

MINUTES OF A SPECIAL MEETING
OF THE CITY COUNCIL OF CLARKSTON, GEORGIA

HELD IN-PERSON IN SAID CITY ON THURSDAY, SEPTEMBER 14, 2023

On the 14th day of September 2023, at 7:00 p.m., the City Council of Clarkston, Georgia met in special session in-person in said City. Vice Mayor Debra Johnson called the meeting to order. The following member of the Council Members were present: Councilmembers Awet Eyasu; Yterenickia Bell; Jamie Carroll (virtual); Laura Hopkins. Absent: Mayor Beverly Burks and Councilmember Susan Hood. The following City staff were present: Tammi Saddler Jones (Interim City Manager); Dan Defnall (Finance Director); Tomika R. Mitchell (City Clerk); Stephen Quinn (City Attorney).

NOTE: Items appearing in these minutes are in the order they were discussed, not necessarily in the order they appeared on the agenda.

1. CALL TO ORDER

The meeting was called to order at 7:45 p.m.

2. ROLL CALL

Mayor Beverly Burks and Councilmember Hood were absent.

3. NEW BUSINESS

A. To consider and adopt a resolution changing the Georgia Municipal Employee Benefits Services (GMEBS) Health Insurance Plan for the City of Clarkston 2024 Benefits.

Interim City Manager, Tammi Saddler Jones stated the City of Clarkston has not previously made changes to our Health Benefits plan option for several years now. Health Insurance benefits costs have continued to escalate over the past several years. The percentage increase for 2024 is 3%. In comparison to previous years, in 2021 rates increased by 13%, 2022 rates increased by 5%, and 2023 rates increased by 20%.

Ms. Saddler Jones stated there were three plan options and presented an overview of each option: (1) Keep the current HMO 90% Plan – no other changes; (2) keep the current HMO 90% Plan and add Delta Dental and a Vision Plan, and (3) change to a HMO 80% Plan and add Delta Dental and a Vision Plan.

Councilmember Carroll entered the meeting virtually.

The City of Clarkston currently offers employees a substandard dental program that is basically a discount on services provided and the city does not offer any type of Vision plan. Staff would like to consider changing our HMO 90% Open Access Plan to the HMO 80% Open Access Plan to reduce our overall premiums and add the GMEBS PPO Delta Dental Plan and the Anthem-Blue View Vision Plan for 2024. Staff also propose that the City of Clarkston continue to pay 100% for employee coverage and 50% of the cost of family coverage.

The cost analysis between the two plans shows that if we change to the HMO 80% Plan for 2024, the overall savings for health insurance premiums will be \$22,230. The cost increase of adding the Delta Dental Plan would be \$13,500 and the cost increase of adding the Anthem Blue View Vision Plan would be \$4,379.40. We can implement the new dental and vision plans and still have an approximate savings of \$4,350.

The change from the HMO 90% Plan to the HMO 80% Plan difference to our employees will be as follows: The individual annual deductible for employees will increase from \$250 to \$500. The family annual deductible for employees will increase from \$750 to \$1,500. The copay for office visits for primary care and Specialist office visits will increase by \$5 per visit.

Staff recommended changing from the HMO 90% Plan to HMO 80% Plan and adding Delta Dental and Vision plans and continuing to offer the PPO 90/70 500 Plan and the PPO 80/60 500 Plan for 2024 since a few employees are enrolled in those plans.

Finance Director, Dan Defnall gave a brief overview of what the city currently pays towards dependent coverage for employees, stating the City currently pays 100% of the health insurance premium for employees only and 50% of the cost of family coverage amount above the employee only rate.

Denise Joyce, GMA Director of Life and Health Insurance Services gave a brief overview of the proposed changes to Clarkston's Employee Benefits Services (GMEBS) Health Insurance Plan for 2024.

The Council briefly discussed this item.

Councilmember Eyasu made a motion to adopt changing the Health Benefits Plan available for the City of Clarkston employees to GMEBS, Georgia Municipal Employee Benefits Services for the Plan Year 2024 and change from the HMO 90% Plan to HMO 80% Plan and adding Delta Dental and Vision plans and continuing to offer the PPO 90/70 500 Plan and the PPO 80/60 500 Plan for 2024. Councilmember Bell duly seconded the motion. Vice Mayor Johnson called for the vote and declared the motion approved (4-1). Councilmember Hopkins voted "no".

4. ADJOURNMENT

Councilmember Eyasu made a motion to adjourn. Councilmember Bell duly seconded the motion. Vice Mayor Johnson called for the vote and declared the motion approved (5-0).

The meeting adjourned at 8:08 p.m.

ATTEST:


Tomika R. Mitchell
City Clerk


Debra D. Johnson
Vice Mayor