



Mayor & City Council

Workshop Session

~ Agenda ~

City of College Park
3667 Main Street
College Park, GA 30337

<http://www.collegeparkga.com>
404-669-3756 (Main)

Experience College Park
Georgia's Global City

Monday, February 17, 2020

6:00 PM

Council Chambers

1. Presentation on the Georgia Municipal Association (GMA) City of Ethics Program by Municipal Consultant Terrell Jacobs with the Georgia Municipal Association. See memorandum dated February 13, 2020 from City Clerk Shavala Moore. Also, see attached supporting documentation.
2. Consideration of Employee Healthcare Options for FY 2020-2021. See memorandum dated February 12, 2020 from City Manager Terrence R. Moore. Also, see attached supporting documentation.
3. Considerations regarding Multi-Family Residential Tier Standards. See memorandum dated February 12, 2020 from Director of Inspections Oscar Hudson.



CITY OF COLLEGE PARK

P.O. BOX 87137 · COLLEGE PARK, GA 30337 · 404.767.1537

WORKSHOP AGENDA ITEM

DOC ID: 7931

DATE: February 13, 2020

TO: The Honorable Mayor and Members of City Council

THROUGH: Terrence R. Moore, City Manager

FROM: Shavala Moore, City Clerk

RE: City of Ethics - Georgia Municipal Association (GMA)

PURPOSE: GMA's Cities of Ethics program is an attempt to raise awareness about ethics issues at the local level and provide a local forum for the airing and resolution of legitimate concerns. The use of a local ethics ordinance allows citizens to raise their concerns and participate in the ethics investigation process at the local level, where the voice and influence of the individual citizen is strongest.

ACTION: To earn a "Certified City of Ethics" designation, a city must take two actions:

1. **Adopt a resolution establishing the five ethics principles for the conduct of your city's officials.**

These principles are designed to guide the elected officials as individuals and as a governing body. These principles are:

- Serve others, not ourselves
- Use resources with efficiency and economy
- Treat all people fairly
- Use the power of our position for the well-being of our constituents
- Create an environment of honesty, openness and integrity

2. **Adopt an ethics ordinance that meets minimum standards approved by the GMA Board.**

The ordinance must contain definitions, an enumeration of permissible and impermissible activities by elected officials, due process procedures for elected officials charged with a violation of the ordinance and punishment provisions for those elected officials found in violation of the ordinance.

RECOMMENDATION: Review sample resolution and sample Ethics Ordinance to establish

the requirements of being a "Certified City of Ethics".

ATTACHMENTS:

- Ethics Resolution Sample (DOC)
- GMA_Sample Ethics Ordinance (PDF)

Review:

- Shavala Moore Completed 02/13/2020 9:27 AM
- Rosyline Robinson Completed 02/12/2020 4:07 PM
- City Attorney's Office Completed 02/12/2020 3:55 PM
- Terrence R. Moore Completed 02/13/2020 10:54 AM
- Mayor & City Council Pending 02/17/2020 6:00 PM

RESOLUTION

WHEREAS the Board of Directors of the Georgia Municipal Association has established a Certified City of Ethics program; and,

WHEREAS the City of _____, wishes to be certified as a Certified City of Ethics under the GMA Program; and,

WHEREAS part of the certification process requires the Mayor and Council to subscribe to the ethics principles approved by the GMA Board;

NOW THEREFORE BE IT RESOLVED by the governing authority of the City of _____, Georgia, that as a group and as individuals, the governing authority subscribes to the following ethics principles and pledges to conduct its affairs accordingly:

- * Serve Others, Not Ourselves
- * Use Resources With Efficiency and Economy
- * Treat All People Fairly
- * Use The Power of Our Position For The Well Being Of Our Constituents
- * Create An Environment Of Honesty, Openness And Integrity

RESOLVED this _____ day of _____, 20__.

Mayor

Councilmember

Councilmember

Councilmember

Councilmember

Councilmember

ATTEST:

Note: A copy of the approved resolution and ordinance by cities who desire to participate in the GMA "Certified City of Ethics" program should be submitted to GMA, Attention: Legal Department, 201 Pryor Street, SW, Atlanta, Georgia 30303

This sample ethics ordinance is provided only for general informational purposes and to assist Georgia cities in identifying issues to address in a local ethics ordinance. The ordinance is not and should not be treated as legal advice. You should consult with your legal counsel before drafting or adopting any ordinance and before taking any action based on this sample.

SAMPLE ETHICS ORDINANCE

City of _____

State of Georgia

ORDINANCE No. _____

AN ORDINANCE TO AMEND THE CODE OF ORDINANCES, CITY OF _____, GEORGIA TO PROVIDE A NEW CODE SECTION _____, ETHICS; TO PROVIDE FOR PENALTIES; TO PROVIDE FOR CODIFICATION; TO PROVIDE FOR SEVERABILITY; TO REPEAL CONFLICTING ORDINANCES; TO PROVIDE AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

WHEREAS, the duly elected governing authority of the City of _____, Georgia is authorized by O.C.G.A. § 36-35-3 to adopt ordinances relating to its property, affairs and local government; and

WHEREAS, the duly elected governing authority of the City of _____, Georgia is the Mayor and Council thereof; and

WHEREAS, the governing authority deems it essential to the proper operation of democratic government that the public officials be, and give the appearance of being, independent, impartial, and responsible to the people; that governmental decisions and policies be made in the proper channels of the governmental structure; and that public office not be used for personal gain; and

WHEREAS such measures are necessary to provide the public with confidence in the integrity of its government.

NOW THEREFORE it is the policy of the city that its officials, employees, appointees, and volunteers conducting official city business:

- Serve others and not themselves;
- Be independent, impartial and responsible;
- Use resources with efficiency and economy;
- Treat all people fairly;
- Use the power of their position for the well being of their constituents; and

Create an environment of honesty, openness and integrity.

NOW THEREFORE BE IT AND IT IS HEREBY ORDAINED:

Section 1.

That the Code of Ordinances of the City of _____, Georgia is hereby amended by adding sections to be numbered _____, Code of Ethics, which said sections read as follows:

“Sec. _____ PURPOSE

The purpose of this code of ethics is to:

- (a) Encourage high ethical standards in official conduct by city officials;
- (b) Establish guidelines for ethical standards of conduct for all such officials by setting forth those acts or actions that are incompatible with the interest of the city;
- (c) Require disclosure by such officials of private financial or other interest in matters affecting the city; and
- (d) Serve as a basis for disciplining those who refuse to abide by its terms.

Sec. _____ SCOPE

The provisions of this code of ethics shall be applicable to all elected or appointed city officials.

Notwithstanding anything herein to the contrary, state law and the charter of the city shall be controlling in the event of an actual conflict with the provisions of this code of ethics. This ordinance shall be interpreted to supplement, and not replace, said provisions of state law and the charter.

Sec. _____ DEFINITIONS

Solely for the purpose of this code of ethics:

- (a) *City official or official*, unless otherwise expressly defined does not include city employees but does mean the mayor, members of the city council, municipal court judges (including substitute judges), city manager, city clerk, city attorney, and all other persons holding positions designated by the city charter, as amended. The term “city official” also includes all individuals, including city employees, appointed by the mayor and/or city council as appropriate to city authorities, commissions, committees, boards, task forces, or other bodies which can or may vote or take formal action or make official recommendations to the mayor and/or city council.

- (b) *Decision* means any ordinance, resolution, contract, franchise, formal action or other matter voted on by the city council or other city board or commission, as well as the discussions or deliberations of the council, board, or commission which can or may lead to a vote or formal action by that body.
- (c) *Employee* means any person who is a full-time or part-time employee of the city.
- (d) *Immediate family* means the spouse, mother, father, grandparent, brother, sister, son or daughter of any city official related by blood, adoption or marriage. The relationship by marriage shall include in-laws.
- (e) *Incidental interest* means an interest in a person, entity or property which is not a substantial interest as defined herein and which has insignificant value.
- (f) *Remote interest* means an interest of a person or entity, including a city official, which would be affected in the same way as the general public. For example, the interest of an official in the property tax rate, general city fees, city utility charges or a comprehensive zoning ordinance or similar matters is deemed remote to the extent that the official would be affected in common with the general public.
- (g) *Substantial interest* means an interest, either directly or through a member of the immediate family, in another person or entity, where:
 - (1) the interest is ownership of five percent or more of the voting stock, shares or equity of the entity or ownership of \$5,000.00 or more of the equity or market value of the entity; or
 - (2) the funds received by the person from the other person or entity during the previous 12 months either equal or exceed (a) \$5,000.00 in salary, bonuses, commissions or professional fees, or \$5,000.00 in payment for goods, products or services, or (b) ten percent of the recipient's gross income during that period, whichever is less;
 - (3) the person serves as a corporate officer or member of the board of directors or other governing board of a for-profit entity other than a corporate entity owned or created by the city council; or
 - (4) the person is a creditor, debtor, or guarantor of the other person or entity in an amount of \$5,000.00 or more.

Sec. ____ **PROHIBITIONS**

- (a) No city official shall use such position to secure special privileges or exemptions for himself or herself or others, or to secure confidential information for any purpose other than official duties on behalf of the city.
- (b) No city official, in any matter before the council or other city body, relating to a person or entity in which the official has a substantial interest, shall fail to disclose for the record such interest prior to any discussion or vote or fail to recuse himself/herself from such discussion or vote as applicable.
- (c) No city official shall act as an agent or attorney for another in any matter before the city council or other city body.
- (d) No city official shall directly or indirectly receive, or agree to receive, any compensation, gift, reward, or gratuity in any matter or proceeding connected with, or related to, the duties of his office except as may be provided by law.
- (e) No city official shall enter into any contract with, or have any interest in, either directly or indirectly, the city except as authorized by state law.
 - (i) This prohibition shall not be applicable to the professional activities of the city attorney in his or her work as an independent contractor and legal advisor on behalf of the city.
 - (ii) This prohibition shall not be applicable to an otherwise valid employment contract between the city and a city official who is not elected (such as, by way of example, a city manager, city administrator or chief of police).
 - (iii) Any official who has a proprietary interest in an agency doing business with the city shall make that interest known in writing to the city council and the city clerk.
- (f) All public funds shall be used for the general welfare of the people and not for personal economic gain.
- (g) Public property shall be disposed of in accordance with state law.
- (h) No city official shall solicit or accept other employment to be performed, or compensation to be received, while still a city official if the employment or compensation could reasonably be expected to impair such official's judgment or performance of city duties.

- (i) If a city official accepts or is soliciting a promise of future employment from any person or entity who has a substantial interest in a person, entity or property which would be affected by any decision upon which the official might reasonably be expected to act, investigate, advise, or make a recommendation, the official shall disclose the fact to the city council and shall recuse himself/herself and take no further action on matters regarding the potential future employer.
- (j) No city official shall use city facilities, personnel, equipment or supplies for private purposes, except to the extent such are lawfully available to the public.
- (k) No city official shall grant or make available to any person any consideration, treatment, advantage or favor beyond that which it is the general practice to grant or make available to the public at large.
- (l) A city official shall not directly or indirectly make use of, or permit others to make use of, official information not made available to the general public for the purpose of furthering a private interest.
- (m) A city official shall not use his or her position in any way to coerce, or give the appearance of coercing, another person to provide any financial benefit to such official or persons within the official's immediate family, or those with whom the official has business or financial ties amounting to a substantial interest.
- (n) A city official shall not order any goods and services for the city without prior official authorization for such an expenditure. No city official shall attempt to obligate the city nor give the impression of obligating the city without proper prior authorization.
- (o) No city official shall draw travel funds or per diem from the city for attendance at meetings, seminars, training or other educational events and fail to attend such events without promptly reimbursing the city therefore.
- (p) No city official shall attempt to unduly influence the outcome of a case before the Municipal Court of the City of _____ nor shall any city official engage in ex parte communication with a municipal court judge of the City of _____ on any matter pending before the Municipal Court of the City of _____.

Sec. ____ CONFLICT OF INTEREST

- (a) A city official may not participate in a vote or decision on a matter affecting an immediate family member or any person, entity, or property in which the official has a substantial interest.
- (b) A city official who serves as a corporate officer or member of the board of directors of a nonprofit entity must disclose their interest in said entity to the mayor and council prior to participating in a vote or decision regarding funding of the entity by or through the city.
- (c) Where the interest of a city official in the subject matter of a vote or decision is remote or incidental, the city official may participate in the vote or decision and need not disclose the interest.

Sec. ____ **BOARD OF ETHICS**

Select Alternative A, B, C or D or draft another suitable alternative. If Alternative D is chosen, subsections (b) through (f) may be omitted. Alternative D can also be used in conjunction with one of the other alternatives to hear complaints against any member of the Board of Ethics or when the Board of Ethics cannot convene because appointed members of the Board of Ethics have conflicts of interest in hearing the matter.

Alternative A

- (a) The Board of Ethics of the City shall consist of three (3) residents of the City, one appointed by the mayor, one appointed by the city council, and the third appointed by the mayor and approved by a majority of the city council.

Alternative B

- (a) The Board of Ethics shall consist of three (3) residents of the City, one appointed by the mayor, one appointed by the council, and the third appointed by the two named Board members and approved by a majority of the city council. The third member of the Board of Ethics shall be a member in good standing of the State Bar of Georgia.

Alternative C

- (a) The Board of Ethics of the City shall be composed of three (3) residents of the City to be appointed as follows: the mayor and councilmembers shall each designate one (1) qualified citizen to provide a pool of ____ number of individuals who have consented to serve as a member of such Board of Ethics and who will be available for a period of two (2) years to be called upon to serve in the event a Board of Ethics is appointed. The City Clerk

shall maintain a listing of these qualified citizens. Upon receipt of a properly verified complaint and timely forwarding of that complaint to the city official charged in the complaint, the Mayor and Council, at the next regularly scheduled public meeting or at a specially called public meeting, shall draw names randomly from the listing of qualified citizens until three (3) members of the Board of Ethics have been appointed. Such Board will elect one of its members to serve as chair.

Alternative D

- (a) The Municipal Court of the City of _____ shall hear and render decisions on all proper verified complaints filed under this ordinance.
-
- (b) All members of the Board of Ethics shall be residents of the city for at least one (1) year immediately preceding the date of taking office and shall remain a resident while serving on the Board.
- (c) All members of the Board of Ethics shall serve a ____-year term.
- (d) No person shall serve as a member of the Board of Ethics if the person has, or has had within the preceding one (1) year period, any interest in any contract or contracting opportunity with the city or has been employed by the City.
- (e) Members of the Board of Ethics with any permit or rezoning application pending before the city, or any pending or potential litigation against the city or any city official charged in the complaint shall be disqualified from serving on the Board of Ethics for that complaint. An alternate member of the Board of Ethics shall be selected in the same manner as the disqualified individual.
- (f) The members of the Board of Ethics shall serve without compensation. The city council shall provide meeting space for the Board of Ethics and, subject to budgetary procedures and requirements of the City, such supplies and equipment as may be reasonably necessary for the Board to perform its duties and responsibilities.
- (g) No person shall serve on the Board of Ethics who has been convicted of a felony involving moral turpitude in this state or any other state, unless such person's civil rights have been restored and at least ten years have elapsed from the date of the completion of the sentence without a subsequent conviction of another felony involving moral turpitude.
- (h) No person shall serve on the Board of Ethics who is less than 21 years of age, who holds a public elective office, who is physically or mentally

unable to discharge the duties of a member of the Board of Ethics, or who is not qualified to be a registered voter in the City of _____.

- (i) Upon appointment, members of the Board of Ethics shall sign an affidavit attesting to their qualification to serve as a member of the Board of Ethics.
- (j) Members of the Board of Ethics may be removed by majority vote of the city governing authority.

OR

- (j) Members of the Board of Ethics may be removed by majority vote of the city governing authority for cause including, but not limited to, failure to maintain any requirement for qualification to serve on the Board of Ethics.

Sec. ____ RECEIPT OF COMPLAINTS

Select Alternative A, B, C or D or draft another suitable alternative. If Alternative D is chosen, conform the language in the following sections by substituting “municipal court” for “board.”

Alternatives A & B

- (a) All complaints against city officials shall be filed with the Board of Ethics, who may require that oral complaints, and complaints illegibly or informally drawn, be reduced to a memorandum of complaint in such form as may be prescribed by the city council or the Board of Ethics. Upon receipt of a complaint in proper form, the chair of the Board of Ethics shall forward a copy of the complaint to the city official or officials charged in the complaint within no more than seven (7) calendar days.

Alternative C

- (a) All complaints against city officials shall be filed with the city clerk, who will give it to the Mayor and Council. The Mayor and Council may require that oral complaints, and complaints illegibly or informally drawn, be reduced to a memorandum of complaint in such form as may be prescribed by the city council. Upon receipt of a complaint in proper form, the city clerk or the clerk’s designee shall forward a copy of the complaint to the city official or officials charged in the complaint within no more than seven (7) calendar days.

Alternative D

- (a) All complaints against city officials shall be filed with the clerk of the Municipal Court of the City of _____. Upon receipt of a complaint in proper form, the municipal court clerk shall forward a copy of the

complaint to the city official or officials charged in the complaint within no more than seven (7) calendar days.

- (b) All complaints shall be submitted and signed under oath, shall be legibly drawn and shall clearly address matters within the scope of this ordinance.
- (c) Upon receipt of a complaint in proper form, the Board shall review it to determine whether the complaint is unjustified, frivolous, patently unfounded or fails to state facts sufficient to invoke the disciplinary jurisdiction of the City Council. The Board of Ethics is empowered to dismiss in writing complaints that it determines are unjustified, frivolous, patently unfounded or fail to state facts sufficient to invoke the disciplinary jurisdiction of the City Council; provided, however, that a rejection of such complaint by the Board of Ethics shall not deprive the complaining party of any action such party might otherwise have at law or in equity against the city official. For complaints that are not dismissed, the Board of Ethics is empowered to collect evidence and information concerning any complaint and add the findings and results of its investigations to the file containing such complaint.
- (d) Upon completion of its investigation of a complaint, the Board of Ethics is empowered to dismiss in writing those complaints which it determines are unjustified, frivolous, patently unfounded or which fail to state facts sufficient to invoke the disciplinary jurisdiction of the City Council; provided, however, that a rejection of such complaint by the Board of Ethics shall not deprive the complaining party of any action such party might otherwise have at law or in equity against the city official.
- (e) The Board of Ethics is empowered to conduct investigations, to take evidence, and to hold hearings to address the subject matter of a complaint.
- (f) The Board of Ethics is empowered to adopt forms for formal complaints, notices, and any other necessary or desirable documents within its jurisdiction where the city council has not prescribed such forms.
- (g) Findings of the Board of Ethics shall be submitted to the City Council for action.

Some elected officials raised concerns about potential misuse of the ethics complaint process for political purposes. The governing authority may elect to remain silent on this issue and allow local ethics complaints to be filed and processed at any time or the governing authority may consider Alternative A or B below or draft another suitable alternative.

Alternative A

- (h) To discourage the filing of ethics complaints solely for political purposes, complaints will not be accepted against a person seeking election as a city official, whether currently serving as a city official or not, from the date qualifying opens for the elected office at issue through the date the election results for that office are certified. The time for filing complaints will not run during this period. Properly filed complaints will be accepted and processed after the election results have been certified.

Alternative B

- (h) To discourage the filing of ethics complaints solely for political purposes, ethics complaints against a person seeking election as a city official, whether currently serving as a city official or not, which are filed between the date of qualifying for municipal office and the date of certification of the election results will be held and will not be processed until the election results for that office have been certified.

Sec. ____ SERVICE OF COMPLAINT

The city clerk or Board of Ethics as appointed herein set forth shall cause the complaint to be served on the city official charged as soon as practicable but in no event later than seven (7) calendar days after receipt of a proper, verified complaint. Service may be by personal service, by certified mail, return receipt requested or by statutory overnight delivery. A hearing shall be held within sixty (60) calendar days after filing of the complaint. The Board of Ethics shall conduct hearings in accordance with the procedures and regulations it establishes but, in all circumstances, at least one hearing shall include the taking of testimony and the cross-examination of available witnesses. The decision of the Board of Ethics shall be rendered to Mayor and Council within seven (7) calendar days after completion of the final hearing. At any hearing held by the Board of Ethics, the city official who is the subject of inquiry shall have the right to written notice of the hearing and the allegations at least seven (7) calendar days before the first hearing, to be represented by counsel, to hear and examine the evidence and witnesses and, to oppose or try to mitigate the allegations. The city official subject to the inquiry shall have also have the right but not the obligation of submitting evidence and calling witnesses. Failure to comply with any of time deadlines in this section of the ordinance shall not invalidate any otherwise valid complaint or in any way affect the power or jurisdiction of the Board of Ethics or the city council to act upon any complaint.

Sec. ____ RIGHT TO APPEAL

- (a) Any city official or complainant adversely affected by the findings or recommendations of the Board of Ethics may obtain judicial review of such decision as provided in this Section.
- (b) An action for judicial review may be commenced by filing an application for a writ of certiorari in the Superior Court of X County within thirty (30) days after the decision of the Board of Ethics. The filing of such application shall act as supersedeas.

Sec. ____ PENALTY

Any person violating any provision of this article is subject to:

- (a) Public reprimand or censure by the city council; or
- (b) Request for resignation by the city council.”

Section 2.

The sections, subsections, paragraphs, sentences, clauses and phrases of this ordinance are severable, and if any section, subsection, paragraph, sentence, clause or phrase shall be declared illegal by the valid judgment or decree of any court of competent jurisdiction, such illegality shall not affect any of the remaining section, subsections, paragraphs, sentences, clauses and phrases of this ordinance.

Section 3.

All ordinances and parts of ordinances in conflict herewith are expressly repealed.

Section 4.

The adoption date of this ordinance is _____ and the effective date of this ordinance shall be _____.

ORDAINED this ____ day of _____, _____.

City of _____

Mayor

ATTEST:

City Clerk

APPROVED AS TO FORM:

City Attorney.



CITY OF COLLEGE PARK

P.O. BOX 87137 · COLLEGE PARK, GA 30337 · 404.767.1537

WORKSHOP AGENDA ITEM

DOC ID: 7935

DATE: February 12, 2020

TO: The Honorable Mayor and Members of City Council

FROM: Terrence Moore, City Manager

RE: Employee Healthcare Options for FY2020-2021

PURPOSE: To present to Mayor and City Council health care benefit options for program year 2020-2021. Current benefits include health insurance, dental, vision, life insurance, accidental death and dismemberment, long term disability and short term disability.

REASON: Gathering pertinent information to consider respective renewal opportunities involving both Kaiser Permanente and Cigna, as well as any opportunities as noted from alternate insurers. This includes pending submission of underwriting data for a Request for Proposal process, possibly involving a consortium plan sponsored by the Georgia Municipal Association (GMA).

RECOMMENDATION: To offer considerations based on input being provided to this effect by the City's benefit brokers, the RLP Corporation.

BACKGROUND: An analysis and review of current and previous program years claims history.

As previously mentioned, all involved are working to gather pertinent data to request proposals from alternate insurers, necessary to submit underwriting data for the noted RFP process. Interested insurers are to likewise be provided approximately two weeks to respond from the date of the RFP's release. Both the RLP Corporation and the Department of Human Resources & Risk Management will then analyze proposals and other related considerations so as to offer resulting recommendations in April.

COST TO CITY: To be determined.

BUDGETED ITEM: Yes.

REVENUE TO CITY: N/A.

CITY COUNCIL HEARING DATE: February 17, 2020.

CONSIDERATION BY OTHER GOVERNMENT ENTITIES: None.

AFFECTED AGENCIES: None.

RELATIONSHIP TO EXISTING ORDINANCE OR RESOLUTION: None.

REQUIRED CHANGES TO WORK PROGRAMS: N/A.

STAFF: Department of Human Resources & Risk Management
Office of the City Manager

ATTACHMENTS:

- Steve Roberts EMail_Kaiser (PDF)
- College Park201920 ReneWAL (PDF)

Review:

- Terrence R. Moore Completed 02/12/2020 3:55 PM
- Rosyline Robinson Completed 02/12/2020 4:08 PM
- Charles Christopher Cook Completed 02/12/2020 4:33 PM
- Terrence R. Moore Completed 02/12/2020 5:11 PM
- Mayor & City Council Pending 02/17/2020 6:00 PM

From: [Terrence Moore](#)
To: [Rosylene Robinson](#)
Subject: FW: Kaiser
Date: Tuesday, February 11, 2020 2:33:46 PM
Attachments: [College Park201920 ReneWAL.pdf](#)

From: Chris Cook <ccook@collegeparkga.com>
Sent: Tuesday, February 11, 2020 1:02 PM
To: Terrence Moore <tmoore@collegeparkga.com>
Subject: FW: Kaiser

As information, per our conversation in our Staff meeting this morning.

Chris Cook

From: Steven Roberts <scratl@scrconsult.llc>
Sent: Tuesday, February 11, 2020 12:11 PM
To: Chris Cook <ccook@collegeparkga.com>
Cc: Robb Pitts <robbpitts.rlpcorp@gmail.com>
Subject: Kaiser

Chris

In response to your inquiry regarding last year's renewal please review the attached transmittals. The first is the initial offer from Kaiser requesting a 23% increase but capped at 20%. Kaisers' capping policy is designed to provide rate stability. The second letter reflects a further investment in College Park's renewal rates by reducing the requested renewal by an additional 5%. Please call on me if you need further clarification.

Regards,
Steven C Roberts
SCR Consulting LLC
PO Box 7012
Atlanta, GA 30357
404-309-3077
scratl@scrconsult.llc
<https://scrconsult.llc/>



March 15, 2019

City of College Park
3667 Main Street
College Park GA 30337

Attn: Mr. Rob Pitts
Re: City of College Park
Group: 10145 | 2019 Health Benefits Contract Renewal

Dear Mr. Pitts,

This letter and the accompanying documents provide information for the City of College Park 2019 renewal with Kaiser Permanente. The renewal packet includes rates, an illustration of the rate development, utilization data and the benefit design for the plan year beginning June 1st. 2019.

As we work to make health care more affordable, we're targeting three key areas to deliver immediate and long-term cost reductions:

1. **Transforming care through innovation** — using advanced health information technology to improve the quality and timeliness of care, and providing more alternatives to traditional office visits
2. **Increasing quality of care and efficiency** — continuing to develop, test, and share best practices across the organization, and leverage our collaborative model to help ensure better outcomes and cost efficiencies.
3. **Focus on Prevention** — Commitment to improve the health of employees through our workforce health programs. Funding of up to \$50,000 for the 2019 plan year.

The renewal methodology applies a blend of College Park group specific claims utilization and Kaiser Permanente book of business manual base claim. The result is a rate action of 23% increase, capped at 20%. Our capping policy is designed to manage rate dislocation and provide rate stability where there's significant changes in a group's utilization. College Park claims experience has increased 46% over the previous year's. Please refer to page 5 of the renewal packet for a detailed illustration of the renewal analysis.

In our goal to provide the most affordable option in the market, we'll continue to explore and assess new opportunities to further reduce our cost trend while maintaining the high-quality care you've come to expect from Kaiser Permanente.

The City of College Park health benefit plans through Kaiser Permanente complies with federal health care reform requirements and other federal and state government mandates. Please note that we reserve the right to modify the rates and benefits if we receive further clarification of federal health care reform requirements, or to incorporate other applicable federal health care reform requirements. In addition, Kaiser Permanente reserves the right to make any change to our published and benefits due to changes in state or federal legislation or regulatory action. The City of College Park will receive a *Renewal Notice* at least 60 days prior to the renewal date that will provide more information about changes and clarifications we are making to the coverage.

Please note that the decision on any benefit changes must be communicated to Kaiser Permanente in writing at least 30 days prior to the renewal date; otherwise, those benefit changes will become effective the following month after the renewal date. Timely and complete enrollment will also ensure changes are reflected on the premium invoice.

We value your partnership and look forward to continuing our collaboration on behalf of the City of College.

Best regards,
John D. Slack
Executive Account Manager
Office (404) 812-1035
Mobile (470) 364-7404
Email: john.slack@kp.org

From: Gregory Williams <Gregory.Williams@kp.org>

Date: March 27, 2019 at 1:05:08 PM EDT

To: Steven Roberts <scratl@scrconsultllc.com>, "robbpitts.rlpcorp@gmail.com" <robbpitts.rlpcorp@gmail.com>

Cc: "John D. Slack" <John.Slack@kp.org>, Olivia Ibrahim <Olivia.Ibrahim@kp.org>, Keia Legree <Keia.Legree@kp.org>

Subject: City Of College Park

Steve:

Supplementing our conversation in response to your request we are willing to invest in The City Of College Park and offer a 5% decrease in our initial renewal offer. of an increase of 20%. We value the relationship with you, RLP and our client College Park. Based on those relationships we will agree to decreasing the renewal offer. The attachments will reflect the following:

Attachments 1 & 2 are the status quo plans at a 15% renewal increase.

Attachment 3: HMO/PPO alternates (PPO not blended with OOA).

Attachment 4 : HMO/PPO rates are blended

Please review the attachments carefully and let me know if you have any questions.

Thanks.

Greg

Gregory S. Williams, Manager Large/ Strategic Accounts

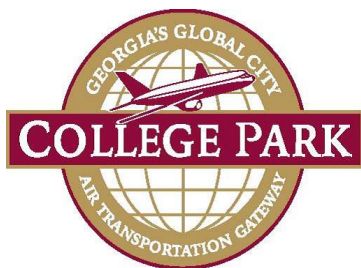
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CITY OF COLLEGE PARK

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WORKSHOP AGENDA ITEM

DOC ID: 7919

DATE: February 12, 2020

TO: The Honorable Mayor and Members of City Council

THROUGH: Terrence R. Moore, City Manager

FROM: Oscar Hudson, Director of Inspections

RE: Multi-Family Residential Tier Standards

PURPOSE: For the Honorable Mayor and Council to establish new inspection criteria for Multi-Family Complexes that are compliant with the code of excellence.

REASON: The Director of Inspection has determined there are some Multi-Family Complexes that should be exempt from the inspection process for pre-leasing. This decision is based on their abilities to constantly pass the pre-leasing inspections phase of the leasing process; and property maintenance.

RECOMMENDATION: The Director of Inspection Oscar Hudson has observed and listened to the complex owners over the past year about improvement of the Inspection process. There will be standard of tiers to meet that will determine their placement.

Below is a list of suggestions:

(Gold Tier) If any complex is considered non deficient during the pre-leasing inspections process for three months prior to adoption of the policy; that complex will be considered for the Gold tier.

“Gold Tier the process for any apartment complex to be removed from the pre-leasing inspections list completely; with the understanding that the city has the right to inspect up to 10% of the units randomly on a quarterly schedule per year. If the city finds any life safety violations during the quarterly inspections or if code enforcement finds any violations within that quarterly part of the year, the apartment complex will be subjected to a probationary period that is silver tier”.

(Silver Tier) is the process for the apartment complex to be subjected to random inspections at any time during a 3 month period. If there any infractions found by code enforcement during that time, the apartment complex will be placed back on the pre-lease inspections list and fall back to

the bronze tier.

(Bronze Tier) There cannot be any infractions allowed for a consecutive 6 month period to be reconsidered for the Gold Tier.

BACKGROUND: This is a reflection of the family ordinance rental process that began July 2018

COST TO CITY: NA

BUDGETED ITEM: NA

REVENUE TO CITY: YES

CITY COUNCIL HEARING DATE: February 17, 2020

CONSIDERATION BY OTHER GOVERNMENT ENTITIES: NA

AFFECTED AGENCIES: NA

RELATIONSHIP TO EXISTING ORDINANCE OR RESOLUTION: NA

REQUIRED CHANGES TO WORK PROGRAMS: NA

STAFF:

Review:

- Oscar Hudson Completed 02/10/2020 11:59 AM
- Rosyline Robinson Completed 02/10/2020 5:20 PM
- City Attorney's Office Completed 02/12/2020 3:54 PM
- Terrence R. Moore Completed 02/12/2020 3:58 PM
- Mayor & City Council Pending 02/17/2020 6:00 PM