

The Smithfield Town Council held a work session on Tuesday, April 21, 2015, at 6:30 pm. in the Council Chambers of the Smithfield Town Hall. Mayor John H. Lampe II presided.

Councilmen Present:

M. Andy Moore, Mayor Pro-Tem  
Marlon Lee, District 1 (Left at 10:01 pm)  
J. Perry Harris, District 2  
Travis Scott, District 3  
Roger A. Wood, District 4  
Charles A. Williams, At-Large

Councilmen Absent

Emery D. Ashley, At-Large

Administrative Staff Present

Paul Sabiston, Town Manager  
Greg Siler, Finance Director  
Pete Connet, Interim Public Utilities Dir.  
Shannan Williams, Town Clerk

**Approval of Agenda**

Councilman Wood made a motion, seconded by Councilman Williams, to approve the agenda as submitted. Unanimously approved.

**Topics of Discussion:**

**1. Discussion regarding Employee Health Care Renewal Options**

Town Manager Paul Sabiston addressed the Council on renewal options for employee health care. Mr. Sabiston explained that staff met with the insurance broker, Mark III, to discuss renewal options. If the Town chose to stay with the current benefit structure, premiums would increase by 16.44%.

Below is another proposed option that would increase premiums by 9%.

	<u>Current</u>	<u>Proposed</u>
Primary Physician Visit	\$25	\$35
Individual Deductible	\$1,000	\$1,500
Family Deductible	\$3,000	\$4,500
Individual Out of Pocket Maximum	\$3,500	\$7,000
Family Out of Pocket Maximum	\$5,000	\$10,000
Individual Pharmacy Out of Pocket Maximum	\$2,000	\$1,500
Family Pharmacy Out of Pocket Maximum	\$4,000	\$3,000

Mr. Sabiston explained that because the Town currently offers some assistance for dependent health care, Mark III provided two options for the above scenario. The first option would be to pay 100% of employee coverage and share the increase of the dependent coverage. Under the 9% increase, this would net a \$93,710.97 a year increase for the Town. The other option would be to pay 100% of employee coverage, but cap the dollar amount contribution for dependent coverage. Under the 9% increase, this would net a \$52,215.84 increase for the Town. Mr. Sabiston also explained that the Town is exploring a Health Savings Account (HSA) with a wellness program to be implemented next year. \$21,000 will need to be budgeted this year to put that into place next year.

Members of Council expressed their concerns about the increased cost and deductible to the employee.

It was the consensus of the Council to choose the current benefit structure where premiums would increase by 16.44% and to budget funds to implement a Wellness Program next year. The Council also requested that staff review the dental benefits currently offered to employees and consider making that a voluntary benefit if possible.

## **2. General Discussion regarding FY 2015-2016 Budget**

### **a. Public Utilities**

#### **i. Water Plant**

Capital Items discussed for this department included replacing electrical panels as soon as possible and upgrades to the water plant.

#### **ii. Water/Sewer**

Capital items discussed for this department included Infiltration and Inflow (I & I) repairs on sewer lines and sewer upgrades on NC Highway 210

#### **iii. Electric**

Capital items discussed for this department included transformers at the Brogden Road substation.

### **b. General Fund**

#### **i. General Government**

Capital items discussed for this department include I-Pads/Tablets for Council and e-mail upgrades and storage.

#### **ii. Planning**

Capital items discussed for this department included the first phase of the Spring Branch Stormwater Project and the Plotter printer.

#### **iii. Police**

Capital items discussed for this department included 5 vehicles and a substation in district one. It was the consensus of the Council to delay purchases of body cameras at this time.

#### **iv. Fire**

Capital items discussed for this department included a ladder truck and a fire engine. Councilman Williams suggested that the Town “piggyback” with another Town that plans on purchasing fire trucks. It was the recommendation of Councilman Williams that the Town purchase the fire engine before it purchases the ladder truck. Councilman Williams reiterated that both vehicles needed to be purchased.

#### **v. Public Works**

Capital items discussed for this department included the purchase of a knuckle boom truck.

#### **vi. Parks & Recreation / SRAC**

Capital items discussed for this department included \$124,000 for Smith-Collins park improvements and \$287,839 for improvements to the Eva Ennis Municipal Pool. It was the consensus of the Council that the Municipal Pool should not be reopened. It was also discussed that the Town purchase the Family Life Center building from its current owners. The Center is currently experiencing financial difficulties and may have to close operations in the near future. The Town currently owns the land, but not the building.

## **Closed Session**

Councilman Scott made a motion, seconded by Councilman Wood, to enter into Closed Session NCGS 143-318.11 (a) (6) to discuss a personnel matter. Unanimously approved at 10:24 pm.

## **Reconvene in Open Session**

Councilman Williams made a motion, seconded by Councilman Harris, to reconvene in open session. Unanimously approved at 10:43 pm.

## **Adjourn**

There being no further business, Councilman Williams made a motion, seconded by Mayor Pro-Tem Moore, to adjourn. Unanimously approved.

The meeting adjourned at approximately 10:45 pm.

ATTEST:

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John H. Lampe II, Mayor

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Shannan L. Williams, Town Clerk