



Mayor and City Council Special Called Meeting

Tuesday, April 01, 2025 at 5:30 PM

City Hall, 875 Main Street, Stone Mountain, Georgia 30083

Agenda

Mayor and Council: Dr. Beverly Jones – Mayor | Post 3 :Mayor Pro Tem Ryan Smith

Post 1: Council Member Anita Bass | Post 2: Council Member Mark Marianos

Post 4: Council Member Gil Freeman | Post 5: Council Member Shawnette Bryant

Post 6: Council Member Teresa Crowe

Staff: Shawn Edmondson - City Manager | Maggie Dimov - Assistant City Manager - DDA/Economic Development Director | Shavala Ames - City Clerk | Jeff Strickland - City Attorney

City of Stone Mountain, GA Facebook page: <https://www.facebook.com/CityofStoneMtn/>

Link to join Webinar: [\[LINK\]](#)

I. Call to Order

II. Business

- 1.** Consideration of an action on a request to allow Dekalb County to utilize the GMC building for election purposes, requested by City Clerk Shavala Ames
- 2.** HB 581 Opt In, requested by Mayor Pro Tem Ryan Smith
- 3.** Resolution 2025-09 - Enforcement of Adherence to Rules of Decorum for Effective Meeting Management
- 4.** Ordinance 2025-02 - Council's Interference with Administration
- 5.** Resolution 2025-08 - Employee Benefits
- 6.** Discussion: Request to change the zoning to residential for commercial property running from the intersection of Ridge Ave and Sheppard Road to the Lucky Market, requested by Mayor Pro Tem Ryan Smith
- 7.** Discussion: Public Works tools to do the job, requested by Councilmember Shawnette Bryant
- 8.** Discussion: Decorum, requested by Councilmember Shawnette Bryant
- 9.** Discussion: Property Taxes, requested by Councilmember Shawnette Bryant
- 10.** Discussion: Pre-Planning for the 2026 Comprehensive Plan, requested by Councilmember Anita Bass

11. Discussion: GMC building used as a Multi purpose facility, Bingo night , Work shops, Mentorship, Virtual office, requested by Mayor Dr. Beverly Jones
12. Discussion: 1-hour parking, requested by Councilmember Teresa Crowe
13. Discussion: DDA Discussion, requested by Council Member Gil Freeman
14. Discussion: 2023 Audit Update, requested by Council Member Gil Freeman
15. Discussion: SPLOST Audit I and II, requested by Council Member Gil Freeman
16. Discussion: Removal of confederate symbols/memorials from Stone Mountain Cemetery, requested by Council Member Gil Freeman
17. Discussion: Forensic Audit Selection, requested by Council Member Gil Freeman
18. Discussion: New Employees and Code Enforcement Officer, requested by Councilmember Shawnette Bryant
19. Discussion: Check signing resolution to ensure all account numbers are listed on the resolution (e.g., SPLOST-1, etc.), requested by Mayor Dr. Beverly Jones
20. Discussion: Approval of Parks and Recreation by laws, requested by Council Member Gil Freeman
21. Discussion: Parks and Recreation recommendations, requested by Council Member Gil Freeman

III. **Adjournment**

File Attachments for Item:

1. Consideration of an action on a request to allow Dekalb County to utilize the GMC building for election purposes, requested by City Clerk Shavala Ames

FACILITY USE AGREEMENT FOR POLLING PRECINCTS

THIS AGREEMENT, made as of the _____ day of _____ 2025, by and between CITY OF STONE MOUNTAIN (“**Owner**”) and DEKALB COUNTY BOARD OF REGISTRATION AND ELECTIONS (hereinafter referred to as “the **Board**”) shall constitute the terms and conditions under which Owner shall provide space for use by the Board, as provided herein. Owner is the owner of a facility located at the address GEORGIA MILITARY COLLEGE, 5325 MANOR DR, STONE MOUNTAIN GA, 30083 (the “**Premises**”). NOW, THEREFORE, in consideration of the mutual covenants and agreements herein set forth, Owner grants to the Board the revocable right to temporarily occupy and use the Premises, and the parties hereby agree as follows:

ARTICLE I. CONTRACT TERM

The term of this Agreement (“**Term**”) shall commence on _____ (“**Commencement Date**”) and includes all elections specified herein through **December 31, 2025**, unless otherwise terminated by the Board pursuant to this Agreement. This Agreement shall terminate 30 days after the last election for which Owner indicates availability.

Owner is hereby notified of all election dates for the current election cycle, including the dates of a potential runoff and/or special election(s),

Election Type	Date of Election (2025)	Confirmation
Special Election 2025	June 17, 2025	<input type="checkbox"/> Available
Special Election Runoff 2025	July 15, 2025	<input type="checkbox"/> Available
Special Election 2025	<i>September 16, 2025 (if held)</i>	<input type="checkbox"/> Available
Special Election Runoff 2025	<i>October 14, 2025 (if held)</i>	<input type="checkbox"/> Available
Municipal Election 2025	November 4, 2025	<input type="checkbox"/> Available
Municipal Runoff 2025	December 2, 2025	<input type="checkbox"/> Available

ARTICLE II. PAYMENT

The Board agrees to pay Owner, without further demand or notice, a nominal fee in the amount of TBD, payable upon execution of the Agreement and no later than 30 days after the last election for which Owner indicated availability in Article I of this Agreement.

ARTICLE III. SCOPE OF WORK

- A. **Delivery of Equipment.** Owner and the Board shall schedule delivery of equipment at an agreed upon time. Voting equipment is usually delivered within the week prior to the date of the election. The equipment must be placed in a secure storage space that is not accessible and/or viewable by the public. In the event delivery of equipment cannot be scheduled during the week prior to the Monday before the date of the election, or the previously agreed upon delivery date requires rescheduling, Owner shall communicate with the Board to arrange for Monday delivery.
- B. **Delivery of Premises.** Generally, Owner will deliver Premises to the Board at an agreed upon time to set up the equipment and prepare for the election; however, the Poll Manager shall have access to the Premises *no later than the Monday prior to the date of the election*. DeKalb County Department of Voter Registration and Elections staff will be the point of contact and is responsible for making these arrangements with Owner. The

equipment and supplies shall remain undisturbed in the Premises until after the election is completed, and thereafter should be retrieved within 5 business days. On voting days, Poll Manager shall have access to the Premises *no later than 5:30 a.m.* on election morning in order to prepare to open the polling location *at precisely 7:00 a.m.*, and will have possession until the poll closes and all post-election work is completed. Additionally, Poll Manager and poll workers shall have access to a telephone and internet/Wi-Fi services at the facility before and after normal operating hours of the Premises, to make and receive calls as necessary in the event cell phone service is not available.

- C. **Emergency Contact.** Contact information for Owner or Owner’s representative who can provide before- or after-hours access to the premises on voting days if such access becomes necessary has been listed here:

Name: _____ Phone: _____
Title: _____ Email: _____

- D. **Use of Space.** The room(s)/space(s) to be used by the Board have been listed here:

- **KITCHEN/BREAK AREA**

Owner shall not interfere in any manner with any election or in the operation of the polling location by election personnel, nor shall Owner permit any other access to the Premises which would cause such interference.

- E. **Insurance.** Poll Workers are insured by DeKalb County; however, DeKalb County is not liable for any injuries to the public pursuant to this Agreement. To the extent Owner finds it necessary to purchase a rider to their policy for any additional coverage, Owner must

provide the cost in writing to the Board, or the Board Designee, before execution of this Agreement.

- F. Miscellaneous.** The Board will reimburse Owner for reasonable expenses involved in use of the facility as a polling place. This expense may include, but is not limited to, the cost of janitorial services, utilities, and any damage caused to the premises in an amount not to exceed one thousand (\$1,000.00) dollars. Reimbursement is conditioned upon review of any cost estimates, receipts, invoices or other supporting documentation which must be provided to the Board.
- G. Use of Premises.** Use of the Premises shall be limited to providing election day voting for citizens, including any post-election operations as necessary. The Board may make, at the Board's expense, reasonable and temporary alterations as necessary to adapt the Premises for the conduct of early voting and to ensure voting equipment is secured and protected from unauthorized access. Any additions installed in or placed upon the Premises shall remain the property of the Board, and will be removed by the Board within 5 business days of the conclusion of the specified election(s) in the Term. To the extent Owner maintains video surveillance of the Premises, Owner agrees to provide copies of any surveillance footage maintained on the Premises captured during early voting and/or election day voting upon request by the Board. Owner reserves the right to establish rules for use of the Premises (i.e., no smoking, etc.) to be provided in writing upon execution of this Agreement. The Board does not assume any responsibility for the conduct of the public in attendance or any damage to the Premises caused by the public.

H. Surrender of Premises. Upon the expiration of the Term or earlier termination, the Board shall surrender the Premises to Owner in a neat, clean and orderly condition. The Board shall remove any and all signs and other equipment or property belonging to the DeKalb County Department of Voter Registration and Elections within 5 business days of the conclusion of the specified election(s) in the Term.

ARTICLE IV. OTHER STIPULATIONS

I. Lease Extension. The Board will have the option to extend the Agreement for a total of (2) twelve-month periods by giving the Owner written notice prior to the date of the last election for which the Owner indicated availability.

J. Right to Terminate. At any time during or prior to the Term, The Board may in its sole discretion and without cause or reason, terminate this Agreement upon one (1) day prior notice to Owner, at which time this Agreement shall cease and terminate, and the Board shall vacate the Premises on or before the termination date set forth in the notice to terminate. The City of Stone Mountain has the right to terminate this agreement with written notice within (30) days notice to The Board.

K. Georgia Laws Govern. This Agreement shall be governed by and construed and enforced in accordance with the laws of the State of Georgia.

L. Venue. This Agreement shall be deemed to have been made and performed in DeKalb County, Georgia. For the purpose of venue, all suits or causes of action arising out of this Agreement shall be brought in the courts of DeKalb County, Georgia.

M. Status as Lessor. The relationship between Owner and The Board shall be that of lessor and lessee.

N. **Sole Agreement.** This Agreement constitutes the sole agreement between the parties. No representations oral or written nor incorporated herein shall be binding upon the parties. No amendment or modifications of this Agreement shall be enforceable unless approval by action of The Board.

IN WITNESS WHEREOF, the parties hereto have caused this Agreement to be executed in three counterparts, each to be considered as an original by their authorized representative, on the day and date hereinabove written.

DEKALB COUNTY BOARD OF REGISTRATION & ELECTIONS

Signature
By: Keisha L. Smith
Title: Executive Director, VRE
Date: _____

Mayor

Signature
By: _____
Date: _____

City Attorney

Signature
By: _____
Date: _____

File Attachments for Item:

3. Resolution 2025-09 - Enforcement of Adherence to Rules of Decorum for Effective Meeting Management

RESOLUTION 2025-09

A RESOLUTION OF THE MAYOR AND CITY COUNCIL OF STONE MOUNTAIN, GEORGIA (THE “CITY”), TO SUPERSEDE RESOLUTION 2024-14 REGARDING THE ENFORCEMENT OF ADHERENCE TO RULES OF DECORUM AND ENSURING EQUITABLE AND EFFECTIVE MEETING MANAGEMENT

WHEREAS, the City Charter, Section 2.16(b) provides that, “In addition to all other powers conferred upon it by law, the city council shall have the authority to adopt and provide for the execution of such ordinances, resolutions, rules, and regulations, not inconsistent with this charter and the Constitution and the laws of the State of Georgia, which it shall deem necessary, expedient, or helpful for the peace, good order, protection of life and property, health, welfare, sanitation, comfort, convenience, prosperity, or well-being of the inhabitants of the City of Stone Mountain and may enforce such ordinances by imposing penalties for violation thereof”; and

WHEREAS, the City of Stone Mountain City Council values participatory democracy, civil discourse, and adherence to the established Rules of Decorum, which are designed to promote respect, inclusivity, and fairness in public meetings; and

WHEREAS, the City’s adopted Rules of Decorum emphasize the importance of treating all participants courteously, focusing on issues rather than personalizing debates, and uniformly enforcing order at public meetings; and

WHEREAS, instances of prolonged discussions, selective recognition of speakers, avoidance of certain topics, and debates centered on personal views undermine the effectiveness of meetings, discourage participation, and conflict with the Rules of Decorum; and

WHEREAS, the role of the Presiding Officer is crucial in ensuring adherence to these rules and maintaining a public meeting environment conducive to open and respectful public discourse; and

WHEREAS, in response to the above, the City Council adopted Resolution 2024-14; and

WHEREAS, the City Council, in further consideration of the policies adopted by Resolution 2024-14, has agreed to language certain modifications to such policies and procedures.

NOW, THEREFORE, BE IT RESOLVED by the City Council of the City of Stone Mountain, Georgia, this _____ day of _____, 2025, as follows:

Section 1: Affirmation of the Rules of Decorum. The Rules of Decorum, as adopted by the City Council on September 6, 2022, are hereby reaffirmed as the guiding principles for all public meetings in the City of Stone Mountain.

Section 2: Repeal and Replacement of Resolution 2024-14. The City Council hereby repeals Resolution 2024-14 and adopts the following policies and procedures as written below.

Section 3: Public Meeting Requirements.

- (a) The Presiding Officer shall ensure equitable treatment of all attendees and participants by:
1. Allowing all individuals a fair opportunity to speak during public comment periods, without favoritism or bias;
 2. Adhering to established time limits and agenda structures to ensure orderly and efficient meetings; and
 3. Preventing personal or extended debates that detract from agenda topics.
- (b) The time allotted for an individual citizen's comments may only be extended upon a majority vote of the members of City Council present at such meeting.
- (c) Upon conclusion of the citizen comments portion of the agenda, no meeting attendees shall speak during the meeting without consent and approval of the City Council. Meeting attendees who violate this rule will be warned and, if such disruptions continue, will be subject to removal from the meeting.
- (d) A City Council member may motion to have a disruptive attendee warned and/or removed from the meeting. By majority vote of the City Council members present at such meeting, the disruptive attendee shall be removed.
- (e) No applause from the meeting attendees shall be allowed except for recognition of an achievement and in conjunction with applause from the City Council.
- (f) All City Council meetings shall end no later than 10:00 pm and any unfinished agenda items will be tabled until the next scheduled or special-called meeting.
- (g) At the work session or the regular meeting, for each item on the agenda, City Council members shall, collectively, be allotted a total of ten (10) minutes to speak and the Mayor shall be allowed a total of two (2) minutes.
- (h) No regular (voting) meeting agenda may be modified during a meeting to add new business items except in cases of emergency which shall be articulated and captured in the minutes of the meeting.
- (i) Neither the Mayor nor any City Council member shall act in an aggressive or combative manner towards the public or with each other.

- (j) The Presiding Officer shall remain, and if necessary, a majority of the City Council members shall ensure that the Presiding Officer remains, impartial and focus discussions on agenda items, avoiding selective omission or overemphasis of topics.
- (k) All actions and rulings by the Presiding Officer shall align with the City Council’s adopted Rules of Decorum and shall serve to:
 1. Prevent disruptions caused by disorderly conduct or unstructured debates; and
 2. Promote robust and inclusive dialogue that respects differing viewpoints.

Section 3: Monitoring and Enforcement

- (a) The City Council may review adherence to this Resolution and the Rules of Decorum through periodic assessments of meeting conduct.
- (b) Persistent violations of these principles by the Presiding Officer, the Mayor or any City Council Member shall result in a formal review of conduct by the City Council.
- (c) Potential corrective actions, including censure or other measures, shall be available as deemed appropriate by the City Council.

BE IT FURTHER RESOLVED, that this Resolution shall take effect immediately upon its adoption and shall serve as a directive to maintain the integrity, fairness, and decorum of all public meetings within the City of Stone Mountain.

**CITY OF STONE MOUNTAIN, GEORGIA, by
and through its City Council**

By: _____
Beverly Jones, Mayor

[Affix City Seal]

ATTEST: _____
Shavala Ames, City Clerk

File Attachments for Item:

4. Ordinance 2025-02 - Council's Interference with Administration

STATE OF GEORGIA
COUNTY OF DEKALB

ORDINANCE NO. 2025-02

AN ORDINANCE TO AMEND CHAPTER 2 (ADMINISTRATION), OF THE CODE OF THE CITY OF STONE MOUNTAIN, GEORGIA, TO ESTABLISH POLICY GOVERNING VIOLATIONS OF ARTICLE II, SECTION 2.30 OF THE CITY CHARTER

WHEREAS, pursuant to its Charter and other laws of the State of Georgia, the City of Stone Mountain, Georgia (the “City”), has the power to adopt reasonable ordinances, resolutions and regulations for the protection and preservation of the public health, safety and welfare of its citizens; and

WHEREAS, Section 2.30 of the City Charter provides that “[e]xcept for the purpose of inquiries and investigations under Section 2.15 of this Charter, the City Council or its members shall deal with City officers and employees who are subject to the direction and supervision of the City Manager solely through the City Manager, and neither the City Council nor its members shall give orders to any such officer or employee, either publicly or privately”; and

WHEREAS, the City Council desires to establish a policy governing violations of Article II, Section 2.30 of the City Charter.

NOW THEREFORE, it is hereby ordained by the governing authority of the City of Stone Mountain as follows:

SECTION 1. Chapter 2 of the Code of the City of Stone Mountain, Georgia, is hereby amended to add a new Article XII titled “Council’s Interference with Administration” as set out in Exhibit A, attached hereto and incorporated herein by this reference.

SECTION 2. All ordinances, parts of ordinances, or regulations in conflict herewith are hereby repealed.

SECTION 3. This Ordinance shall become effective in accordance with City Charter Sec. 2.34.

SECTION 4. This Ordinance was proposed by Council Member _____ with a motion to adopt. Thereafter, the motion was seconded by Council Member _____. _____ Council Members voted in favor of the motion and ____ Council Members voted against the motion.

[SIGNATURES BEGIN ON NEXT PAGE]

SO ORDAINED this ____ day of _____, 2025.

Dr. Beverly Jones, Mayor

Attest:

Shavala Ames, City Clerk

[CITY SEAL]

Approved as to form:

Jeffrey Strickland, City Attorney

DRAFT

CITY CHARTER SEC. 2.21 REQUIREMENTS

- Date of First Reading: _____
- Date of Second Reading: _____
- Date Adopted: _____

City Charter, Section 2.21. (Ordinance form; procedures), provides as follows:

- (a) Every proposed ordinance should be introduced in writing and in the form required for final adoption. No ordinance shall contain a subject which is not expressed in its title. The enacting clause shall be "It is hereby ordained by the governing authority of the City of Stone Mountain..." and every ordinance shall so begin. Prior to the submission of any ordinance for consideration by the Mayor and City Council, the same shall be submitted to the City Attorney and be approved by him or her as to form and to ensure such ordinance is not covered by, or in conflict with, any law of general application or other City ordinance.
- (b) An ordinance may be introduced by any member of the City Council and be read at a regular meeting, work session, or special meeting of the City Council. Ordinances shall be considered and adopted or rejected by the City Council in accordance with the rules which it shall establish; provided, however, an ordinance shall not be adopted the same day it is introduced, except for emergency ordinances provided for in Section 2.23 of this Charter. Upon introduction of any ordinance, the City Clerk shall as soon as possible distribute a copy to the Mayor and to each Councilmember and shall file a reasonable number of copies in the office of the City Clerk and at such other public places as the City Council may designate.
- (c) The reading of the preamble to an ordinance shall be sufficient to meet the requirements of a "read" or "reading." By an affirmative vote of a majority of the City Council, a reading of the ordinance in its entirety shall be required.

CITY CHARTER SEC. 2.34 REQUIREMENTS

- Date ordinance presented to Mayor: _____ (within three days after its adoption)
- Date ordinance returned to City Clerk: _____ (within four days of receipt from Clerk)

City Charter, Section 2.34. (Submission of ordinances to the mayor; veto power) provides as follows:

- (a) Every ordinance adopted by the City Council shall be presented by the City Clerk to the Mayor within three days after its adoption.
 - (b) The Mayor shall within four days of receipt of an ordinance return it to the City Clerk with or without his or her approval or with his or her disapproval. If the ordinance has been approved by the Mayor, it shall become law upon its return to the City Clerk; if the ordinance is neither approved nor disapproved, it shall become law on the fifteenth day after its adoption; if the ordinance is disapproved, the Mayor shall submit to the City Council through the City Clerk a written statement of the reasons for the veto. The City Clerk shall record upon the ordinance the date of its delivery to and receipt from the Mayor.
 - (c) Ordinances vetoed by the Mayor shall be presented by the City Clerk to the City Council at its next meeting when a quorum shall be present, and should the City Council then or at its next general meeting adopt the ordinance by an affirmative vote of a majority of the quorum then present, it shall become law.
 - (d) The Mayor may disapprove or reduce any item or items of appropriation in any ordinance. The approved part or parts of any ordinance making appropriations shall become law, and the part or parts disapproved shall not become law unless subsequently passed by the City Council over the Mayor's veto as provided in this section. The reduced part or parts shall be presented to the City Council as though disapproved and shall not become law unless overridden by the City Council as provided in subsection (c) of this section.
- Date this ordinance becomes law: _____

EXHIBIT A

THE CODE OF THE CITY OF STONE MOUNTAIN

CHAPTER 2 - ADMINISTRATION

ARTICLE XII – COUNCIL’S INTERFERENCE WITH ADMINISTRATION

Sec. 2-321. – Purpose.

It is essential to the proper administration and operation of the City that the members of the City Council do not interfere with City officers and employees who are subject to the direction and supervision of the City Manager.

Consistent with the separation of powers doctrine, the City Charter prohibits the City Council from giving orders to City officers or employees, either publicly or privately. The direction and supervision of City officers and employees are specifically reserved for the City Manager and members of the City Council may only deal with City officers and employees solely through the City Manager.

To safeguard the City Council from interfering with the City Manager’s scope of authority, this article is enacted by the City Council to provide a uniform procedure for addressing violations of Section 2.30 of the City Charter.

Sec. 2-322. – Definitions.

The following words, terms and phrases, when used in this article, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning:

City means the City of Stone Mountain.

City Council means the legislative authority of the government of the City and consists of the mayor and six Councilmembers.

City Manager means the person appointed by the City Council to act as the chief executive and administrative officer of the City and who is responsible to the City Council for the administration of all City affairs placed in the City Manager’s charge under the City Charter.

City employees and administrative officers mean the individuals appointed by the City Manager for the administration of the City’s affairs.

Sec. 2-323. – Prohibitions; exceptions.

(1) The City Council shall have no dealings with City officers and employees except solely through the City Manager. This prohibition does not apply to inquiries and investigations under Section 2.15 of the City Charter.

(2) The City Council shall not give orders to City officers and employees, either publicly or privately.

Sec. 2-324. – Complaints; investigations; hearings.

(a) Any person who believes a member of the City Council has violated Section 2.30 of the City Charter or this article, may file a written complaint with the City Manager.

(b) Upon receiving a complaint, the City Manager shall initiate an investigation solely based upon his personal observations and render a preliminary determination as to the credibility and validity of the complaint. If the City Manager determines that the allegations or basis for the complaint are reasonably supported by evidence, the City Manager shall submit the matter before the City Council for consideration.

(c) The City Council shall hold a hearing within sixty (60) days after the receipt of the City Manager's submission. The City Council shall cause a written copy of the complaint required by this section to be served on the member of the City Council subject to the complaint as soon as practicable, but not later than fifteen (15) days prior to the date set for the hearing. Service may be by personal service or by certified mail, return receipt requested.

(d) At any hearing, the City Council may administer oaths and examine witnesses. All testimony taken by the City Council shall be under oath. At any hearing held under this section, the member of the City Council against whom the complaint is brought shall have the right to be represented by legal counsel, to hear and examine the witnesses against such member and to present evidence and witnesses in opposition or in extenuation.

(e) The City Council shall render a final decision whether or not a violation of Section 2.30 of the City Charter or this article occurred. The City Council's decision must be approved by affirmative vote of four (4) members of the City Council and recorded by a resolution of the City Council.

Sec. 2-325. – Authority to discipline.

(a) If any member of the City Council is found to have violated Section 2.30 of the City Charter or this article, the City Council, acting as a whole, may discipline that member of the City Council in accordance with this article.

(b) Any City officer or employee who knowingly files a false complaint against the Mayor or a City Council Member alleging a violation of Section 2.30 of the City Charter or this article shall be subject to discipline under Code Sec. 20-91.

Sec. 2-326. – Penalties.

Upon the City Council's finding of a violation, the violating member of the City Council is subject to:

- (1) First offence – Verbal warning issued by the City Council.
- (2) Second offence – Censure issued by the City Council via resolution.
- (3) Third offence – Suspension from office in any manner authorized by the general laws of the State of Georgia.
- (4) Fourth offence – Removal from office in accordance with Section 5.16 of the City Charter.

The City Council reserves the right to impose a higher level of penalty for a violation if the nature or circumstances of the violation warrant a higher level of penalty.

DRAFT

File Attachments for Item:

5. Resolution 2025-08 - Employee Benefits

**RESOLUTION 2025-08
EMPLOYEE BENEFITS PLAN**

WHEREAS, the City of Stone Mountain seeks to employ individuals capable of outstanding performance in public service; and

WHEREAS, employee benefits are an aide in the recruitment of highly skilled workers; and

WHEREAS, medical and dental benefit plans are commonly used by municipalities to attract highly skilled workers;

NOW THEREFORE BE IT RESOLVED by the Mayor and Council of the City of Stone Mountain, Georgia, this **18th day of MARCH 2025**, as follows:

1. that the medical insurance plan known as the **Cigna Open Access** Plan is the official, base medical benefits plan for the City of Stone Mountain effective **April 1, 2025**;
2. that the City will pay one hundred percent (100%) of the base plan premium for eligible employees electing to participate in the official, base medical benefits plan;
3. that the City of Stone Mountain will offer the plan known as the **Cigna Open Access** as a buy-up option for eligible employees, with the difference in the employee premium cost for the buy-up plan to be paid by the employee who elects the buy-up plan during the policy year ending **March 31, 2025**;
4. that eligible dependents of the employee may participate in the medical benefits plan provided that fifty percent (50%) of the premium for the dependents is paid by the employee;
5. that the dental insurance plan provided by **BestLife** and known as the **PPO/100/80/50** Plan is the official dental benefits plan for the City of Stone Mountain;
6. that the City will pay one hundred percent (100%) of the official dental plan premium for eligible employees electing to participate in the official dental plan;
7. that eligible dependents of the employee in the plan may participate in the dental benefits plan provided that one hundred percent (100%) of the premium is paid by the employee in the plan;
8. that the vision insurance plan provided by **Cigna** and known as **EyeMed** Plan for the City of Stone Mountain.
9. that employees who experience an event qualifying for COBRA continuation coverage and their eligible dependents may participate in the official medical and/or dental plan for a period of eighteen months following the month of termination provided that one hundred percent (100%) of the premium is paid by the COBRA participant;
10. that the life and accidental death and dismemberment (AD&D) insurance policy provided by **UNUM** is the official life and AD&D insurance policy for the City of Stone Mountain;
11. that the City will pay one hundred percent (100%) of the official life and AD&D plan premium for eligible employees;
12. that the City of Stone Mountain will offer the plan known as the Mutual of Omaha as a

buy-up option for eligible employees, with the difference in the employee premium cost for the buy-up plan to be paid by the employee who elects the buy-up plan during the policy year ending March 31, 2025;

- 13. that the short-term disability plan provided by Unum short-term disability plan is the official for the City of Stone Mountain;
- 14. that the City will pay one hundred percent (100%) of the official short-term disability policy premium for eligible employees;
- 15. that there is no COBRA continuation coverage option for life and AD&D or short-term disability policy coverage.

By: _____
Dr. Beverly Jones, Mayor

ATTEST: _____
Shavala Ames, City Clerk

[Affix City Seal]