

**MEETING OF THE CITY COUNCIL
PLANTATION, FLORIDA**

February 22, 2012

The meeting was called to order by Councilwoman Uria, President of the City Council.

1. Roll Call by City Clerk:

Councilmember:	Ron Jacobs Robert A. Levy Lynn Stoner Peter S. Tingom Sharon Moody Uria
Mayor:	Diane Veltri Bendekovic
City Attorney:	Donald Lunny, Jr.

* * * * *

2. The invocation was offered by Councilman Tingom.

The Pledge of Allegiance followed.

* * * * *

ITEMS SUBMITTED BY THE MAYOR

Resolution No. 11446

3. **RESOLUTION** of Appreciation to Bruce E. Manuel for 19 years of dedicated service to the City of Plantation.

Motion by Councilman Jacobs, seconded by Councilman Tingom, to approve Resolution No. 11446. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria
Nays: None

* * * * *

Mayor Bendekovic presented service awards to the following employees:

*Officer Jan Geerlings	Police	30 years
*Susan Wilson	Code Enforcement	25 years
*Zephaniah Beckford	Utilities	10 years
Nogamy Gramajo	Public Works	10 years

*Mohammed Tahseen	Information Technology	10 years
Claire Block	Police	5 years
Steven Cicione	Fire	5 years
Charles Vitale	Public Works	5 years

*Unable to Attend

Congratulations were offered.

* * * * *

Mayor Bendekovic made the following announcements:

- *Green Day* will held on Saturday, February 25, 2012 at Rae Carole Armstrong Liberty Tree Park. The awards will be held at 10:00 a.m.
- Friends of the Library will continue their lecture series on Wednesdays at 2pm. Their luncheon will be on Saturday, March 12, 2012 at 11:00 a.m. at Jacaranda Country Club.
- School Board Boundaries discussions will be held February 29, 2012 & March 28, 2012 at 5:30 p.m. at Plantation High School. The topics covered during this forum will include transportation for 6th – 8th grade students residing in existing Seminole Middle School boundary choice area choosing to attend Plantation Middle School through the years of 2012-2013.
- The City is hosting a business seminar “Realize Your Business Goals for 2012” on Thursday, March 1, 2012 from 5:30 p.m. – 7:30 p.m. at Jacaranda Country Club.
- The City of Plantation Senior Expo 2012 will be on Friday, March 9, 2012 at Deicke Auditorium from 9:00 a.m. – 1:00 p.m.
- Spring class registration will be February 20, 2012 – March 4, 2012. Class Registration book available online at www.plantation.org or at city facilities.
- The Plantation Farmer’s Market is every Saturday from 8:00 a.m. – 2:00 p.m. at Volunteer Park.

* * * * *

CONSENT AGENDA

As a Commissioner of the CRA, Mayor Bendekovic has a voting privilege on Item No. 18.

Item No.’s 8 and 9 were pulled and discussed separately.

Mr. Lunny read the Consent Agenda by title.

3. Request to approve the purchase of six (6) Dodge Cruisers from Maroone Dodge in the amount of \$178,914. (Budgeted – Police)
4. Request for approval the Financial Assurance Form proposed for Walgreens located at Davie Boulevard and State Road 7.

5. Request for authorization to continue purchasing Manic Type Polymer, FBS-580 from Fort Bend Services, Inc. at the price of \$0.28/lb. delivered through February 27, 2013. (Budgeted – Utilities)
6. Request approval to award a purchase order in favor of Hudson Pump & Equipment in the amount of \$51,312 for three pumps for the East Water Treatment Plant Booster Pump Station. (Budgeted – Utilities)
7. Request authorization for a purchase order in favor of Reynolds Inliner for sanitary sewer repair, lining and tele-inspection in an amount not to exceed \$21,215.00. (Budgeted – Utilities)

Ordinance No. 2466

10. Second and Final Reading of an **ORDINANCE** pertaining to the subject of the City's alcoholic beverages regulations; amending distance separation requirements between certain establishments selling alcoholic beverages and parks, hospitals, schools, houses of worship and child care centers; providing for conflicts; providing a savings clause; and providing an effective date therefor.

Resolution No. 11447

11. **RESOLUTION** confirming a Plantation City Lien of Utilities Service Charges for 117 NW 45th Avenue. (Williams)

Resolution No. 11448

12. **RESOLUTION** confirming a Plantation City Lien of Utilities Service Charges for 9601 N New River Canal Road. (Jacobs)

Resolution No. 11449

13. **RESOLUTION** confirming a Plantation City Lien of Utilities Service Charges for 701 Oleander Drive. (Melville)

Resolution No. 11450

14. **RESOLUTION** confirming a Plantation City Lien of Utilities Service Charges for 1121 Country Club Circle. (Schafer)

Resolution No. 11451

15. **RESOLUTION** assessing a lien on certain lots for the cost to the city of its mowing and clearing said lot located at 11900 NW 27th Street. (Bartlett)

Resolution No. 11452

16. **RESOLUTION** approving the expenditures and appropriations reflected in the Weekly Expenditure Report for the period February 2, 2012 through February 15, 2012 for the Plantation Gateway Development District.

Resolution No. 11453

17. **RESOLUTION** approving the expenditures and appropriations reflected in the Weekly Expenditure Report for the period February 2, 2012 through February 15, 2012.

Resolution No. 11454

18. **RESOLUTION** approving the expenditures and appropriations reflected in the Weekly Expenditure Report for the period February 2, 2012 through February 15, 2012 for the City of Plantation's Community Redevelopment Agency.

Motion by Councilman Jacobs, seconded by Councilwoman Uria, to approve tonight's consent agenda as printed. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria
Nays: None

NOTE: Mayor Bendekovic voted affirmatively on Item No. 18.

* * * * *

Mr. Lunny read Item No. 8.

8. The Council Acceptance of the City of Plantation Basic Financial Statements and other schedules for the Fiscal Year Ended September 30, 2011.

Mayor Bendekovic announced that William Benson from Keefe, McCullough & Co., LLP was present to answer any questions.

Dennis Conklin, resident, appreciated the City putting the CAFER online for the public to read. On page 4 of the actual document it reads "it's useful to prepare the information presented by doing so readers may better understand the long term impact of government near term financing decisions (abbrv.)" Mr. Conklin reminded Council that at the last meeting there were comments about how to judge a defined benefit plan, etc. He included that he requested that the Council immediately terminate the defined benefit pension plan and begin a defined contribution plan. He presented a 20-year view of the information that has been captured since he discovered the existence of a consolidated annual financial report with graphs that he created.

Councilwoman Uria clarified that this item is just to approve the audit done for the Fiscal Year. The discussion about the pension plans are more of a discussion for the budget time.

Motion by Councilman Tingom, seconded by Councilman Levy, to approve Item No. 8. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria
Nays: None

* * * * *

Mr. Lunny read Item No. 9.

9. Second and Final Reading of an Ordinance pertaining to the subject of Volunteer Firefighters Pension and retirements amending Chapter 18 "Pensions and Retirement", Article III "Volunteer Firefighters", of the Code of Ordinances of the City of Plantation to provide for discretionary annual benefits for Volunteer Firefighters and retirees; providing for Administration for such discretionary annual benefits; providing for the sole funding source of such discretionary annual benefits; providing a savings clause; providing a repealer clause; and providing an effective date.

Mr. Lunny pointed out that this particular ordinance was subject to a debate at the Volunteer Firefighter's Pension Board meeting. This ordinance proposes that the discretionary benefit will be automatic unless the Board chooses to suspend it. If they choose to suspend the benefit, the suspension then has to be approved by the City Council. His recommendation is to continue the second reading to March 14, 2012 and ask the Board to reconsider that scenario because generally the trustees administer the plans in the City. It might be cleaner in terms of the efficiencies of government to simply ask the Board to look at the issue each year and determine whether and to what extent the benefit will be granted that year.

Motion by Councilman Jacobs, seconded by Councilman Tingom to continue the second reading to the March 14, 2012 City Council Meeting. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria

Nays: None

* * * * *

ADMINISTRATIVE ITEMS

19. APPROVE HEALTH INSURANCE PREMIUM RATE RENEWAL FOR UNITED HEALTHCARE; RATE RENEWAL AND STAFFING ADJUSTMENT WITH MARATHON HEALTH FOR THE EMPLOYEE HEALTH & WELLNESS CENTER IN SUPPORT OF THE COST CONTAINMENT INITIATIVES; PREMIUM RATE RENEWAL FOR COMPBENEFITS VISION AND DENTAL.

A memorandum dated February 22, 2012 to the Members of Council from Mayor Diane Veltri Bendekovic, follows:

The contract with United HealthCare (UHC) is due for renewal on April 1, 2012. Willis, our insurance broker of record, has been in negotiations on our behalf to obtain the best possible premium renewal rate. Essentially, premium rate renewals are based on the claims experienced over the last year combined with administrative costs and other underwriting elements. Current nationwide trends for health care costs continue to increase 10% to 14% annually.

Our current annual net premium funding is \$10,675,726 for our partially self-insured health plan. After analyzing the claims data, combined with the Employee Health & Wellness Care Center recommendations and related factors, Willis has projected an annual adjusted Partially Self-Insured net premium of \$11,487,864, a 7.60733 percent increase. This increase is directly attributed to the anticipated Stop Loss premium increase that Willis is projecting. In the past Plan Year, we have experienced eight (8) catastrophic claims which exceeded the threshold amount. Aside from these catastrophic claims, our other claims have continued the downward trend. To put this in perspective, approximately 40% of the claims are from eight (8) catastrophic claims. Essentially, the increased utilization of the Employee Health & Wellness Care Center in its second year as well as employee education via the Benefits Committee, has successfully contained the standard industry health cost trend increase to single digits in spite of the catastrophic claims. Over the last five (5) plan years, we have done an effective job of containing health care costs. These efforts will continue in the future.

The attached chart reflects the bi-weekly employee and retiree premiums based upon this recommendation. There is a slight increase in the active employee bi-weekly dependent care premium.

- No proposed plan design changes are recommended at this time.

WELLNESS INITIATIVES

Current participation of the Employee Health & Wellness Care Center is 67.3% employees and 19.4% for spouses. While these figures are up from the Care Center's first year of operation, there is room for growth. As provided in the January Benefits Presentation, utilization of the Employee Health & Wellness Care Center in the first seven (7) months of the current Plan Year is above the entire previous Plan Year for both employees and spouses.

To increase the employee and spouse participation at the Care Center, changes in our annual wellness incentives are planned. Presently, employees with dependents contribute a small portion of the dependent insurance premium costs. Further, we have seen the positive impact the Care Center has had on redirected health insurance costs even though all of our employees and a large percentage of covered spouses have not participated in the three (3) critical wellness programs. The Health Risk Assessment (HRA), Biometric Screening, and Comprehensive Health Review (CHR) are essential to our long term goals of healthier employees and their spouses to minimize the costs of future claims. Aggregate data from which affect our overall insurance costs. The forthcoming changes will bundle the three for one incentive and encourage employees and their spouses to participate prior to March 30, 2013. For those who do so, the City will maintain the dependent premium contributions paid by employees at 4% for dependents as an incentive to participate. In addition, other incentives will only be available in the 2012/13 Plan Year to those that have completed the three (3) programs annually. No other incentive program will be given for the other wellness programs until then. It is projected that increased employee and spouse wellness participation will result in increased cost containment and disease management while redirecting costs for the City and our employees. For those that haven't participated as encouraged, changes are being researched for the next Plan Year of 2013/14.

We are also expanding the wellness initiatives to offer incentives for one (1) dental cleaning and one (1) vision examination annually. Willis has negotiated an additional two (2) dental cleanings annually at no additional cost to the City, bringing the number of cleanings to a total of four (4) annually. CompBenefits has also agreed to no premium increase for both dental and vision plans for the next two (2) years.

MARATHON-HEALTH RENEWAL RATE

As we complete our second year with our Employee Health & Wellness Care Center, it's success continues to increase. In the first nine (9) months of this Plan year, we avoided actual costs of \$530,646 on redirected care, retail pharmacy costs, and preventative impact due to the care our covered members received at the Care Center. Our net cost avoidance for this same period is \$190,947 with three (3) months left. Adjusting the hours in August to offer Thursday evening appointments has been very successful as all appointments are booked solid weekly. We have been monitoring appointment volume since opening the Care Center doors and have reached a positive crossroad. Presently, Marathon staffing at the Care Center is one (1) full time Nurse Practitioner, one (1) part time 20 hour Registered Nurse, and one (1) full time Medical Office Assistance. Our Nurse Practitioner handles primary care services, acute care patients, prescription dispensing, and annual physicals while our Registered Nurse handles Comprehensive Health Reviews, Wellness Coaching, Disease Management, and triage. Our Medical Office Assistant handles the front desk, appointment management, biometric screenings, phlebotomy and triage. In order to maximize Marathon staffing and further increase redirected costs, we are recommending a staff conversion from a Registered Nurse to a 24 hour/here (3) full days Nurse Practitioner (.6 FTE) and a four (4) hour increase for the Medical Office Assistant (1.1 FTE). By doing so, primary care services, acute care visits, annual physicals and other medical services can be increased. These services cannot be performed by a Registered Nurse; we are at capacity with our Nurse Practitioner's appointment schedule. The part time Nurse Practitioner will take over the current responsibilities of our Registered Nurse in addition to the primary care services as we do not want to lose sight of our wellness and disease management programs and activities.

Marathon's model and book of business operations result in accomplishing all segments of responsibility without becoming a 'walk-in acute care clinic'.

RECOMMENDATION

In consideration of all of the funds surrounding our renewal rate premium, it is the recommendation by Willis and City staff to approve the First Addendum to Health Services Agreement with Marathon at \$504,300 annually, and to continue with the Partially Self-Insured Health Insurance Plans for a projected net premium of \$11,487,864 with Stop-Loss Insurance Coverage to protect the City from claims in excess of \$175,000 is also recommended, provided those proposals are acceptable when received. For budget purposes, the \$11,487,864 amount includes premiums for United HealthCare, projected Stop Loss increase and Marathon's fee for Plan Year 4/01/12 – 3/31/13. A recommendation on the Stop Loss carrier and the premium will be made to Council in March. CompBenefits Vision premium remains at \$71,238; the Dental premium remains at \$1,087,962. Once the Plan Year renewal is approved by Council, we will begin Open Enrollment for the month of March effective 4/01/12.

Gary Shimun, Chief Administrative Officer, went over a few highlights from the memorandum and agreement. He informed Council that the current premium this fiscal year is \$10,675,726 and the one being asked by Council to approve has a projected net premium of \$11,487,864 or approximately a 7.6% increase. Eight claims that went beyond the threshold represent 40% of the entire claims expense which shows how important capping claim expenses are. The overall claims were actually down and that is attributed by the Employee Health & Wellness Care Center which have been assisting in reducing those claims. The United HealthCare net premium increase is below the national trend which is somewhere between 10% - 14%. The overall premium for administrative costs is 3.7%, the national average is between 5% - 6%. The overall medical premium for prescription drugs is 11.1% of those claims. The City is paying less now than five years ago for those claims.

Margie Moale, Human Resources Director, presented an overview of the Wellness Initiatives and about Marathon Health Inc.'s renewal. Under the Wellness Initiatives they review the monthly aggregate data from the Health Risk Assessment, the Bio-Metric Screening and the health coaching that they get from Marathon Health. The wellness programs are being expanded this year to include an annual eye exam and one annual dental exam. In order to encourage the employees and spouses to participate, the three steps to wellness must be completed in order to be eligible for any other incentives that are offered. This past year a Wellness Benefit guide has been created available only on the Employee Intranet. Methods are currently being researched to encourage participation in the three steps to wellness so that the participation may be improved. Under Marathon Health the renewal is for the third year. Right now the full-time nurse practitioner is at maximum capacity for acute care, primary care and annual physicals. There are no more appointments available so Marathon Health has been approached by the City to convert the part-time registered nurse to a part-time nurse practitioner. The increase of costs is around \$77,000 but there is opportunity to further avoid costs to the tune of at least \$250,000 which is worth the investment. The hours of the nurse practitioner are being increased from 20 hours/week to 24 hours so there will be three full days. The hours of operation for the Clinic will be open one more night where normally only the Thursday nights which are very successful, are booked solid. The focus on wellness and disease management will be continued which is going to further the trend of lower claims. Pertaining to clinic visitation, currently there is 67.3% employee participation and 19.4% spouse participation within the last year. The net dollars that was avoided from being spent during the first nine months of the current plan year was \$190,947. In 10 months the City avoided a cost of \$274,741.

Mr. Shimun recommended that the Council approve the Marathon Health renewal with the Addendum to Health Services Agreement of \$504,300, continue the partially self-insured health plan with stop-loss and excess of \$175,000 for the project premium mentioned of \$11,487,864 and the CompBenefits/Humana renewal with no rate increase for the next two years.

In response to Councilperson Stoner, Ms. Moale clarified that there is no increase with the additional dental and vision coverage and the \$77,000 increase comes from Marathon Health's rate renewal.

Motion by Councilperson Stoner, seconded by Councilman Jacobs, to approve the health insurance premium rate renewal for United HealthCare; Rate renewal and staffing adjustment with Marathon Health for the Employee Health & Wellness Center in support of the cost containment initiatives and the premium rate renewal for CompBenefit's vision and dental. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria
Nays: None

Mr. Lunny requested clarification pertaining to the first addendum that mentions a three year renewal.

Mayor Bendekovic asked Council if the motion included the Addendum and it was made clear that yes the motion did indeed include the Addendum.

Councilperson Stoner requested for future addendum approvals to include the contract in the backup information.

* * * * *

LEGISLATIVE ITEMS – None.

* * * * *

QUASI-JUDICIAL CONSENT AGENDA – None.

* * * * *

QUASI-JUDICIAL ITEMS – None.

* * * * *

COUNCILMEMBERS' COMMENTS

Councilperson Stoner mentioned the Plantation Woman's Club Antique Show was successful and they did a great job.

* * * * *

Mayor Bendekovic appointed Tom Harrington as Alternate to the Parks & Recreation Advisory Board. She also announced that the next City Council Meeting is on March 14, 2012.

* * * * *

PUBLIC REQUESTS OF THE COUNCIL CONCERNING MUNICIPAL AFFAIRS

Mr. Conklin wished Happy President's Day to everyone.

* * * * *

Ira Berliner, resident, commented that pertaining to Jacaranda Drive there are never police officers present nor speed devices or speed traps. He stated that where there is car traffic on the left where golf carts go, he has had to jump out of the way of cars that come down there. He was concerned that someone is going to get hurt and does not understand why there has been nothing done about this problem. He requested that the Police Chief be notified. Mr. Berliner also mentioned the funding for the City and referenced disabled parking monitoring. He encouraged the Police Department to issue more tickets for the abuse of disabled parking and to warn the public about driving their vehicles with the Handicap Parking Decals which are supposed to be removed while driving. He questioned why every Fire Rescue vehicle has to have their lights and sirens on for every call even at night when there is no traffic. The sirens become obtrusive in the middle of the night and are not necessary. He requested that the City Council fix the issues surrounding Dr. Levy.

* * * * *

Frank DeCelles, Public Works Director, informed Council that the Household Hazardous Waste Program held on February 12, 2012 was very successful. There were 724 Plantation residents that came and dropped off their materials.

* * * * *

SEALED COMPETITIVE SOLICITATIONS

20. REQUEST FOR APPROVAL TO AWARD VOLUNTARY GROUP LIFE BASED ON SEALED RFSP'S OPENED ON FEBRUARY 7, 2012. (IN CONFORMANCE WITH CHAPTER 2011-140, LAWS OF FLORIDA THE BACKUP INFORMATION IS NOT PUBLIC AT THIS TIME.)

Awarded To: TrustMark

21. REQUEST FOR APPROVAL TO AWARD VOLUNTARY GROUP AUTO INSURANCE BASED ON SEALED RFSP'S OPENED ON FEBRUARY 7, 2012. (IN CONFORMANCE WITH CHAPTER 2011-140, LAWS OF FLORIDA THE BACKUP INFORMATION IS NOT PUBLIC AT THIS TIME.)

Awarded To: MetLife

Councilperson Stoner asked if the Voluntary Group Auto Insurance a new program and what the employee impact is for the new coverage pertaining to the hiring of new employees to process the paperwork.

Ms. Moale responded that under the Group Auto Insurance the employees would call their number and get a quote. There is no rate chart like there is for health insurance because of the different needs of the employees. There is no additional personnel necessary required to accommodate the program.

22. REQUEST TO AWARD A CONTRACT FOR THE SURFACE PREPARATION AND COATING OF THE REGIONAL WASTEWATER TREATMENT PLANT'S CLARIFIER SKIMMER ARMS. (IN CONFORMANCE WITH CHAPTER 2011-140, LAWS OF FLORIDA THE BACKUP INFORMATION IS NOT PUBLIC AT THIS TIME.)

Awarded To: West Florida Maintenance Inc.

Motion to by Councilman Jacobs, seconded by Councilman Tingom to approve Item No.'s 20, 21 and 22. Motion carried on the following roll call vote:

Ayes: Jacobs, Tingom, Levy, Stoner, Uria
Nays: None

* * * * *

Meeting adjourned at 8:26 p.m.

Sharon Uria, President
City Council

ATTEST:

Susan Slattery
City Clerk
RECORD ENTRY:

I HEREBY CERTIFY that the Original of the foregoing signed Minutes was received by the Office of the City Clerk and entered into the Public Record this _____ day of _____, 2012.

Susan Slattery, City Clerk