

The Board of Commissioners of Fayette County, Georgia met in Official Session on Thursday, March 10, 2005, at 7:00 p.m. in the public meeting room of the Fayette County Administrative Complex, 140 Stonewall Avenue, Fayetteville, Georgia.

COMMISSIONERS PRESENT: Greg Dunn, Chairman
Linda Wells, Vice Chair
Herb Frady
Peter Pfeifer
A.G. VanLandingham

STAFF MEMBERS PRESENT: Chris Venice, Acting County Administrator
William R. McNally, County Attorney
Carol Chandler, Executive Assistant
Karen Morley, Chief Deputy Clerk

Chairman Dunn called the meeting to order, offered the Invocation and led the Pledge to the Flag.

RECOGNITION OF BILLY SHAW:

Chairman Dunn remarked that it was a privilege to honor Billy Shaw for his many, many years of service to the community in so many different ways. He said it was people like Billy Shaw who make Fayette County the best community to live in the State of Georgia and a community where quality is a lifestyle. He said the more people there were in the community like Billy Shaw the more this community would remain the best place to live.

Chairman Dunn remarked that Billy had come to Fayette County many years ago during 1976. He said Billy had spent nine years on the Fayette County Zoning Board of Appeals. He said that Board certainly helped keep the community at a very high level of standards for building. He said Billy had raised two daughters and was very active in the school system as well as homeowners' associations. He said Billy had been a member of the Fayette County Youth Football Association for six years, Youth Softball Association for eight years, and also the Fayette County Boosters Club. He said Billy had spent the last thirteen years on the County's Recreation Committee and chaired it for many of those years. He said Billy's story was an amazing one of service to the community. He said he had always been active with his family and involved in their activities as he watched his daughters grow. He said Fayette County had been very fortunate to have had Billy here and it would be very sad to see him go. He said Billy would be resigning from these positions because of work conflicts. He said the Board wanted to honor him with a Resolution and Chairman Dunn presented it to Billy. A copy of the Resolution, identified as "Attachment No. 1", follows these minutes and is made an official part hereof.

Billy Shaw said this had truly been a labor of love. He said he has always loved Fayette County. He said when his family first moved to Fayette County there were only 17,000

March 10, 2005

Page 2

people living here in the entire county. He said the recreation that people see now in the county was termed back then as "sweat equity". He said each sport took its turn. He said one year it was baseball, one year it was soccer and one year it was softball. He said this was a county of doers and a county of people who loved their children and loved their county. He said this was the reason that this made it easy for him to do the things that he had done. He said he also wanted to thank the Board of Commissioners for standing behind recreation in the county. He said this included not only recreation for the youth but also passive recreation such as the walking trails and the senior center.

KELLY DRIVE PARK MASTER PLAN ADOPTED:

Director of Recreation Anita Godbee said she appreciated the opportunity tonight to come forward and present the Kelly Drive Park Master Plan. She introduced David West of Robert and Company. She said Mr. West was the planner that the county had contracted with to develop the master plan.

David West remarked that he was a landscape architect and he appreciated the opportunity to stand before the Board this evening and present this plan. He said several months ago he had been asked to prepare an analysis and an inventory of a site that was selected by the county and to provide a plan with a passive program for passive recreation for this piece of property. He said he would like to discuss the inventory, analysis and the design of the master plan itself for this piece of property.

Mr. West pointed out the three key areas that he would focus on were the design process, a quick photo inventory of the site when he had begun the process and then the final illustration of the master plan itself. He remarked that the site was located in Fayette County along the West boundary in Peachtree City. He said it was mainly accessed by Highway 74 and was located on Kelly Drive near the Peachtree City Amphitheater immediately South of Lake Peachtree. He said residential neighborhoods were located to the West and South boundaries of the site. He said Flat Creek and the wetland area associated with that were located to the East. He remarked that Kelly Drive was located to the North.

Mr. West commented on the history of the site. He said this site had basically been used as a public works and storage facility. He said it totaled a little over seven and one half acres and this was characterized as approximately three acres of open space that was basically the working area of the site; approximately three acres were woodlands that have been undisturbed; and then a little over almost two acres was the land associated with the Flat Creek and the wetland area along the Eastside itself. He said with the woodland there was an elevation change from the flat area to where the edge of the woods begin to a low drainage area. He said other than the facilities on the property, there were several utilities in terms of underground cables and fiberoptic lines that were identified on the survey. He said with the character of the site and based on the desire that a passive program be

March 10, 2005

Page 3

implemented, this was the perfect site for this in the sense that it was currently public property. He said in order to transform the site it would basically be converting a brown fill in the sense that it was somewhat unsightly and turning this into a positive amenity for the community. He said the open space that was already there easily lended itself to creating open passive space and then the woodland character of the site as well opened up the opportunity to have a connection with nature with the woodlands to be preserved and recognized as an amenity not to mention the Flat Creek waterway.

Mr. West said the site was easily accessed by the cart path network system that was within Peachtree City. He said the entrance to the property was located on the South edge of Lake Peachtree as well as the employee parking area/work area that was characteristic of the site. He pointed out that immediately beyond this area, one could begin to see the open space and flat sloping area of the open space and then beyond that the existing woods. He remarked that to the left of this area was the stream and creek area. He said these were much lower in elevation than the open green space. He said the lower area would basically collect runoff from the surrounding neighborhoods. He said there had been a lot of fill placed at the point where the open space transitioned to the woodlands area. He said beyond that there was undisturbed woodland.

Mr. West further remarked that he wanted to discuss some of the key elements. He said open space was the main element. He said this master plan was clearly indicating a suggestion as to how the space could be used and was not "carved in stone" in terms of being the ultimate result. He said there was a lot of interpretation to some of the graphics included in this in terms of buildings and roof structures. He remarked that beyond the playground area there was a creek/pond overlook, the family picnic area, service storage facility and then access and circulation. He said the main element to support the program was the main open space which was centrally located basically within the park itself. He said it was taking a three space form in terms of providing optional recreational areas either for different types of activities or different groups being able to use and claim the space simultaneously. He said the main central area was approximately one acre in size and the two smaller acres to the side of that were approximately one fourth acre in size. He said a curvilinear walking/jogging path basically defined those spaces while providing one of the main elements in passive recreation and was represented in an eight foot width. He stated the curvilinear form provided opportunity for optional routes for different users or for routine users just to add some variety to their exercise. He commented that the outer circuit of this space for five laps equaled one mile for those keeping track of distance. He said it was specifically designed to come out to an even measurement for distance. He said at the intersection of the paths were workout or rest areas either for some senior exercise equipment or a simple bench to simply stop and take a break under the shade trees.

March 10, 2005

Page 4

Mr. West further commented on the playground area. He said this was an element for the needs of the surrounding neighborhoods as well as supportive of the passive program. He said even though it was termed a playground, it could simply just be another smaller use of space within the overall grounds of the park. He said to the South boundary of the site there was another portion of the cart path system and it came within a few feet of this point of the park. He said it made sense to propose that there be a connection into the park for access. He said this was a gated entrance that defined entry along this path where it could be controlled for different uses based on how the county sees fit. He said at this time it really established a connection of the user with some of the unique amenities associated with the site. He said one could be an overlook over the bend in the creek to where it would allow the user to experience the creek without free reign access.

Mr. West pointed out that with the portion of the park currently collecting runoff from the surrounding neighborhoods, this was a prime opportunity to turn this into an interpretation element for the park. He said the detention pond aspect could still exist while a boardwalk could provide basically continued circulation through the park but also define this and with the overlook allow this to be an interpretation opportunity as a major park element. He said the overall area provided the second half theme of the park as far as the connection with nature.

Mr. West remarked that on the other side of the park was the family picnic area. He said this basically represented a transition from the open space into the woodland area as well and providing that opportunity for multiple families for picnic shelters. He said there could be controlled cart access or simply a walking path to provide access. He said this space was unified by a central square and was another aspect of passive space for enjoyment separate from the larger scale spaces in the central area of the park. He stated that benches were provided for the opportunity for pause and enjoyment of the space itself. He said he had also shown enhancements with specific plantings to define the space as well as add to the amenity of the space.

Mr. West further remarked on the other corner of the park. He said this area could be a potential location for a maintenance equipment storage facility. He remarked that the bollards as well as different areas of the park showed controlled access where service vehicles could enter the area. He said because of the existing building currently having power and septic system at this location, the positioning of this could be beneficial in the fact that it could be adapted if the future need for this became more than a storage facility for park usage.

Mr. West further commented that there was an overall circulation system of access from vehicular cart, bike or pedestrian from the main entrance of Kelly Drive with immediate access for parking that was buffered by a landing zone between the walking path and the actual parked cars. He said this would allow for a gap between the users of the park and

March 10, 2005

Page 5

the parked vehicles. He said parking was shown for eighteen spaces that could be shared by vehicles as well as golf carts. He said due to the existing character of the site and the development of the master plan, basically every path within this area was accessible from the main walking space to the paths to the picnic area as well as the boardwalk. He said every user could enjoy the benefit of the park. He said there was a hierarchy system of the overall circulation that was differentiated in this rendering. He said this concluded his presentation. He said he would be glad to answer any questions that anyone might have.

Commissioner VanLandingham interjected that he liked the plan.

Commissioner Wells remarked that Mr. West had done a great job of taking a lot of ideas and a lot of input that the Board had given him and putting it into something that she liked very much. She said Mr. West had listened a lot to what she wanted and she felt everyone on this Board felt the same way. She said this was a tribute as to how well Mr. West listened and then incorporated what the Board was looking for. She said this was a great passive recreation plan that would accommodate the very young to the very old and yet would not be intrusive on the neighborhood. She said Mr. West had done a great job.

Chairman Dunn said this had been an eye sore that was located across from a beautiful lake. He said the county had tried to block it in the past with bushes and so forth. He said the Board had decided that it wanted to change this eye sore in Peachtree City to a very peaceful, calm and passive recreation area that would be beautiful as well. He said the people living in that area deserved a little beauty from this site and commented that they had put up with the ugliness for quite a long time. He said there had been three or four designs for this park and Mr. West had captured everything that the Board had discussed for this park. He felt this was also what the county had promised the leadership in Peachtree City a couple of years ago. He said he was in favor of the plan and commended Mr. West on a great job.

Commissioner Frady said he was also in favor of the plan. He said a lot of recreation had been put into the seven and one half acres. He said this was a beautiful spot and quite a change to the previous site. He felt citizens in that area would appreciate this park very much.

On motion made by Commissioner Wells, seconded by Commissioner Frady to adopt the Kelly Drive Park Master Plan as presented, discussion followed.

Chairman Dunn said this would put some additional work on the county recreation staff. He said there would be a lot of beautiful trees, bushes, flowers and things of that nature planted and the county would be taking care of those. He said the county would have to keep it as beautiful as the day it was completed. He said the county was committed to do this.

March 10, 2005

Page 6

Commissioner Frady felt the Board needed to send a copy of this adopted plan to the Peachtree City Recreation Department.

Commissioner VanLandingham pointed out that Council woman Judi-ann Rutherford was present in the audience and the Board could give this information to her to take back to the Council.

Commissioner Pfeifer commented on the picnic pavilion area located in the plan. He suggested something be done to make sure that golf carts could not be taken down the hill running over the shrubbery and flowers in order to get to the picnic area.

Mr. West interjected that actually there were three gates for that area. He said this could certainly be controlled and prohibited.

Commissioner Wells remarked that this would be part of the fine tuning of the park.

Chairman Dunn said he envisioned the park to be a place where parents and grandparents could take kids and let them run around the park and have a good but not older kids playing organized athletics. He said there was already a lot of that type of recreation in Fayette County and in Peachtree City. He said this would be a beautiful area where people could peacefully gather and have a good time and walk if they just wanted to walk.

The motion carried 5-0.

EMPLOYEE HEALTHCARE PLAN ADOPTED:

Director of Human Resources Connie Boehnke said she was present tonight with Guy Morrison of Strategic Benefit Solutions, Inc. to present the annual renewal for the employee health benefits as well as the renewal for the ancillary benefits. She said they were proposing no changes in any of the levels of benefits. She said unfortunately there was a proposal to change the premiums. She said at this point she would like to turn the podium over to Guy Morrison representing Strategic Benefit Solutions so that he could address any questions that the Board might have.

Guy Morrison of Strategic Benefit Solutions remarked that his firm was charged with working in partnership with the county to manage the employee benefit programs relating to the medical, dental, medical pharmacy and the life and disability programs. He said every year on June 1st there was an opportunity to renew those benefits. He said he had gone to the market place which he did every year in order to best understand what the best program would be for the county and the employees and their family members at the most competitive price. He said from the medical perspective the recommendation was to maintain the benefits with Blue Cross/Blue Shield at the current benefit level. He said this would be to continue offering the HMO program and the Point of Service program. He said

March 10, 2005

Page 7

the other component of this was a little more challenging in that the voluntary life, basic life, long term and short term disability and dependent life programs were managed by a company called Assurant. He said Assurant had come back and decided that the municipality business was not going to be attractive for them moving forward. He stated although the county had a couple of good years from a pricing benefit standpoint, he felt it made sense to look at the market and understand the carriers that were A+ rated who felt that municipality was a good fit. He said the Board would see a couple of options in this proposal but his recommendation tonight was to change those benefits over to Guardian. He said the purpose and reason for that was that there was a cost savings which was a plus. He said Guardian had promised and guaranteed the county a thirty-six month rate on all of the products. He stated not only did the county have a reduction in cost but the same benefits offered to the employees of Fayette County and those costs would be guaranteed for a thirty-six month period of time. He said the fundamental beauty of the voluntary benefits such as disability and basic life was that the employee would not be inconvenienced in re-enrolling for these benefits. He said Human Resources had the technology to provide a data feed so the employee would not be impacted in a negative way.

Mr. Morrison said it was his recommendation to make the change to Guardian for the products including the basic life, the Accidental Death & Dismemberment, the dependent life, voluntary life and both the short and long term disability products. He said he was trying to accomplish a layout of the benefit plan in detail and the cost in detail as it looked today. He said his request of the quoting vendors was to match the current benefit program so that the employees would not be impacted from a benefit perspective in a hope to at least maintain similar costs. He said the document showed the current vendor requested a 42% overall increase in costs which represented \$98,000. He said this was more significant because the county was not a bad financial client. He stated the reason for this was truly national in scope and a decision based on the industry. He said that was the reason for the three carriers – Unum, Aetna and Guardian that all were much more competitive than the renewal. He said Unum's price was slightly above current, Aetna's price was approximately 4.9% below and Guardian was 5.6% below. He said with all of the benefit levels being equal, with the company doing business with other municipalities and having a very solid financial rating, that Guardian seemed to be the best fit.

Chairman Dunn asked Mr. Morrison how long this rate was guaranteed.

Mr. Morrison replied that it was guaranteed for three years. He said they were pleased since this was the longest guarantee that they had been able to achieve since they started working with the county.

Commissioner VanLandingham clarified that the new company would be in open enrollment and changes could be made by the employees at that time.

March 10, 2005

Page 8

Mr. Morrison replied yes that was correct. He said one of the benefits that had been discussed was the advantage of moving carriers was on the voluntary life benefit where the employee pays 100% of the cost, they would have the ability to actually go through an open enrollment. He said in many situations without evidence of insurability one could buy up to purchase a greater level of benefit. He said that was the advantage on a volunteer life product.

Chairman Dunn said there was a substantial increase in rates this year for healthcare. He asked what Mr. Morrison attributed this to.

Mr. Morrison said he would comment on the process. He said they had originally gotten a rate increase that was close to thirty points. He said his firm takes a fairly unique approach which was a financial approach and this year it was a clinical approach. He remarked that Blue Cross' renewal was unfortunately high but still competitive. He said they also had a relationship with Blue Cross' actuaries look at the financial renewal and they had used that information to reduce the rate increase by a couple of points with Blue Cross. He said then they had the medical director understand the current claims that were currently going on within Fayette County members. He said they were fortunate to identify various large claimants that drove a higher renewal that were no longer on the plan. He said he was able to close the gap and bring this down to just over 20 points. He said the rate increase in itself was high and the rate increase is over trend. He said trend was probably 12 to 13 points depending on the company. He said they had trended back since moving with Blue Cross/Blue Shield. He said there had been a 6.25% annualized trend which was approximately 5% to 7% better than the market place. He remarked that fortunately last year the county's increase came in around two to two and a half points which was under trend. He remarked that this year unfortunately it was higher. He said he felt comfortable that he had exhausted all of the correct resources and employed the right tactics to make sure that this was the most competitive renewal.

Chairman Dunn clarified that Mr. Morrison had just said that the county has had three years of 6.25% annual increases. He said this was comparing a PPO to an HMO which was a drastic difference in the coverage. He said when the county went to the HMO and the POS there was a 40% increase which was an annual increase of 13.47% annually over those same years. He said now the county was above average when it had a PPO. He felt the county had done well but he felt there was a steady large increase upward trending with the rest of the Country. He said he did not know if Fayette County was doing much better than some of the other areas. He asked Mr. Morrison if his interpretation was correct.

Mr. Morrison replied that Chairman Dunn's interpretation if he was looking at starting with June of 2002 and not taking that first year as a reduction off the proposed 2002 increase.

March 10, 2005

Page 9

Chairman Dunn remarked he was referring to when the county switched from a PPO to an HMO. He said the county had a substantial savings that year but there was a severe reduction in what the county offered the employees. He said since that time the county has had substantial increases over time to averaging almost 13.5% annually. He said the way in which Mr. Morrison had stated this was that the county had gone 6.25% per year and that was above something that the county did not have anymore. He said the national trend has been a little higher than 13.5%. He remarked that since the county went to the HMO it was not getting 6.25% per annum but more than double.

Mr. Morrison remarked that the numbers listed on the chart incorporate the modification in the premium from where the county would have been to where it ended up when the change was made to Blue Cross. He suggested that the cost savings moving from where the county would have renewed and where the county was with J. Smith Lanier that a big part of those savings were a result of more favorable contracts with providers that Blue Cross had in comparison to what the rental PPO was doing with those same providers. He suggested that in year one the county just had a PPO. He said a dual choice PPO and HMO was introduced to the employee. He said at that time the PPO benefit was maintained to the line and employees had the opportunity to join the HMO or the PPO at no cost. He said he believed that a majority of those people decided to migrate away from that PPO plan into the HMO. He said the employees did not save any dollars because the plan design was more robust. He suggested that in 2002 when he started working with the county that there might have been a benefit enhancement. He felt it was fairly well received because of where the employees populated the plans.

Chairman Dunn pointed out that the one thing that some employees did lose in the transition was total choice of doctor and they did not have to go through a gate keeper when they wanted service. He felt the county had done the right thing from a financial standpoint. He said the county now had almost totally migrated exclusively to an HMO. He said the employees were making the right financial decision. He said having transitioned to the HMO the county was now above the level of where it was with the PPO and this was increasing every year. He questioned how long the county could continue to do this. He said the only thing that had kept cost down last year was because the county had decreased some benefits. He said the county had also increased the cost of some of the drugs and increased the co-pay for office visits. He said the county had done everything that could be done and the county could not take anything else from the employees. He asked Mr. Morrison if the county should be anticipating this kind of increase every year now.

Mr. Morrison replied that he could look at Fayette County in regard to benefit and cost containment and say that this was a real success story. He said this was assuming if the employees who were in the HMO plan were as happy as they were when they had the PPO. He said the PPO had been removed because of the contract rates and expense but

he felt the question was where would the county go from here. He said he had tried to lay out the strategy of understanding how he could intervene in some of the high risk individuals before they become catastrophic claim costs so that these could be further insulated from the shock claims that were going to drive the cost for Fayette County. He felt this was a significant step and he felt it was the right step. He said this was promoting wellness and was identifying people that could still be controlled.

Chairman Dunn asked Mr. Morrison if he felt Fayette County would get 20% a year.

Mr. Morrison replied that the trend was going down. He said the pharmacy trend was being reduced and medical trend was being reduced. He stated that tort reform would not hurt in the State of Georgia. He said there were some glimpses of favorable trending for the plan.

Commissioner Frady asked if the HMO plan was up to the level of where the PPO was last year, where would the county be with the PPO.

Chairman Dunn replied that the county would be much higher with PPO.

Commissioner Frady felt these needed to be compared.

Mr. Morrison said the county had a PPO plan at 100% and had introduced new products for cost reasons as well as benefit reasons.

Commissioner Frady said since 2001/2002 the cost per employee was \$4,974 per year and now it was proposed at \$6,226 this year.

Mr. Morrison remarked that the 6.25% average was coming off the PPO plan into Blue Cross' HMO/PPO solution.

Commissioner Frady said another point that he wanted to make was that 623 employees were used in this proposal. He stated that Director of Human Resources Connie Boehnke said she had forty employees that would go onto this almost immediately. He said if the Board adopted this proposal, he did not want to put a number with it since the forty employees that would go on this plan were not included in the estimate. He said the Board would have to adopt a figure that was based on a per employee cost.

Mr. Morrison remarked that the reason he had used per employee per year was because Fayette County had grown. He said this was the total number of employees on the plan and the total premium expenditure. He said the county currently absorbs 77% of the total expenditure and the employee through payroll deduction absorbs 23% of that expenditure. He said one could take 77% of this per employee per year figure and use that times the

March 10, 2005

Page 11

number of people expected to be added at the county and that would be the additional expenditure based on growth.

Commissioner Frady said the Board would have to adopt the plan according to the cost per individual. He said this would be \$6,226 per person starting July 1st.

Commissioner VanLandingham felt what everybody was saying was that insurance was just too high. He said he did not know a way to get around this. He said a lot of work had gone into this plan and he did not see much choice but to adopt it.

On motion made by Commissioner VanLandingham, seconded by Commissioner Frady to adopt the employee insurance benefit plan as presented, discussion followed.

Chairman Dunn said he had previously questioned why the county insurance had increased 20%. He said one of the answers that he had gotten was that the county had several people who were very high dollar consumers in the county's medical dollars. He remarked that he had reviewed the claims expense distribution and he felt Fayette County was in better condition in this area than most. He said the top 15% of claims dollar wise usually consumed 75% to 85% of the total plan resources. He said if one added up what the county had in the top three bands, the county was taking 71% and therefore was below average.

Mr. Morrison agreed and said the county was below average. He said the county had a shock claim point of \$100,000. He said it was correct to say that there were "x" number of individuals who hit the shock claim level of \$100,000. He said the reality was this was not above average for the size case and percentages that the county had. He said the distribution of costs were not a result of three people having significant claim dollars. He said this was more of an equal distribution and more so in the non-shock claim arena than in the shock claim arena. He said after the claims were removed, and he pointed out that he could say this under the HIPPA authority, that the one time shock claims i.e. multiple injuries due to accidents were not recurring. He said the county was even better than projected. He said the county was not getting hammered on the increase because there were a lot of shock claims. He said that was not the answer. He said the answer was that there was a distribution of claim expenses that ran throughout the plan that supported the increase.

Commissioner Frady said he would like to make a comment about Dr. David Rearick. He said Dr. Rearick was going to be a tremendous help to Blue Cross. He said this was a new concept in the industry. He said Dr. Rearick was a medical doctor who retired after 20 years of practice. He said Dr. Rearick would track illnesses in programs like this where he could detect that people might have an illness and were not really taking care of it properly. He said this might help encourage people to go to the doctor more often and

March 10, 2005

Page 12

protect against even greater illnesses by getting an early diagnosis. He felt this was a great plan.

Chairman Dunn asked if the county progressively pursued the entire list of illnesses, would this result in any decreases for the county next year because of the county being proactive.

Mr. Morrison replied that the county would be looking at least 6% or 7% based on the clinical assessment and the work that Dr. Rearick had done. He said Dr. Rearick was a member of his team full time. He said Dr. Rearick had 20 years in practice, first physician in East Cobb and had been the Medical Director of Aetna. He said Dr. Rearick had an understanding of both sides. He said this report was standard in the brokerage community and Dr. Rearick referenced this to an autopsy report. He said the reason Dr. Rearick called it that was because there was nothing that someone could do without further work to reduce costs. He said Dr. Rearick was just starting to work with the Medical Director of Blue Cross to identify not the individuals who currently have high claim dollars but identify the individuals who could, because of non-compliance, end up being high cost claimants. He said it was his hope that it could be impressed upon these individuals to adhere to the clinical patterns and that Fayette County, as a specific population, would have a reduction in high cost claims in the future which would directly help renewal rates.

Commissioner Pfeifer said he believed in this type of program for Fayette County and some of the things that were mentioned previously regarding the State and Federal government finally addressing the real reason why insurance rates go up. He said this was a result of health care costs continuing to increase. He said finally at all levels people were starting to do things that would actually make a difference. He said unless people started paying attention to things like this, it would never get better. He felt the initial steps that were being taken as far as Dr. Rearick's program was concerned was just terrific.

Chairman Dunn said some of his comments on the county's insurance might sound negative but this was his frustration with the increasing medical costs in the United States more than anything else. He felt the Fayette County government was doing well and its work force was pretty healthy compared to most. He also commended Guy Morrison on the great service he had done for Fayette County. He pointed out that the original estimate was for a 30% increase and this was without an aggressive approach from Guy and Strategic Benefits. He said Guy had shopped around to all of the best providers in the Country and he supported the plan as presented. He said he appreciated all of the hard work that Guy and Strategic Benefits had done on this plan for Fayette County. He felt some of the questions that the Board had asked were a testimony to the concern of the rising cost of healthcare. He remarked that every single year the Board was going to do everything that it could to keep these costs lower than the Country at large.

Mr. Morrison said he wanted to make a comment about the integration of taking the next step. He said he was a believer in Fayette County trying to aggressively manage the plan. He said it was cost effective and would serve the employees of Fayette County. He said he loved the next step that the county was making because this could be measured. He said he would be able to say in the first quarter of the plan, the second quarter plan as well as the third and fourth quarter of the plan what the figures were. He said last year at this point "x" percent of the employees and members of Fayette County were compliant in getting their Hemoglobin A1C's, eye exams and so forth. He said he would provide a check and balance to see how this program was working. He stated that Dr. Rearick was fantastic and his reputation was incredible. He felt that Strategic Benefits could provide a matrix that would allow everyone to understand if the health of Fayette County employees was truly improving. He said this was their next step and believed that they could get there.

Chairman Dunn said if the aggressive approach was taken on these different diseases that in itself would increase claims.

Mr. Morrison replied that was correct but there were studies where companies had removed barriers which suggested increased costs but costs have gone down significantly because the large claims did not happen.

The motion carried 5-0.

CONSENT AGENDA: On motion made by Commissioner Wells, seconded by Commissioner VanLandingham to approve the consent agenda as presented. The motion carried 5-0.

ANIMAL SHELTER: Approval of request from the Director of the Animal Shelter Miguel Abi-Hassan to construct a drainage system to re-direct the flow of water and make a parking area with in-house forces, and cost of materials \$6,800 using contingency funds. A copy of the request, identified as "Attachment No. 2", follows these minutes and is made an official part hereof.

FAYETTEVILLE POST OFFICE - STAMP UNVEILING: Approval of request from the Fayetteville Post Office to hold a stamp unveiling in the Public Meeting Chambers on March 16th at 10:00 a.m. A copy of the request, identified as "Attachment No. 3", follows these minutes and is made an official part hereof.

ELECTIONS OFFICE: Approval of request from the Fayette County Elections Office for consideration of a budget amendment increasing FY'05 revenues and Elections operating budget line item amounts to account for reimbursement of Tyrone 's November 2, 2004 Municipal Elections expenses. A copy of the request,

identified as "Attachment No. 4", follows these minutes and is made an official part hereof.

TIM THOMS APPOINTED TO PLANNING COMMISSION: Approval of appointment of Tim Thoms to the Fayette County Planning Commission to fill the unexpired term of Bob Harbison for District 3 commencing April 1, 2005 and expiring December 31, 2007. A copy of the memorandum, identified as "Attachment No. 5", follows these minutes and is made an official part hereof.

BOBBY BUTLER APPOINTED TO THE LIBRARY BOARD: Approval of appointment of Bobby Butler to the Fayette County Library Board to fill the unexpired term of Jackie Carson expiring on December 31, 2006. A copy of the memorandum, identified as "Attachment No. 6", follows these minutes and is made an official part hereof.

PUBLIC COMMENT:

Members of the public are allowed up to five minutes each to address the Board on issues of concern other than those items which are on this evening's agenda.

There was no public comment.

STAFF REPORTS:

EXECUTIVE SESSION: Assistant County Attorney Dennis Davenport requested an executive session to discuss three legal items and one personnel matter.

EXECUTIVE SESSION: On motion made by Commissioner Wells, seconded by Commissioner VanLandingham to adjourn to Executive Session to discuss three legal items and one personnel matter. The motion carried 5-0.

LEGAL: Attorney Davenport discussed a legal item with the Board.

The Board took no action on this matter.

LEGAL: Attorney Davenport discussed a legal item with the Board.

The Board took no action on this matter.

LEGAL: Attorney Davenport discussed a legal item with the Board.

March 10, 2005
Page 15

On motion made by Commissioner VanLandingham, seconded by Commissioner Wells to authorize Attorney Davenport to proceed in this matter. The motion carried 5-0.

PERSONNEL: Attorney Davenport discussed a personnel matter with the Board.

The Board took no action on this matter.

EXECUTIVE SESSION AFFIDAVIT: On motion made by Commissioner Wells, seconded by Commissioner Pfeifer to authorize the Chairman to execute the Executive Session Affidavit affirming that three legal items and one personnel matter were discussed in executive session. The motion carried 5-0. A copy of the Executive Session Affidavit, identified as "Attachment No. 7", follows these minutes and is made an official part hereof.

There being no further business to come before the Board, Chairman Dunn adjourned the meeting at 9:45 p.m.

Karen Morley, Chief Deputy Clerk

Gregory M. Dunn, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 24th day of March, 2005.

Karen Morley, Chief Deputy Clerk