



LAWRENCEVILLE

GEORGIA

CITY COUNCIL SPECIAL CALL AGENDA

Wednesday, October 13, 2021
4:30 PM

Council Assembly Room
70 S. Clayton St, GA 30046

Call to Order

Council Business

There is no public comment during this section of the agenda unless formally requested by the Mayor and the Council.

- [1.](#) Employee Health Insurance Approval
- [2.](#) Amendment to City Manager's Employment Agreement

Final Adjournment



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GEORGIA

AGENDA REPORT
 MEETING: CITY COUNCIL SPECIAL CALL
 AGENDA CATEGORY: COUNCIL BUSINESS-NEW BUSINESS

Item:	Employee Health Insurance Approval
Department:	City Manager
Date of Meeting:	Wednesday, October 13, 2021
Fiscal Impact:	Fixed costs not to exceed \$750,000 plus cost of maximum claim liability of \$6,808,149.
Presented By:	Steve North, Deputy City Manager
Action Requested:	Approval of this plan as described in the summary below for health coverages to begin January 1, 2022 and give the City Manager or his designee the authority to approve and execute the necessary coverages and documents to implement the plan.

Summary:

City health and related coverages approval:

- Renew contract with independent Third Party Administrator (TPA) using *HealthEZ*
- Continue using the Cigna network (PPO).
- Continue with Standard Life & Accident for stop loss insurance.
- Continue with an independent Pharmacy Benefits Manager (PBM). Using (EHIM) as PBM.
- Continue with an Independent Wellness consultant, Corporate Health Partners. This has been successful and we think it will continue to benefit our employees and the City.
- Renew Metlife fully insured dental coverage.
- Renew Metlife fully insured vision coverage.
- Renew life insurance, short-term and long-term disability coverages with Metlife.
- Keep Aetna Medicare Advantage for retirees.

2022 Plan Year

- Continue to offer three plans – PPO Plan A, PPO Plan B and a high-deductible plan with a Health Saving Account (HSA) with a City contribution. The PPO Plans allow the employee to pay a premium to reduce the required deductible and the maximum out of pocket costs. Each Plan has an earned wellness component to allow employees and other covered members to earn monetary contributions by participating in wellness activities. Coverage will be based on a three-tier model – 1.Employee only, 2.employee and other, 3.family.

Fiscal Impact: The City is self-insured so the biggest impact on the costs for providing our coverages is our claims. Fixed costs of \$750,000 plus cost of maximum claim liability of \$6,809,000 and a maximum liability of \$7,669,000. These expenses are budgeted in the Group Health Fund in the current budget and will be included in the FY 2023 budget for July - December. The Plan year crosses over six months of the 2022 fiscal year and six months of the 2023 fiscal year.



LAWRENCEVILLE

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AGENDA REPORT

MEETING: CITY COUNCIL SPECIAL CALL, OCTOBER 13, 2021

AGENDA CATEGORY: COUNCIL BUSINESS

Item: Amendment to City Manager's Employment Agreement

Department: Administration

Date of Meeting: Wednesday, October 13, 2021

Presented By: City Attorney, Lee Thompson

Action Requested: Approval of Amendment to City Manager's Employment Agreement

AMENDMENT TO EMPLOYMENT AGREEMENT

WHEREAS, the City of Lawrenceville, Georgia, a Georgia Municipal Corporation, as Employer, and Charles (Chuck) Warbington, as Employee, entered into an Employment Agreement (“the Agreement”) having a term of April 1, 2016, through March 31, 2018; and

WHEREAS, the Agreement provides that the Agreement may be extended for additional periods not to exceed two years, by affirmative vote of the governing Authority of the Employer with consent of the Employee: and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2018 through March 31, 2020; and

WHEREAS, the Employer and the Employee agreed to extend the Agreement for a term of April 1, 2020 through March 31, 2022; and

WHEREAS, the Employer and the Employee desire to extend the term of the Agreement and to provide for an annual base salary during the term of said extension;

NOW THEREFORE, in consideration of the mutual covenants herein, and other good and valuable consideration, receipt and sufficiency of which is hereby acknowledged, the parties do hereby agree as follows:

1. In accordance with the provisions of Section 2 of the Agreement, the Agreement for employment is hereby extended for a term of two years beginning on April 1, 2022, and ending on March 31, 2024.
2. Section 3 Subsection A of the Agreement is hereby amended to provide that the termination pay shall increase one (1) month for every year of service up to a maximum of ten (10) months of the Employee’s salary.
3. Section 5 of the Agreement is hereby amended to provide that the Employer agrees to provide the Employee with a 2.5% pay increase and to pay Employee for his services rendered during the extension period of April 1, 2022, through March 31, 2023, at an annual base salary of Two Hundred and Sixty Thousand Seven Hundred Sixty-One Dollars (\$260,761.00), and to provide the Employee with a 5% pay increase for the extension period of April 1, 2023, through March 31, 2024, and to pay the Employee for that period at an annual base salary of Two Hundred and Seventy Three Thousand Seven Hundred Ninety-Nine Dollars (\$273,799.00). The pay increase for the extension period of April 1, 2023, through March 31, 2024, is subject to a performance review and approval of the Employer prior to the date that the pay increase takes effect. The City Manager’s salary shall be payable in installments at the same time as other management employees of the Employer are paid. In addition, Employer may

increase said base salary and/or benefits of the Employee in such amounts and to such extent as Mayor and Council may determine if it is desirable to do on the basis of annual salary review of said Employee conducted prior to the end of each fiscal year.

Except as specifically amended herein, all other provisions of the Agreement shall remain in full force and effect and be extended for the period of April 1, 2022 through March 31, 2024.

This Agreement shall become effective on April 1, 2022.

David R. Still
Mayor, City of Lawrenceville

ATTEST:

Karen Pierce
City Clerk

Charles (Chuck) Warbington
City Manager