

City of Gahanna

*200 South Hamilton Road
Gahanna, Ohio 43230*



Meeting Minutes

Tuesday, November 13, 2012

7:00pm

Council Committee Rooms

Committee of the Whole

Stephen A. Renner, Chair

Beryl D. Anderson

Karen J. Angelou

Ryan P. Jolley

Brian D. Larick

David L. Samuel

Brandon Wright

Members Present: Stephen Renner, Brandon Wright, Beryl D. Anderson, Karen J. Angelou, Ryan P. Jolley, Brian D. Larick and David L. Samuel

Additional Attendees:

Mayor Stinchcomb, Dottie Franey, Mike Andracko, Karl Wetherholt, General Williams, Brian Hoyt, Troy Euton, Tony Collins, Chief Murphy, Lt. Spence, Sue Wadley, Isobel Sherwood, Brandi Braun, Jennifer Teal, Joann Bury, Anthony Jones, Brad Sprague from Prizm Municipal Advisors; Press.

PENDING LEGISLATION:

ORD-0210-2012

TO AUTHORIZE THE MAYOR TO SIGN A TRANSFER EXEMPT PERMIT APPLICATION TO AN ECONOMIC DEVELOPMENT PROJECT FOR SMASHBURGER, 109 NORTH HAMILTON ROAD; AND TO DECLARE AN EMERGENCY

Renner called the meeting for Tuesday, November 13, 2012, to order; first item is to authorize the Mayor to sign a TREX (Transfer Exempt) Permit Application. Jones said this ordinance is for the Smashburger Restaurant located in the Commons at Clark Hall; they were looking for a liquor license and none were available; the requested signature is required for them to apply for a transfer license for approval from the Ohio Board of Liquor Control; the normal approval process is still required for this application.

Angelou said I would like it made clear that even though this is on school property, liquor can be sold. Jones said yes; that is correct. Angelou said I wanted to follow through on that issue since we all have the potential to receive calls and questions about it. Jones said it is allowed; they have to have a lower percentage of sales of alcohol than other items on the premises; the information is in the lease agreement between Wagenbrenner and the tenant. Angelou said you are saying there must be less alcohol sold than food. Jones said yes it has to be a secondary source of revenue; not the primary. Angelou said I am trying to figure out how that happens; is there some kind of adjustment made on the liquor licensing. Jones said yes; the terms of the license means they have to be in compliance with their lease agreement with the schools; this does require continued monitoring by them and the Liquor Control Board; I have the lease agreement and can provide a copy if necessary. Angelou said no; this has just come up and was asked of me so I sent them on to the School Board. Jones said this was asked of us as well when the Rusty Bucket came in.

Larick asked which unit is this going into. Jones said the farthest to the north.

Wright said he wanted to echo what Angelou said; is there a consistent policy for each tenant about the liquor being served because that is a big concern. Jones said they have a land lease that governs the onsite properties; it says any establishment has to adhere to these guidelines; this is negotiated by Wagenbrenner with each tenant. Wright said any blow back on this would stop at the School Board rather than the City. Jones said the City is not a part of the lease arrangement; it is between the School Board and the Developer. Jolley said I thought there was a more restrictive time frame for when alcohol could be sold; could not buy a beer here at lunch while at other locations at lunch I could; is that correct. Jones said I can't speak to the specifics of the agreement; my only knowledge is the total limited sales that applies to alcohol; I do have the lease arrangements in my office and I would be glad to send them out to you. Jolley said if you have an electronic copy, I would like a copy as this question has been asked at other meetings. Jones said I will send this out to everybody.

Recommendation: 2nd Reading; Consent Agenda.

Recommended for Adoption, Consent**ISSUES - From Director of Human Resources;****Steelworkers Medical Agreement for 2013**

Wadley said I have 2 action items I am bringing forward; first is the Steelworkers; they are covered under their Health and Welfare bargaining unit agreement; we did receive the renewal on that; we are required per the contract to do an analysis to see if the net cost has an impact on the premiums to the City; if the net cost is greater than or equal to, they will convert to our plan; we did that analysis; and the net cost is actually about \$9,000 less per year for them to remain on that plan; so per the agreement, we will keep them on that plan; it is about a 10.2% increase; they will begin to pay more this year per their contract; I am bringing this forward and asking for approval for the Mayor to sign that agreement; I am asking for an emergency because it needs to be effective January 1, 2013.

Wright asked who are the employee groups covered by the Steelworkers contract.

Wadley said only those in the Steelworkers; includes Service, Billing and Utility, and 1 or 2 positions at the Police Department. Wright asked are they covered by our wellness program. Wadley said no it is separate; this is for medical, dental and vision and they do not have a wellness program. Wright said are there any talks with them to develop that because there was a big push for that at the OML conference with cost benefits shown for the City. Wadley said we will be revisiting this contract as it expires next year; so we will sit down with them in 2013 to have this conversation.

Recommendation: 1st Reading, no need to come back; 2nd reading, Consent Agenda; Emergency Language.

Cigna Life Insurance Agreement for 2013/2014

Wadley said my 2nd action item is the employee life insurance; our current contract expires at the end of the year; we did receive a renewal quote on that and it was about a 22.5% increase; I worked with a consultant and received some competitive quotes; Cigna had the most competitive and will honor our same level of benefits with a reduction in what our current rates are; it will be about a \$7,000 reduction in 2013; asking that this also be an emergency due to the effective date of January 1, 2013; all our employees do grandfather and do not have to go through underwriting or have to fill out new enrollment forms.

Anderson said overall with insurance benefits, as mentioned at the OML conference, they are encouraging aggregating many different employees to lower rates and make it more cost beneficial; to what extent could part time members be included in this insurance coverage or in the medical. Wadley said they are covered under our life insurance; if they are part time regular and work 20 hours average or more, they have \$10,000 life insurance; with regards to other benefits, they are not covered; in doing the salary survey with Slavin, I have asked them to add this, to find out how many other municipalities are offering part time benefits; if we wanted to add that it would open it up to have our costs requested; a 10% fluctuation up or down gives them the right to requote. Anderson said does that include Council. Wadley said they have to work 20 hours a week so it does not include Council; Council is an exempt position and their hours are not tracked.

Angelou said one of the reasons we have so many part time employees is the fact if they were full time we would have to pay benefits. Mayor said we made the decision a few years back to offer life insurance to part time employees after we lost one and that person didn't have any coverage. Angelou said I don't have a problem with life insurance, assumed you were talking about going into medical and dental. Mayor said it

is only life insurance we are talking about; we don't provide or intend to provide medical and dental to part time employees; benefit costs are in the 40% range; that is the cost on top for a full time employee so it would be prohibitive to offer to part time. Wadley said even if you did offer it, it would usually be a different rate and the employee carries more of the cost. Anderson said at the OML conference they had booths and provided cards, so if offered not at full rate, but if you do a cost benefit analysis and determine what the rate would be, they said aggregate everybody and it would be something for us to consider. Mayor said that is why we are in a consortium; as we continue to grow with them there are cost savings; that is why we joined it. Anderson said and even with the development of other kinds of organizations, the consortium is cheaper. Mayor said that is what we have been doing; Wadley went out and compared and shopped a lot and the consortium is cheaper. Wadley said I will give an update on that; any other questions on life insurance.

Recommendation: 1st Reading, no need to come back; 2nd reading, Consent Agenda; Emergency Language.

Update - COHCC Medical Benefits & Wellness Program for 2013

Wadley said for an update on the vision and dental; we will see no increase in our vision coverage and no change in benefits; VSP is our carrier and we have a 2 year rate guarantee; dental coverage is through Delta Dental; both are through the Central Ohio Healthcare Consortium; the dental has a renewal rate of 6.3% based on utilization of our plan; the industry is 6 to 8% so we are on target; there are no changes in benefit level for that; for medical we went out and shopped that; we received quotes from several different providers; Anthem, Medical Mutual and UHC; they actually quoted 2 or 3 different level plans; those quotes did not come back at a competitive rate; in the update I recommend we remain with the consortium; we are not going to see an aggregate increase in our premiums with our medical; what we are doing is changing from a 2 tier to a 4 tier; that will more equitably distribute the cost of the plan; currently we have single and family; it will go to employee only, employee plus spouse, employee plus child, and employee plus family; the first 3 tiers will see a reduction in monthly premium; the 4th tier will see a slight increase of 9.9%; overall our aggregate costs for medical will not increase in 2013; there are minor changes to the plan; deductible will increase slightly; out of pocket will increase slightly; there is a change from Meritain to UHC; the TPA is called UMR; with Meritain there would have been an 18% increase; the consortium is finalizing the agreement and we have a meeting tomorrow; we will then bring it forward for the Mayor to sign the agreement.

Wright said on the quoted plans does it include domestic partners. Wadley said currently domestic partners are not covered; they were asked to quote the options for the exact plans that we have; so it is not part of the quotes. Wright said how much of a problem would it be to have it requoted with that option. Wadley said that is something we would have to take back to the consortium to see if that is a possibility. Wright said so the consortium has no policy at all with regard to domestic partners. Wadley said the current design says they are not eligible so there would have to be a change to eligibility by the consortium. Wright said to me it is a farce when we say there are minor changes to the plan and make it sound like there are some cost savings; understand I am not attacking you; but it seems like we are just shifting costs from one area to the other; a higher deductible may save the City money but the employees are paying more when you look at the overall picture; so unless we are looking purely at the City's standpoint only, I don't see how this can be counted as savings. Wadley said I apologize if I was not clear; the minor changes I was talking about was the change in the network and a change in the TPA. Wright said ok, but one thing I would like to see is a position on domestic partners from the consortium; if Columbus can cover and other municipalities can we should look at it; I see it as an attraction tool; we need to modernize. Wadley said I will definitely

have that discussion with them. Angelou asked when would that be. Wadley said we have a meeting tomorrow so I should have some word on it then.

ISSUES - From Clerk of Council:

Legistar Software Upgrade

Sherwood said in my report I listed the Legistar Software upgrade; not done since 2003; they say we are on a legacy system; the company was sold last year and they could not give me a date as to how long they will provide support for the legacy system; I provided reasons to move forward; the 2 I believe are the most important are this would allow Council to use iPads, and since they are trying to get their legacy customers to move over to the new system, they are offering a significant discount at this time; the cost of the upgrade is \$34,520 and the discount would be over \$11,000; the final total would be \$25,200; I am requesting legislation and I attached the proposal to the report; I did not get any other questions from anyone so I am requesting authorization to move forward with the upgrade and the supplemental for \$25,200.

Wright said I saw today that it has electronic voting and public displays. Sherwood said that is a future option. Wright said we should look at Council because we go through a lot of paper; there are a lot of municipalities that are moving to paperless and using tablets; I have heard Groveport, Hilliard and Upper Arlington are moving forward with this as a way to get packets; Canal Winchester is another one; I think we should put this in motion to reduce paper since this new application supports that. Sherwood said I can tell you for sure that Canal Winchester is moving forward; they did not even have a software program in use for agendas; Groveport does use Legistar and they have an upgraded version. Wright said they are the other municipality that I heard is getting iPads.

Larick said this would allow us the ability to move forward; to go with less paper and more electronics since this is capable of doing that; the means of doing it is through an APP; when Granicus was in, we looked at a demo and had a long discussion about the whole upgrade process and the product; you do have the ability to annotate live while looking at it; through the APP you can make notes and see a variety of things; it would be a step in the right direction; one of the things with cost is not the product, but the migration of our system; the other important thing, it is a redundant virtual environment as opposed to a local server like we are running off of today that we have to maintain access to. Wright said can we have this come back as a discussion item for iPads and going paperless. Sherwood said I see the issue of going paperless as separate from this upgrade. Wright said I see it as one and the same; if we are going to migrate over we may as well invest in the tools that will help it be useful. Jolley said the tools are there; if we choose to use them later the tools will be there; I think that is what Sherwood was highlighting; this will have the capability to take advantage of that when we want to. Angelou said we have been trying to go paperless for a very long time, over 20 years; I think this would be a very large step in the direction of less paper and more electronics. Samuel said a lot of municipalities and school systems are using scanning devices for documents and it gets rid of a lot of paper.

Larick said I would like it to move forward; Council agreed. Angelou asked how long will it take to update. Sherwood said 2 to 3 months. Larick said the 3rd quarter is optimistic; 2nd quarter should not be a problem.

Recommendation: 1st Reading, no need to come back; 2nd reading, Consent Agenda.

Ward Boundaries Update

Sherwood said I have received the information on Ward Boundaries from our surveyor with the detailed legal descriptions that need to go into the Code; he provided a new

map; I would like to move forward to adopt these changes, change the Code, and submit it to the Board of Elections so it is effective early next year.

Recommendation: 1st Reading, no need to come back; 2nd reading, Consent Agenda.

ISSUES - From Mayor & Director of Finance:

2013 Appropriations

Renner said this is the first step in the 2013 appropriations process; I sent an email to Council; it included a calendar; tonight's focus is to understand this large document; the structure of it; the terms; we will handle questions in the usual way; there will be ample time for discussion of line items on November 26 and December 10.

Mayor read her introduction letter; a copy is available in the Council Office.

Teal provided a Power Point presentation on the 2013 Proposed Appropriations Notebook; a copy is available in the Council Office.

Directors from each City department provided information on their operational changes that are no longer Capital needs.

Questions and comments:

Council members complimented Teal on the format and presentation.

Anderson asked the location of the Herb Gardens. Euton said these are the ones at the Herb Center; we want to improve those gardens and make them an integral part of the program. Anderson said what about the upkeep of the ones at City Hall and Creekside. Euton said we annually replace plants at all locations; that is covered in Parks 431 Contract Services and line item 5306 which is supplies; some is done by our crews and some is contracted out, like mulching, we do not have enough crew to get finished so we bring in contracted folks to supplement our work; those funds are in the budget for all 3 locations.

Renner asked everyone to continue to use email to for questions and comments on the appropriations.

Angelou congratulated Parks on the wonderful Tree lighting.

Meeting Adjourned.

Della Brandenberger, Reporting