made a motion to accept the September 19th minutes.

Motion by: Davis Seconded: Sconyers Vote: 5-0

A. Old Business:

1. None

B. New Business:

1. Council discussed the Plan A salary survey for fulltime employees from Condrey and Associates. Council person Sconyers made a motion to implement Plan A.

Motion by: Sconyers Seconded: Stafford Vote: 5-0

2. Council discussed fulltime employees' insurance benefits. Mayor Bennett stated that the current insurance is \$17,256.00 per year per employee. Angela Overstreet addressed the council regarding the insurance quotes from GMA and Kelly Fox with Workmate Benefits. Ms. Overstreet stated that Mr. Fox will be able to provide us quotes once he finds out how many people will sign up for the health insurance. Ms. Overstreet stated that you must take the lowest paid employee and multiple their pay times a percentage set by the IRS and that is the most the employees would have to pay. Councilperson Stafford asked how much the employee would have to pay for the insurance. Ms. Overstreet stated that based on the quote she has from Mr. Fox if the city went with the Silver plan the most the employee would have to pay would be \$299.85. Mayor Bennett stated that the city would be responsible for around \$345.00 unless the cost goes down. Councilperson Stafford asked would the Plan A salary scale cover this where no employee would be making less. Ms. Overstreet stated that was correct. Mayor Bennett stated that the implementation of the salary plan and if every fulltime employee took the insurance, it would cost the city around \$300,000.00 more than the city is currently paying. Ms. Overstreet stated that if you were using the city insurance, then the insurance pay was included in your salary with Plan A and employee would have to pay the employee portion. Councilperson Parker asked about the deductibles (in network \$1,000 and out of network \$2,000) on the current plan of in network of verses the proposed plan with deductibles (in network \$3,500 and out of network \$10,000). Councilperson Davis stated that this is one option and that wasn't the only option. Ms. Overstreet stated that Mr. Fox said he could customize a plan based on how the city wanted it. Councilperson Parker asked if he could customize a plan to get the in-network deductible of \$1,000 and out of network deductible of \$2,000 at a cheaper rate or what is the rate going to be. Ms. Overstreet stated that he would not know until the questioners are filled out and the process is gone through. Councilperson Davis stated that you can't have a group rate until you find out how many people are

going to sign up. Councilperson Parker stated that in the past the city paid the full health insurance premium for city employees and any plan that the city would do going forward the employees would have to pay a portion of the health insurance benefit. Councilperson Parker asked if the plan had to be shopped and bought by the first week of October. Ms. Overstreet stated that if we are going with GMA we would have to sign the agreement by October 14th. Ms. Overstreet stated that if we don't go with Mr. Fox's company the city will end up paying a lot more. Councilperson Collins stated that we have several questions regarding city employees and asked had at any time if we had surveyed the employees giving them an opportunity to provide their input. Mayor Bennett asked for a motion to go into negotiations with Kelly Fox with Workmate Benefits for to come up with a health insurance plan to present to council. Motion was made by Councilperson Davis.

Motion by: Davis Seconded: Sconyers Vote: 5-0

3. Council discussed changing payroll to direct deposit and biweekly payroll checks for all city employees. Councilperson Parker asked what the reason was going to biweekly payroll checks. Mayor Bennett stated that it is more efficient. Councilperson Davis asked Angela Overstreet how many hours per week she would save by going to biweekly. Ms. Overstreet stated probably six to eight hours per week. Councilperson Parker made a motion to change to weekly direct deposit checks for employees.

Motion by: Parker Seconded: Collins Vote: 2-3
For: Parker, Collins Against: Davis, Sconyers, Stafford

Councilperson Davis made a motion to go to biweekly direct deposit checks for employees.

Motion by: Davis Seconded: Sconyers Vote: 3-2
For: Davis, Sconyers, Stafford Against: Parker, Collins

4. Council discussed the implementation date for employee benefit changes. Councilperson Parker made a motion to implement the biweekly direct deposit checks starting June 1, 2023.

Motion by: Parker Seconded: Stafford Vote: 5-0

Council discussed when the implementation of Plan A would take effect. Councilperson Davis made a motion to implement the Plan A salary scale and new insurance plans on January 1, 2023.

Motion by: Davis Seconded: Stafford Vote: 5-0

Councilperson Collins stated that they received some information regarding mayor and council rate increases. Collins stated that it specifically stated that the change would not be effective until 2024. Councilperson Davis stated that it would go into effect after the next election cycle. Councilperson Collins asked if you cannot pass an increase how can they receive a decrease. Mayor Bennett stated that council was receiving monies that they should have never been receiving. Collins asked for a legal answer regarding why if they can't get an increase then why did they get a decrease. Mayor Bennett stated that because council was receiving monies that they should not have been receiving. Councilperson Collins asked why we did not call the former city administrator to question why we have done this all these years. The city clerk stated that Rushi Patel with GMA council stated that he did not tell the former administrator that this is permissible. Mayor Bennett stated that we have the opinion from the city attorney and the GMA general counsel. City attorney, Jon Levis, stated that he has provided an opinion letter regarding the issue indicating that it was not properly approved. Levis further stated that he had provided supplement letter regarding the issue. Levis stated that at the request of this council and/or the clerk he was directed to contact GMA regarding this matter and the GMA attorney provided an email. This email was provided to mayor and council. Levis stated that the clerk contacted the GIRMA liability attorney regarding this issue. Levis stated that he requested to talk to the city attorney and a email has been sent regarding this issue. Councilperson Parker asked if the city ran by the city charter? Levis stated that the state of Georgia through it's constitution and through ordinance gives the authority to the states for homeland. That allows states through the General Assembly approving a charter in order to have a charter. Our charter authorizes the issuance of ordinances so it's a web of all those documents which do that. The council does not have unfettered rights, it is restrained

both by ordinances, by the charter, by the legislative statutes, by the constitution of the State of Georgia and to the extend that any federal applicable laws and/or constitution provisions those apply as well. Councilperson Parker stated so the charter would dictate how the city is run. Levis stated no I've just indicated how the city is run. The charter is one of multiple pieces that controls how the city is run.

C. Committee Reports:

1. None

D. Executive Session:

1. None

Councilperson Davis made a motion to adjourn.

Motion by: Davis

Seconded: Stafford

Vote: 5-0

Submitted: ***Melissa Kirby***, City Administrator