Minutes

Board of Commissioners
February 23, 2012
7:00 P.M.

Notice: A complete audio recording of this meeting can be heard by accessing Fayette County's Website at www.fayettecountyga.gov. Click on "Board of Commissioners", then "County Commission Meetings", and follow the instructions. The entire meeting or a single topic can be heard.

The Board of Commissioners of Fayette County, Georgia, met in Official Session on February 23, 2012 at 7:00 p.m. in the Public Meeting Room of the Fayette County Administrative Complex, 140 Stonewall Avenue, Fayetteville, Georgia.

Commissioners Present:	Herb Frady, Chairman Robert Horgan, Vice Chairman Steve Brown Lee Hearn Allen McCarty
Staff Present:	Jack Krakeel, County Administrator Scott Bennett, County Attorney Carol Chandler, Executive Assistant Floyd Jones, Chief Deputy Clerk

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Call to Order, Invocation and Pledge of Allegiance.

Chairman Frady called the February 23, 2012 Board of Commissioners meeting to order at 7:03 p.m. Commissioner Hearn offered the Invocation and led the audience in the Pledge of Allegiance.

Acceptance of Agenda.

Commissioner Brown moved to accept the agenda as published. Commissioner Horgan seconded the motion. No discussion followed. The motion passed unanimously.

PRESENTATION/RECOGNITION:

1. **Kim Jackson and Sandy Edwards, representing the Cooperative Extension Service, will present information about their Master Gardeners program and the various volunteer projects completed over the past year.**

   Agricultural and Natural Resources Program Development Extension Coordinator Sheldon Hammond, Agricultural and Natural Resource Agent Kim Jackson, Horticulture Program Assistant Sandy Edwards, and Fayette Master Gardener's President Tom Wilson presented information about the Master Gardeners' program

and the various volunteer projects completed over the course of the year to the Board. Then they gave the Board a ceremonial check, for $294,047.06, on behalf of the Master Gardener Extension Volunteers, symbolizing their total contributions to the Fayette community in the year 2011. The Board took no action on this item. A copy of the request, identified as "Attachment 1", follows these minutes and is made an official part hereof.

2. Pam Young of the Southern Conservation Trust will present information about the organization.

Pam Young, Executive Director of the Southern Conservation Trust, gave a presentation to the Board about the organization. The Board took no action on this item. A copy of the request, identified as "Attachment 2", follows this discussion and is made an official part hereof.

PUBLIC COMMENT:

Randy Ognio: Mr. Randy Ognio asked the Board to reconsider its approval to place a monopole, cellular tower at Fire Station Number 1, since he was concerned that this action would place government into competition with the private sector. He said it was the government's job to serve and protect; not compete. He then gave some examples of how this placement competed against the private sector. Mr. Ognio next addressed the appointments of several positions listed on the agenda, saying that he was concerned about unadvertised, open positions, that potential candidates did not know of available opportunities, and that there was no methodology in choosing nominees to various positions. He commended the nominees who were willing to step up and serve Fayette County, thanked them for their service, said he did not want the nominees to feel he was against them personally, but repeated that he wanted to get others involved. He closed his comments informing Commissioner Hearn that his time in office was limited since he now had competition.

CONSENT AGENDA:

Commissioner Horgan moved to approve Consent Agenda Items 3 - 5. Commissioner Hearn seconded the motion. No discussion followed. The motion passed unanimously.

3. Approval of staff's request for authorization for the Chairman to execute a contract with Message Center Management allowing for a monopole cellular tower to be placed on the site of Fire Station No. 1. A copy of the request and contract, identified as "Attachment 3", follow these minutes and are made an official part hereof.

4. Approval of the Water Committee's recommendation to allow Main Street Fayetteville to insert an informational flyer in the April-May water bills, and then to allow Main Street Fayetteville to insert a second flyer in the June-July water bills. A copy of the request, identified as "Attachment 4", follows these minutes and is made an official part hereof.

5. Approval of the February 1, 2012 Board of Commissioners Workshop Minutes.

OLD BUSINESS:

6. Consideration of staff's recommendations regarding the County's employee health benefit plan, and authorization for the Chairman to sign any forthcoming contracts and related documents contingent upon the County Attorney's review.

Assistant Human Resources Director Lewis Patterson and Ms. Jackie Turner, representing Pacific General, spoke to the Board about staff's proposed recommendations pertaining the County's employee health benefit plan. Mr. Patterson briefly highlighted how staff's proposals would modify the County's current plan. Among the proposed recommendations were:

1. The employee health benefit plan would be administered by Humana.

2. An employee's co-pay would rise from $25 to $30.

3. The plan would change from a 100% in-network plan to a 90% / 60% coinsurance plan.

4. There were no recommended changes to the current dental plan; however, administration of the dental plan would transfer to Humana.

5. There were no recommended changes to the current vision plan; however, administration of the plan would be brought in house.

6. COBRA, HIPAA and FSA would transfer servicing and administration duties from Meritain to Humana.

7. Annual Premium Employee Life / Accidental Death and Disability (AD&D) insurance, Dependent Life AD&D insurance, and Long Term Disability Insurance, all of which is currently administered by Assurant, would be transferred to UNUM for administration.

8. The County would no longer support workplace access of AFLAC / Colonial to employees for enrollment; instead, both Colonial and Aflac would be combined into a single offering through UNUM.

Concerning the eighth modification, Mr. Patterson explained that the County has a longstanding relationship with both Colonial and Aflac, and that staff would not have a problem if the Board continued that relationship.

Chairman Frady asked if he properly understood that under the current plan, employees could purchase their supplemental insurance from Colonial, Aflac, or UNUM. Mr. Patterson agreed that Colonial and Aflac sold supplemental insurance such as cancer policies and long-term care policies, but he clarified that under the current system, employees had a choice only between Colonial and Aflac; not UNUM. Chairman Frady replied that he wanted the current options to remain in place since employees should have choices on their insurance, and he did not want to be in the position of telling employees they could purchase their policies from only one company. He added that the employees were purchasing their own insurance, and the Board should not limit the employees to only one vendor.

Commissioner Horgan asked if there was a possibility to have UNUM, Aflac, and Colonial offered to the employees. He also asked if the current employee health benefit plan changed, what would be the affect on both the employees and their policies. Ms. Jackie Turner replied that UNUM could be the vendor for the employer-sponsored program, but that the Board would have to decide whether it wanted Colonial or UNUM for its voluntary worksite program since the two companies would not be able to compete against each other due to common ownership and internal corporate policies. She continued that if the County decided to embrace UNUM as its single source provider, anyone who currently has a policy with Colonial or Aflac would have the ability to keep their policy, if it is in their best interest. She explained that in many situations, it might be more beneficial for employees to move their policies to UNUM. She said that one situation staff considered was that

if a move to UNUM were not beneficial to an employee, a benefit advisor would arrange for the employee to keep his or her current policies on a direct pay basis with Colonial or Aflac. Commissioner Horgan asked if payments to either Colonial or Aflac could still be made through deductions from the employee's pay. County Administrator Jack Krakeel responded that employees would continue to be able to utilize payroll deductions for their plans.

Commissioner Hearn noted that, during his time as an employee of Fayette County, he found Colonial's agent to be extremely helpful and he never felt pressured by the agent. He stated that he wanted to continue with Colonial and Aflac, and that some of the advantages of staying with those companies were that the employees had confidence in them, and that there was a loyalty factor since both companies had worked with Fayette County for over thirty years.

Chairman Frady repeated that the County is not going to administer supplemental insurance policies, that this issue was similar to an employee purchasing their own insurance policies without the Board's knowledge, but that in this instance the only difference was that the Board was allowing employees to pay for their insurance through payroll deductions.

Commissioner Brown moved to approve staff's recommendations regarding the County employee health benefit plan, to authorize the Chairman to sign any forthcoming contracts contingent upon the County Attorney's review, and to continue to provide access to Colonial and Aflac insurance companies. Commissioner Hearn seconded the motion.

County Administrator Jack Krakeel stated there was one issue he wanted to bring up before Ms. Turner provided sample [real-life] scenarios to the Board. He said staff would be engaged, over the course of the next couple of months prior to open enrollment, in educating the employees regarding the changes to the plan. He explained that under the existing plan, an employee has a $500 deductible and all remaining costs after that deductible are covered at a 100% rate. He continued that with the recommended plan, there continues to be a $500 deductible, and then the balance of the deductible is paid at 90% until an employee reaches an additional out-of-pocket expense of $500. He explained that there was a principle reason for the change, namely, that it is "absolutely critical that the cost of healthcare be a shared responsibility between the employer and the employee, and that there should be some level of financial interest on the part of the employee with respect to the healthcare they are selecting." He continued that this financial investment by the employees would encourage the employees to become more "consumer-oriented decision makers with respect to their healthcare purchases". He added that the County is trying to create a catalyst so that employees are truly partners with the County in controlling healthcare costs on a go-forward basis, and that as healthcare costs substantially continue to rise, the county has to make sure necessary drivers are in place to achieve a true partnership in controlling costs.

After Ms. Turner provided a couple of real-life scenarios to the Board and how the recommended plan differed from the current plan in those scenarios, Commissioner Brown suggested that those scenarios should be placed into a document and provided to the employees so they could understand the changes. Mr. Krakeel replied that he already asked staff to make the educational information so that the employees could understand the changes. Mr. Patterson added that Open Enrollment would begin in April, but that Human Resources wanted to begin the educational process in March in order to bring the employees up to speed.

The motion to approve staff's recommendations regarding the County employee health benefit plan, to authorize the Chairman to sign any forthcoming contracts contingent upon the County Attorney's review, and to provide access to Colonial and Aflac insurance companies for county employees passed unanimously. A copy of the request and contract, identified as "Attachment 5", follow these minutes and are made an official part hereof.

NEW BUSINESS:

7. Approval of staff's recommendation to approve Bid #819, awarding two separate annual contracts to Seaco, Inc. and to Blackledge Emulsions, Inc., for the purchase of CRS-2h Asphalt Emulsion, in an aggregate amount not to exceed $45,000.

Road Department Director Andy Adams informed the Board that asphalt emulsion is a product used to resurface roads. He continued that two separate contracts are required because the product is sensitive to temperature; meaning a cool spring season presents one set of conditions while a hot summer season presents another set of conditions. He explained that during the summer, a tanker truck could deliver the product on site where it is unloaded into a County truck. When the product is gone, the vendor would bring another tanker truck of material. He said this practice differs from the spring and autumn months when cooler temperatures cause the asphalt emulsion to gel and become unusable. He said during the cooler months, a second contract would allow the County to pick up what it needs in a Road Department vehicle with a heater in it, and that the heater would keep the emulsion warm so that it does not gel.

Commissioner Brown acknowledged that the product was used for road resurfacing, and he asked if it would be used on the West Fayetteville Bypass. Mr. Adams replied that the product is used when one layer of asphalt is placed on another existing layer of asphalt, and he added that the product could be used on the West Fayetteville Bypass.

Commissioner Hearn asked Mr. Adams to explain the Asphalt Cement Price Index. Mr. Adams replied that the Asphalt Cement Price Index is a list of prices published by the Georgia Department of Transportation (GDOT) once a month. He explained that private businesses adjust the costs of their asphalt related products based on the price of oil as it increases or decreases, and that the Asphalt Cement Price Index would correlate to the price vendors are paying for oil at market price. He continued that two years ago, the cost for asphalt emulsion may have been cheaper, but now that the Asphalt Cement Price Index has risen and everything costs more, the vendors are "still willing to work with the County because they know their price is related to the index".

Commissioner Horgan moved to approve staff's recommendation to approve Bid #819, awarding two separate annual contracts to Seaco, Inc. and to Blackledge Emulsions, Inc., for the purchase of CRS-2h Asphalt Emulsion, in an aggregate amount not to exceed $45,000. Commissioner Hearn seconded the motion. No discussion followed. The motion passed 3-2 with Commissioners Brown and McCarty voting in opposition. A copy of the request and contracts, identified as "Attachment 6", follow these minutes and are made an official part hereof.

8. Consideration of reappointment of Randy Hayes to the Fayette County Development Authority for an additional four-year term to commence on April 10, 2012 and end on April 9, 2016.

Chairman Frady noted that Mr. Hayes had served Fayette County "for a good long while", that he was "sure there was a resume in a file somewhere for him", and that he had been vetted for all of the years of his service. He thought Mr. Hayes was qualified for the job and he recommended the Board approve of his reappointment.

Chairman Frady moved to reappoint Randy Hayes to the Fayette County Development Authority for an additional four-year term to commence on April 10, 2012 and to expire on April 9, 2016. Commissioner Horgan seconded the motion.

Commissioner Brown stated that he would "stick to his principles and not support any position that is not publically advertised". He said he had "a position that these types of positions need to be advertised when they become available in order to draw from a wide range of talent" in Fayette County, and then to make a selection from that pool of applicants.

The motion to reappoint Randy Hayes to the Fayette County Development Authority for an additional four-year term to commence on April 10, 2012 and to expire on April 9, 2016 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 7", follows these minutes and are made an official part hereof.

9. Approval of a request from the County Clerk for authorization to file the required Certificate of Appointment indicating that the Fayette County Democratic Party has reappointed Darryl Hicks to the Board of Elections for a four-year term to commence February 1, 2012 and expiring January 31, 2016.

Chairman Frady explained that this request was similar to the type of request recently approved for the Republican Committee who appointed their person to the Elections Board, and that the Board of Commissioners is only verifying the fact that the appointment has been made. He said the Board would certify the Democratic Party's action and send it to the Clerk's office to be filed.

Commissioner Horgan moved to approve the County Clerk's request for authorization to file the required Certificate of Appointment indicating that the Fayette County Democratic Party has reappointed Darryl Hicks to the Board of Elections for a four-year term to commence February 1, 2012 and expiring January 31, 2016. Commissioner McCarty seconded the motion. No discussion followed. The motion passed unanimously. A copy of the request, identified as "Attachment 8", follows these minutes and is made an official part hereof.

10. Consideration of the appointment of Lt. Debbie Chambers, of the City of Fayetteville Police Department, to the Fayette County Department of Family and Children Services Board for a five-year term to commence on January 24, 2012 and expiring on January 23, 2017.

Commissioner Horgan moved to appoint Lt. Debbie Chambers, of the City of Fayetteville Police Department, to the Fayette County Department of Family and Children Services Board for a five-year term to commence on January 24, 2012 and expiring on January 23, 2017. Commissioner Hearn seconded the motion.

Commissioner Brown clarified that this motion was for an original appointment, and not a reappointment. He then asked if this position had been advertised. Executive Assistant Carol Chandler replied that this position had not been advertised.

The motion to appoint Lt. Debbie Chambers, of the City of Fayetteville Police Department, to the Fayette County Department of Family and Children Services Board for a five-year term to commence on January 24, 2012 and expiring on January 23, 2017 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 9", follows these minutes and is made an official part hereof.

11. Consideration of the reappointment of Dr. Michael Strain to another six-year term on the Fayette County Board of Health commencing on January 1, 2012 and expiring on December 31, 2017.

Commissioner Horgan moved to reappoint Dr. Michael Strain to another six-year term on the Fayette County Board of Health commencing on January 1, 2012 and expiring on December 31, 2017. He noted that he serves on the Board of Health with Dr. Strain, and that he felt the doctor had done exemplary work on the Board. Chairman Frady seconded the motion.

Commissioner Brown asked if the position was advertised. Executive Assistant Carol Chandler replied that it was not advertised.

The motion to reappoint Dr. Michael Strain to another six-year term on the Fayette County Board of Health commencing on January 1, 2012 and expiring on December 31, 2017 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 10", follows these minutes and is made an official part hereof.

12. Consideration of the reappointment of Jack Krakeel to an additional four-year term on the Fayette County Hospital Authority which will commence on June 1, 2012 and will end on May 31, 2016.

Commissioner Horgan moved to reappoint Jack Krakeel to an additional four-year term on the Fayette County Hospital Authority that will commence on June 1, 2012 and will end on May 31, 2016. Commissioner Hearn seconded the motion.

Commissioner Brown stated that he understood the importance of having someone connected with the County appointed to the Hospital Authority Board. However, he noted, that most counties have a Commissioner who sits on that Board. He suggested that if the Board would consider placing a County Commissioner on the Hospital Authority Board, he would support the motion.

The motion to reappoint Jack Krakeel to an additional four-year term on the Fayette County Hospital Authority that will commence on June 1, 2012 and will end on May 31, 2016 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 11", follows these minutes and is made an official part hereof.

13. Consideration of the reappointment of Ken Schall to the McIntosh Trail Community Service Board for a three-year term with said term commencing on July 1, 2012 and expiring on June 30, 2015.

Executive Assistant Carol Chandler read the agenda item, and explained that Mr. Schall is a long time member of the McIntosh Trail Community Service Board, and that those seats do have some criteria associated with them. She explained that there were no term limits, that Mr. Schall had been recommended for reappointment, and that he expressed willingness to "accept the chore" if reappointed. Chairman Frady said the Board appreciated his service, as well as everyone's service who volunteers for Fayette County.

Commissioner Horgan moved to reappoint Ken Schall to the McIntosh Trail Community Service Board for a three-year term with said term commencing on July 1, 2012 and expiring on June 30, 2015. Commissioner McCarty seconded the motion.

Commissioner Brown asked if this position had been advertised. Ms. Chandler replied that the position had not been advertised.

The motion to reappoint Ken Schall to the McIntosh Trail Community Service Board for a three-year term with said term commencing on July 1, 2012 and expiring on June 30, 2015 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 12", follows these minutes and is made an official part hereof.

14. Consideration of the appointment of Ms. Jackie Begg to the Region Six Mental Health Regional Planning Board for a three-year term to commence on March 1, 2012, and to end on February 28, 2015.

Commissioner Horgan moved to appoint Ms. Jackie Begg to the Region Six Mental Health Regional Planning Board for a three-year term to commence on March 1, 2012 and to end on February 28, 2015. He explained that Ms. Begg was in the audience, and that this nomination was to fill one of two available seats on the Board. He repeated that there was a second position available, and that if anyone wanted to fill that position they could talk to Dr. Strain on the Board of Health for further information. Commissioner Hearn seconded the motion.

Commissioner Brown asked if the position had been advertised to the public at large. Executive Assistant Carol Chandler replied that the position had not been advertised.

The motion to appoint Ms. Jackie Begg to the Region Six Mental Health Regional Planning Board for a three-year term to commence on March 1, 2012 and to end on February 28, 2015 passed 4-1 with Commissioner Brown voting in opposition. A copy of the request, identified as "Attachment 13", follows these minutes and is made an official part hereof.

Chairman Frady commented that "God help this county if we ever get to a position where someone tries to change every experienced person that we have serving us on this Board. Amen."

ADMINISTRATOR'S REPORTS:

Open House Concerning the Interstate 85 / State Route 74 Interchange: County Administrator Jack Krakeel reminded the Board that it has historically had significant discussions concerning the interchange at Interstate 85 and State Route 74. He continued that the Georgia Department of Transportation (GDOT) was going to hold an open house and provide public information, on Tuesday, February 28, 2012, about proposed modifications to that interchange. He informed the Board that the open house would be held at the Bedford School Gymnasium located at 5665 Milam Road, Fairburn, Georgia from 4:30 p.m. until 8:30 p.m. He repeated that this is an open house, that the Board and members of the public would be able to attend, and that he would email the Board with further information.

COMMISSIONERS' REPORTS:

Commissioner Steve Brown: Commissioner Brown spoke about the interchange at Interstate 85 and State Route 74, and he said he had spoken to several groups across Fayette County and to one group in Fulton County where this subject had arisen. He wanted to reiterate that there are three different scenarios associated with the interchange. He

told the Board that GDOT already has money set aside with a plan to modify the interchange. He said this money was not a part of the Transportation Investment Act (TIA). He added that there is a second plan in place that has more money in it, including TIA money, if the act passes. Then he continued that the third plan would be one of the "better case scenarios" and that is not in either one of the plans, regardless of TIA funding, and he said he is working on getting "those components included in the plan" and that there was an effort to get GDOT to recognize some of the components. He said the importance of having the components in the plan was because, if money for roads and bridges become available (as President Obama is actively discussing), if there is not components in the planning stages, the plan itself will not be eligible for those funds for additional components for the interchange. He concluded that there is constant work in enhancing the plan and getting GDOT to recognize the other components needed to make it the best-case scenario. Next, Commissioner Brown reiterated that while he did not have anything personal against the people holding appointed positions, he was holding to the principle that the County has an obligation to advertise open, public positions. He said if the people do not know positions are available, then the people would not get the positions. He added that there are a large number of people who have served for a long time whose services are great, but there are others who never have an opportunity because they are not told of open positions. He said, to that end, there is a Recreation Commission position that is open, that he has been told that the position is his responsibility for his district, and that he has sent a press release to the newspapers advertising the position publically. He said there is a questionnaire for interested and passionate candidates to complete, and that the form is available from Executive Assistant Carol Chandler.

Chairman Herb Frady: Chairman Frady addressed Commissioner Brown's comments about the Interstate 85 and State Route 74 interchange. He said he had conversations with Todd Long, who is the planner for the State of Georgia's Department of Transportation, and that Mr. Long said he attended a meeting that Commissioner Brown and others were attending, and at that meeting Mr. Long reiterated to Commissioner Brown that they [GDOT] realized they needed more work and plans for the area. He continued that Mr. Long had informed Commissioner Brown that he would be glad to get some of those efforts going if Commissioner Brown would inform him where to get money. He said that Mr. Long informed him that GDOT did not have the money to do what Commissioner Brown was asking for.

County Administrator Jack Krakeel: County Administrator Jack Krakeel responded that, concerning the Interstate 85 and State Route 74 Interchange, the Board had previously instructed staff about the development of a resolution subsequent to having conversations with GDOT. He said the genesis of that discussion was a "Phase 1 / Phase 2" approach to that intersection design. He reported that staff is in the process of developing the resolution, and it would be brought before the Board at the March 8, 2012 meeting. Mr. Krakeel next reminded the Board that it had requested that the County's Director of Public Works, Phil Mallon, provide an update to the Board and public on the County's SPLOST transportation program. He reminded the Board that it had agreed that the appropriate time to provide this update was subsequent to the Workshop SPLOST meetings that are held before the second, Thursday night Board of Commissioners meeting of each month. He then asked Mr. Mallon to provide a brief overview and update on the current SPLOST program.

SPLOST Update: Public Works Director Phil Mallon updated the Board on SPLOST projects in both the municipalities and in unincorporated Fayette County. The Board took no action on this update.

ADJOURNMENT:

Commissioner Brown moved to adjourn the February 23, 2012 Board of Commissioners meeting. Commissioner McCarty seconded the motion. No discussion followed. The motion passed unanimously.

The Board of Commissioners adjourned from their February 23, 2012 meeting at 8:03 p.m.

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Floyd L. Jones, Chief Deputy Clerk Hebert E. Frady, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 22nd day of March 2012.

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Floyd L. Jones, Chief Deputy Clerk