MINUTES

CITY OF COCOA

REGULAR MEETING OF THE CITY COUNCIL

July 10, 2019

A Regular City Council Meeting was held on Wednesday, July 10, 2019, in Cocoa City Hall, in City Council Chambers, located at 65 Stone Street, in Cocoa, Florida, 32922, as publicly noticed.

I. OPENING MATTERS:

Mayor Williams called the meeting to order at 6:40 p.m.

Pastor Wash provided the invocation, and Councilmember Koss led the assembly in the Pledge of Allegiance to the Flag of the United States of America.

The City Clerk took the roll.

PRESENT:	Jake Williams, Jr.	Mayor
	Brenda Warner	Deputy Mayor
	Don Boisvert	Councilmember (attended via phone)
	Alex Goins	Councilmember
	Lorraine Koss	Councilmember
	Kristen Eick	Assistant City Attorney
	John A. Titkanich, Jr.	City Manager
	Matt Fuhrer	Assistant City Manager
	Carie Shealy	City Clerk

OTHER STAFF MEMBERS PRESENT:

Tammy Gemmati, Administrative Services Director; Jack Walsh, Utilities Director; Nancy Bunt, Community Services Director; Michael Cantaloupe, Chief of Police; Jonathan Lamm, Deputy Fire Chief; Ed Wegerif, Public Works Director; Rebecca Bowman, Finance Director; Lora Howell, Deputy Finance Director: Jason McCuen, Helpdesk Support Technician; Samantha Senger, Assistant to the City Manager/ Public Relations Specialist.

II. APPROVAL OF AGENDA AND MINUTES:

1. Agenda: Regular Meeting of July 10, 2019 (19-315)
2. Minutes: n/a

* **MOTION by Councilmember Koss to approve the agenda with one amendment, which would be to move Item V.1 under Consent to City Business VIII.3.**

She explained what the Consent agenda consisted of and advised that the only reason she took it out of Consent was because she had some questions.

Deputy Mayor Warner seconded the motion.

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

III. AWARDS AND PRESENTATIONS:

1. Presentation of Certificate of Recognition to Martin Lee for 44 Years of Dedication and Service at Cocoa Walgreens. (19-323). (Mayor Williams)

Mayor Williams announced that Mr. Lee could not be in attendance but that a letter had been received from Walgreen's corporate office. Mr. Lee spent 47 (forty seven) years working for Walgreens, but his main office was in Titusville. He is still working in the same capacity (as a pharmacist) but is semi-retired; however he reports to the Cocoa Walgreens on Clearlake Road.

IV. DELEGATIONS:

None.

V. CONSENT AGENDA:

~~1. Approve Task Order 2019-04 with CH2M Hill Engineers, Inc. (Jacobs) Engineering, Inc. for the Bidding Phase Assistance and Services During Construction (SDC) for Security System Improvements at the Dyal Water Treatment Plant, Project No. WS1404, Chemical Conversion and Reliability Improvements Project. (19-286). (Utilities Director)~~

2. Approve a Resolution allowing for the Finance Director to Authorize Reissuance of The Walt Disney Company Stock and Subsequent Liquidation of the Stock held for Police and Fire Purposes. (19-303). (Finance Director)

3. Approve Change Order #1 to P.O. 73312 with Parkson Corporation, Ft. Lauderdale, Florida, for an additional Control Panel on Bar Screen Equipment at the Jerry Sellers Reclamation Facility; To Approve a Resolution Amending the FY19 Budget. (19-305). (Utilities Director)

4. Approve a change order to add $1,875 to purchase order #73903 with Integrity Public Finance Consulting LLC. (19-312). (Finance Director)

* **MOTION by Deputy Mayor Warner; Seconded by Councilmember Koss, to approve the Consent agenda.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

VI. PUBLIC HEARINGS:

1. Approve the second and final reading of Ordinance No. 10-2019: Home Rule Stormwater Special Assessment Ordinance. (19-307). (Finance Director)

Assistant City Attorney Eick read Ordinance No. 10-2019 into the record, by title only, as follows. She advised that this was the second and final reading of the ordinance.

ORDINANCE NO. 10-2019

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COCOA, FLORIDA; RELATING TO THE PROVISION OF STORMWATER SERVICES, FACILITIES, AND PROGRAMS THROUGHOUT THE INCORPORATED AREAS OF COCOA, FLORIDA; AUTHORIZING THE IMPOSITION AND COLLECTION OF STORMWATER ASSESSMENTS AGAINST PROPERTY; PROVIDING CERTAIN DEFINITIONS INCLUDING A DEFINITION FOR THE TERM "STORMWATER ASSESSMENT"; ESTABLISHING A PROCEDURE FOR IMPOSING STORMWATER ASSESSMENTS; PROVIDING THAT STORMWATER ASSESSMENT CONSTITUTE A LIEN ON ASSESSED PROPERTY UPON ADOPTION OF ASSESSMENT ROLL; PROVIDING THAT THE LIEN FOR A STORMWATER ASSESSMENT COLLECTED PURSUANT TO SECTIONS 197.3632 AND 197.3635, FLORIDA STATUTES, UPON

PERFECTION SHALL ATTACH TO THE PROPERTY ON THE PRIOR JANUARY 1, THE LIEN DATE FOR AD VALOREM TAXES; PROVIDING THAT APERFECTED LIEN SHALL BE EQUAL IN RANK AND DIGNITY WITH THE LIENS OF ALL STATE, COUNTY, DISTRICT, OR MUNICIPAL TAXES AND ASSESSMENTS AND SUPERIOR IN DIGNITY TO ALL OTHER PRIOR LIENS, MORTGAGES, TITLES, AND CLAIMS; AUTHORIZING THE IMPOSITION OF INTERIM ASSESSMENTS; PROVIDING FOR HARDSHIP ASSISTANCE; PROVIDING A PROCEDURE FOR THE COLLECTION OF STORMWATER ASSESSMENTS; PROVIDING A MECHANISM FOR THE IMPOSITION OF ASSESSMENTS ON GOVERNMENT PROPERTY; PROVIDING FOR SEVERABILITY; AND PROVIDING AN EFFECTIVE DATE.

Ms. Bowman stated that this would provide for billing of stormwater fees on property tax bills rather than water bills.

Mayor Williams opened the hearing to the public. There being no response, the public portion of the hearing was closed.

* **MOTION by Councilmember Koss; Seconded by Deputy Mayor Warner, to approve Ordinance No. 10-2019 on second and final reading.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

2. Approval of Ordinance No. 09-2019/Second and Final Reading: Amending Chapter 2, Administration, Article VIII, Firefighters' Retirement Plan of the Code by amending: Section 2-281, Board Designated as Administrator, Composition, extending the terms of office for the Board of Trustees from two to four years; Section 2-308, Investment Powers of the Board, modifying the investment policy to allow the board to invest up to twenty-five percent of plan assets in foreign securities. (19-313). (Administrative Services Director)

Assistant City Attorney Eick read Ordinance No. 09-2019 into the record, by title only as follows and advised that this was the second and final reading.

ORDINANCE NO. 09-2019

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COCOA, BREVARD COUNTY, FLORIDA, AMENDING CHAPTER 2, ADMINISTRATION, ARTICLE VIII, FIREFIGHTERS' RETIREMENT PLAN, OF THE CODE OF

ORDINANCES OF THE CITY OF COCOA BY AMENDING SECTION 2-281, BOARD DESIGNATED AS ADMINISTRATOR, COMPOSITION; AMENDING SECTION 2-308, INVESTMENT POWERS OF THE BOARD; PROVIDING FOR CODIFICATION; PROVIDING FOR SEVERABILITY OF PROVISIONS; REPEALING ALL ORDINANCES IN CONFLICT HEREWITH AND PROVIDING AN EFFECTIVE DATE.

Ms. Gemmati mentioned that there were no changes made since the last reading. This will change board members terms from two to four years and will amend the ordinance to allow the board to invest up to 25% of plan assets into foreign securities.

Mayor Williams opened the hearing to the public. There being no response, the public portion of the hearing was closed.

* **MOTION by Deputy Mayor Warner; Seconded by Councilmember Koss, to approve Ordinance No. 09-2019 on second and final reading.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

3. Postpone consideration of an ordinance amending Appendix A, Article XI, Section 22 of the City of Cocoa Code to allow parking as a Special Exception use in the Cocoa Village Sub-district of the Cocoa Waterfront Overlay District. (19-321). (Community Services Director)

Ms. Bunt explained that this was being postponed in order to preserve the display ad.

Mayor Williams opened the hearing to the public. There being no response, the public portion of the hearing was closed.

* **MOTION by Deputy Mayor Warner; Seconded by Councilmember Koss, to approve the item.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

VII. COUNCIL BUSINESS:

1. Provide Council direction on request from Habitat for Humanity of Brevard County, Inc. (Habitat) to donate or sell city owned property at 114 First Street to allow Habitat to open a ReStore within Cocoa. (19-318). (City Manager)

City Manager Titkanich advised that on June 12, 2019, the City received a letter from Ms. Kelly asking the City to donate or sell the existing fire station located at 114 First Street. It was also requested that the City conduct mold and asbestos testing, an environmental site assessment, and waive all building and permitting fees for the renovation work that would be completed. In turn, once they take possession of the main building, they would expend approximately $300,000 to renovate the building and operate a ReStore for Cocoa residents. Additionally, the ReStore would employ Cocoa residents.

If Council desires to approve this request, the City Attorney would proceed with a formal agreement outlining terms and conditions. The fire station is on two parcels which would require a lot split and a combining of the two lots.

Furthermore, City Manager Titkanich advised that at 1:11 p.m. this afternoon, an email was received from Mr. Larry Sinclair regarding the property and he asked that it be put out to bid so that others could have the chance to purchase the property if so desired.

City Manager Titkanich explained that one of the goals in the City's Strategic Plan was redevelopment of downtown Cocoa, and this vacant building would be repaired and used to create jobs and offer services to our residents.

Mayor Williams mentioned that he had conversations with both Pastor Wash and Ms. Kelly. He has heard a lot of positive things about the ReStore and has mentioned it to a few others as well who were very excited about the idea. He believed it to be an awesome opportunity for the City and had never been approached about the purchasing of this facility by anyone.

Ms. Kelly noted that Habitat for Humanity and Cocoa have had an amazing relationship for around 19 (nineteen) years. She felt that this ReStore would be a win for both. They sell slightly used items and it would also provide jobs for Cocoa residents. Habitat will not stop building in Cocoa.

Mayor Williams advised that he had looked at the office space and agreed it was a win. In addition, he spoke with Ms. Miriam Moore with the Homeless Coalition about office space.

Deputy Mayor Warner asked Ms. Kelly how much square footage their store in Palm Bay was. In response, Ms. Kelly noted it was around 11,000 square feet but the office space was upstairs so it was about 18,000 square feet total.

Councilmember Koss loves Habitat and all that they do and agreed that they add a lot of value to the community. She explained her stance on this item in detail. She advised when thinking about Cocoa's future she does not like the idea of giving property away and asked if there was a way to have lease agreements so that we still maintain the property. This property is centrally located and if something was to happen it would ensure that the City gets the property back.

Deputy Mayor Warner stated that the building was currently being used and we have a City department that needed the space.

When speaking with Gary Palmer, it was determined that the area being used by fire was beyond repair and it was his suggestion to go ahead and tear that portion of the building off. There is currently an issue with the police department as there was not secure storage for evidence and traffic homicide vehicles. She believed that the police were currently in talks about utilizing that building. In the meantime, however, it was being used for the toy drive and Cocoa Community First to store equipment and toys.

She was aware that we need space for the police department and in the past the process was that if there was city business to dispose of it went out for an RFP and give the opportunity for others interested to share their vision for the property. She loves Habitat for Humanity and knows that Pastor Wash has done great things but felt we needed to follow the normal process.

Assistant City Attorney Eick clarified that this property was in the CRA. Staff answered in the affirmative. She asked if the property was acquired prior to the formation of the CRA, in which staff answered in the affirmative. She advised that there was a procedure for disposing of properties in CRA's which is established by statute that they would follow, which was an RFP process.

Deputy Mayor Warner clarified that this would be a CRA decision and not a Council decision. Assistant City Attorney Eick stated no, and that if a property is acquired prior to the formation of the CRA and was not being used for CRA purposes, than that statutory procedure would not apply. She did state that there was information in the City's Financial Operations Manual for disposing of properties. She advised that if Council decided to move forward with this without an RFP than her office would look into this to see if it would have an adequate municipal purpose.

Mayor Williams stated that he was looking at how this project would affect the City.

Councilmember Goins asked why this was not looked into prior to being on the agenda, and Mayor Williams voiced that he was shocked and if there were others interested than why did they wait until now to come forward.

Deputy Mayor Warner was not sure if anyone knew that the property was available.

Mayor Williams pointed out that he has heard a lot of different stories, however no one has approached the City and it was a hot item.

Rip Dyal, 3807 Parapet Drive, Cocoa, advised that there was someone else interested in the building by the name of Mr. Joe Whitley. He will be contacting the City Manager. Mr. Dyal further stated that he had conversations about this with the Mayor.

City Manager Titkanich mentioned that a board member from Community First had discussed the building and they were supposed to submit a letter to the City but it was never received.

Councilmember Goins asked if they were obligated to go out for an RFP on this. In response, Assistant City Attorney Eick responded in the negative.

Discussion was held in regards to a possible lease agreement and including an option to where it would revert back to the city if something happened. If they are going to invest then they at least get some of the depreciation back.

Deputy Mayor Warner asked the City Manager to investigate to see if we have a department in need of space. She knows that we are at a critical point with police department storage as evidence is being stored outside. She just does not want to give away something that the City has use for.

Mayor Williams advised that he had never officially heard anything from the Chief or others at the police department stating that there were space issues or concerns with this facility.

Deputy Mayor Warner pointed out that no one approached her but she asked them.

City Manager Titkanich agreed that the Chief had approached them and Gary Palmer advised that this building had plumbing and other significant issues. The Chief had requested the possibility of storing vehicles there if there was no other use.

Mayor Williams asked if the new fire station had not been built, than what would they have done. He believed if there were issues that needed to be addressed then address them. He thought this ReStore would be a good fit and they were not asking for anything but the building.

Councilmember Goins clarified that the space needed for the police was for the cars. Chief Cantaloupe Goins clarified the area needed was for cars and that the

bays are what was needed. The area they currently store cars in is open and many times they are seized, etc. They have to hold vehicles for a period of time and they currently have about 60,000-70,000 pieces in their evidence room, and they are built out to their max.

Mayor Williams thought it was unfortunate because there was so much dead space at the police department. The Chief agreed.

Mayor Williams agreed that there was a need for both but would like to move forward with Habitat for Humanity and have something done for the police issue. He believes that would be a great benefit for the community.

Councilmember Goins asked if there were any other storage possibilities for the police. In response, City Manager Titkanich stated it would be the open fenced in area at the former fire station 3 but it would be open and subject to the elements.

Councilmember Koss asked what the next step would be if they proceeded with this. In response, City Manager Titkanich advised that it would be just as the requested action stated. If Council was in agreement, the City Attorney would draw up an agreement to bring back to Council. He further reminded Council of the issues with the parcels. Councilmember Koss felt that this would be great usage, or they could delay and ask to see other proposals and make a decision after that.

Deputy Mayor Warner agreed and stated that was her suggestion as well. Councilmember Goins thought a lease option should be brought back as well.

Mayor Williams does not like doing business like this and felt there were too many of these delays.

All Council agreed that it was a great organization to have here in Cocoa.

Deputy Mayor Warner noted that she has seen several vacant warehouse buildings in the industrial area and was concerned with how much square footage they needed.

* **MOTION by Mayor Williams to have staff sit with the City Attorney to negotiate with Habitat for Humanity based on the information given, but at the same time look into what these other interested citizens would like to propose.**

City Manager cautioned Council that if they wanted to open it up to the citizens then it would need to be an RFP.

Councilmember Goins stated that even if it goes out for an RFP there would still be a problem with storage for the police.

Councilmember Koss pointed out that storage and warehousing was relatively inexpensive versus a service being provided to the City.

Deputy Mayor Warner noted that services can be located anywhere and Habitat has money to invest. She would like for staff to do an assessment and felt more information was needed before giving away property or going out for an RFP.

City Manager Titkanich advised that the storage was not for normal items, as it would be for vehicle storage.

Ms. Kelly addressed Deputy Mayor Warner's comments and stated that they do not currently have the $300,000. They have to work for that money, that was where the rehab comes in. Ms. Kelly stressed that they do not have the money to just go somewhere else.

Councilmember Koss reiterated and Seconded the motion on the floor to sell this property to Habitat for Humanity for these purposes.

AYES: Williams, Goins, Koss
NAYS: Warner, Boisvert

THE MOTION CARRIED (3-2)

2. Consider the Appointment of Ms. Pamela Shaia as a member to the Board of Adjustment. (19-324). (Administrative Services Director)

* **MOTION by Councilmember Koss; Seconded by Deputy Mayor Warner, to approve the appointment of Ms. Pamela Shaia as a member to the Board of Adjustment.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

VIII. CITY BUSINESS:

1. Approve the First Reading of Ordinance No. 11-2019 amending City Code Chapter 22, Section 22-18, Schedule of Rates and Fees for Waste Water rates and changes and Section 22-26 Water rates and charges. (19-204). (Finance Director)

Assistant City Attorney Eick read Ordinance No. 11-2019 into the record, by title only as follows. She noted that this was the first reading of the ordinance.

ORDINANCE NO. 11-2019

AN ORDINANCE OF THE CITY COUNCIL OF THE CITY OF COCOA, BREVARD COUNTY, FLORIDA; AMENDING CHAPTER 22 OF THE CODE OF THE CITY OF COCOA TO REMOVE CERTAIN EXISTING WASTEWATER AND WATER UTILITY RATES, FEES, AND CHARGES FROM THE CITY CODE, WHICH ARE OTHERWISE ADOPTED BY RESOLUTION AND TO MAKE FURTHER HOUSEKEEPING AMENDMENTS; PROVIDING FOR THE REPEAL OF PRIOR INCONSISTENT ORDINANCES AND RESOLUTIONS, INCORPORATION INTO THE CODE, SEVERABILITY, AND AN EFFECTIVE DATE.

Ms. Bowman explained that this would segregate this section from the rest of the hand book and it was cleaning up verbiage.

* **MOTION by Councilmember Koss; Seconded by Deputy Mayor Warner, to approve Ordinance No. 11-2019 on first reading.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

2. Approve, as recommended, the proposed Fiscal Year 2020 benefit renewal for medical, consolidating to one medical plan, and renewal for the dental; and to authorize the City Manager to sign related agreements. (19-311). (Administrative Services Director)

Ms. Gemmati pointed out that every year the Human Resources department works on this renewal and the Gehring Group was here tonight to present the item.

She further announced that the City had an Insurance Task Force who met twice before bringing this to Council. The City Manager has worked with the Finance Department to absorb the increase so that it does not come out of employees paychecks.

Mr. Shawn Fleming, with the Gehring Group provided a presentation[1] regarding the insurance renewals.

He pointed out that the City has been self-funded since 2016 and explained that self-funding ensures that the City capitalizes on the cost reductions achieved from the Employee Health Center.

He described average medical claims per employee per year. He pointed out that claims have increased in the past two years due to the higher catastrophic claims.

Mr. Fleming discussed the three plans that the City has traditionally had which were the Base Plan, Buy-Up Plan, and the Premier Plan. The costs on the Premier Plan were five times higher than the Base plan in 2017-2018. The Premier Plan has been eliminated. Additionally, in 2018-2019, the Buy-Up Plan costs were 2.5 times higher than the Base Plan.

Mr. Fleming explained the renewal rate calculations along with the considered changes, recommended changes, and ancillary renewal recommendations (which are all coverages other than medical).

He pointed out that there would be incentive programs offered next year, one of which was "MotivateMe" where employees would earn points for completing health related activities such as preventative screenings, chronic condition coaching, and health assessments.

Councilmember Koss liked the 2:1 ratio for the clinic and asked if others were picking up on this fad. Mr. Fleming answered in the affirmative and that there were around 50-70 municipalities with clinics.

* **MOTION by Deputy Mayor Warner; Seconded by Councilmember Koss, to approve the item.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

3. Approve Task Order 2019-04 with CH2M Hill Engineers, Inc. (Jacobs) Engineering, Inc. for the Bidding Phase Assistance and Services During

[1] EXHIBIT A: City of Cocoa Insurance Renewal Presentation

Construction (SDC) for Security System Improvements at the Dyal Water Treatment Plant, Project No. WS1404, Chemical Conversion and Reliability Improvements Project. (19-286). (Utilities Director)

Mr. Walsh briefly explained this item and Councilmember Koss thanked Jacobs for supporting the Cocoa High School Chorus.

* **MOTION by Councilmember Koss; Seconded by Deputy Mayor Warner, to approve the item.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

MULTI-YEAR CONTRACTS:

4. Approve a multi-year interlocal agreement between the City of Cocoa and the City of Rockledge for School Crossing Guard Services for the school year commencing August 12, 2019 and ending May 28, 2020. (19-304). (Chief of Police)

Chief Cantaloupe explained this was for a crossing guard at Fiske Boulevard and Rosa L. Jones Street.

* **MOTION by Councilmember Koss; Seconded by Councilmember Goins, to approve the item.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

IX. INFORMATIONAL AGENDA:

1. Data showing the relation between the estimated and actual income and expenses to date. (19-290). (Finance Director)

X. REPORTS:

Ms. Bowman reminded everyone that on July 15th Customer Service hours would be changing to 8:30 a.m. until 4:30 p.m.

Deputy Chief Lamm thanked Council for participating in the EOC meeting earlier today as well those staff members who participated.

Mayor Williams thanked Deputy Chief Lamm and his crew for all that they do.

Assistant City Attorney Eick thanked Council for having her tonight.

City Manager Titkanich mentioned that the budget schedule had been modified and they had anticipated getting the budget books out for the budget workshop at least three weeks before, however, they need to push that back to July 24th so that they can ensure correctness.

He announced that he would be leaving Friday morning after a meeting for vacation and would return July 22, 2019.

Mayor Williams thanked Mr. Wegerif for taking care of the basket that was on SR 520 for quite some time. He was not sure of the policy when something was seen on streets, but it would be nice if people took it upon themselves to pick up stuff that should be taken care of. He felt that Cocoa was treated as a dumping ground.

Deputy Mayor Warner announced that she would be on vacation until July 24th but would be back in time for the meeting.

Mayor Williams thanked Keep Brevard Beautiful for the trash pick up event on Saturday after the July 4th event. He spent about 1 ½ hours down in the village. They discovered that there were not cans for cigarette buts in the Village and it was something that needed to be looked into.

He attended the Cocoa Village Playhouse's 30th season announcement. It was a great event and there will be some awesome shows coming up. He congratulated all of the award recipients.

Mayor Williams spoke about the ribbon tying ceremony for Barbara L. Jenkins at Rosa L. Jones and Fiske Boulevard and stated that they were very appreciative of all that the City had done. The 40th day falls on her birthday.

He thanked Leisure Services and the City of Rockledge for the great July 4th event, along with all of the staff involved and hoped next year the traffic situation was a little better.

Lastly, he thanked staff for the recent issue of the FYI and loved the whole publication. It mentioned Asbury Arms, Cocoa High School, and volunteers who have recently passed. He felt that was what it was all about.

Councilmember Koss announced that the Cocoa High School Chorus would be performing at the Cocoa Village Playhouse on August 10, 2019. The cost for tickets is $25. They are at $20,000 of their $30,000 goal. She reminded everyone that this was the only high school in Florida being invited to perform at Carnegie Hall for their 9/11 event. She reiterated her thanks to Jacobs for their donation and thanked Susie Wasdin for raising $5,000 on the spot for this endeavor.

Councilmember Goins spoke about their recent tour of Hannibal Square in Winter Park. He thanked Assistant City Manager Fuhrer, Darryl Niles, Mayor Williams, Councilmember Koss, and Jewel Collins for attending. Great information was received and he believes that the City had gained a great partner with them.

He added that because people do not vote on something does not mean that one was against it. It gets difficult at times. We are looking at the best interest of the City. He respects everyone's opinion, as he believes everyone does, but it was not always going to be what everyone wants.

Councilmember Goins thanked the V-Cops for working at the Joe Lee Smith Center and would like a commitment for the use of the lights from utilities.

City Manager Titkanich noted that we were in the budget process and there is a request for light banks for the Police Department and they could commit, just like they have done with the City of Rockledge, however if there was a break or if they need to take the lights, they would come and take them.

Councilmember Goins thought that was fair and would like the commitment for every Friday up until August 2, 2019. He wanted to ensure that the V-Cops were aware.

Mayor Williams agreed with Councilmember Goins and mentioned that decisions were not always easy but they do their best and what is best for the community.

Deputy Mayor Warner agreed that everyone does not always agree but when the vote was over it was done.

XI. ADJOURNMENT.

* **MOTION by Councilmember Boisvert; Seconded by Councilmember Goins, to adjourn the Regular meeting of July 10, 2019.**

AYES: Williams, Warner, Boisvert, Goins, Koss

THE MOTION CARRIED UNANIMOUSLY (5-0)

The meeting adjourned at 8:09 p.m.

Jake Williams, Jr., Mayor

ATTEST:

CITY COUNCIL SEAL FLORIDA

Carie E. Shealy, MMC, City Clerk

GEHRING GROUP
EMPLOYEE BENEFITS | RISK MANAGEMENT

City of Cocoa
Insurance Renewal Discussion

Presented by:
Shawn Fleming, CSFS®
Senior Benefits Consultant
July 10th, 2019

EXHIBIT A: Insurance Renewal Presentation

Items for Discussion

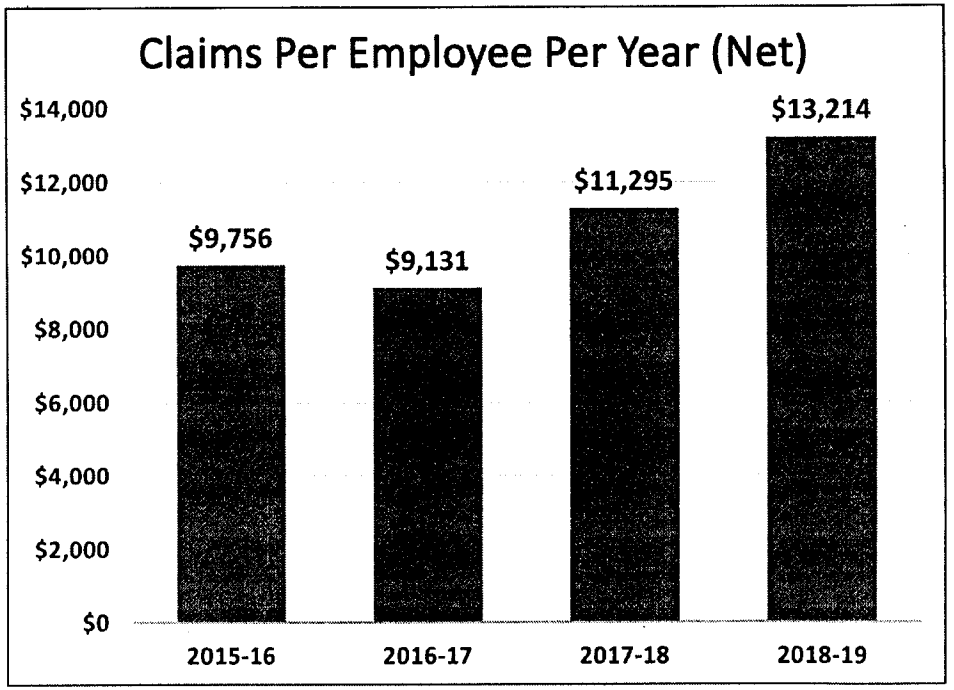
- Background
- Medical Claims Experience
- Catastrophic Claims
- Cost Projection
- Plan Recommendations
  - Medical Plan
  - Ancillary Renewals
- Next Steps

Background

- City transitioned to self-funding for Fiscal Year 2015-16
- City was facing a 15% proposed increase:
  - Increase was driven largely by catastrophic claims
  - Overall initial savings of over $380,000 plus $110,000+ in annual savings by avoiding insurer fee from the Affordable Care Act tax on fully-insured premiums
- Self-funding ensures the City capitalizes on cost reductions achieved from the Employee Health Center

Medical Claim Averages

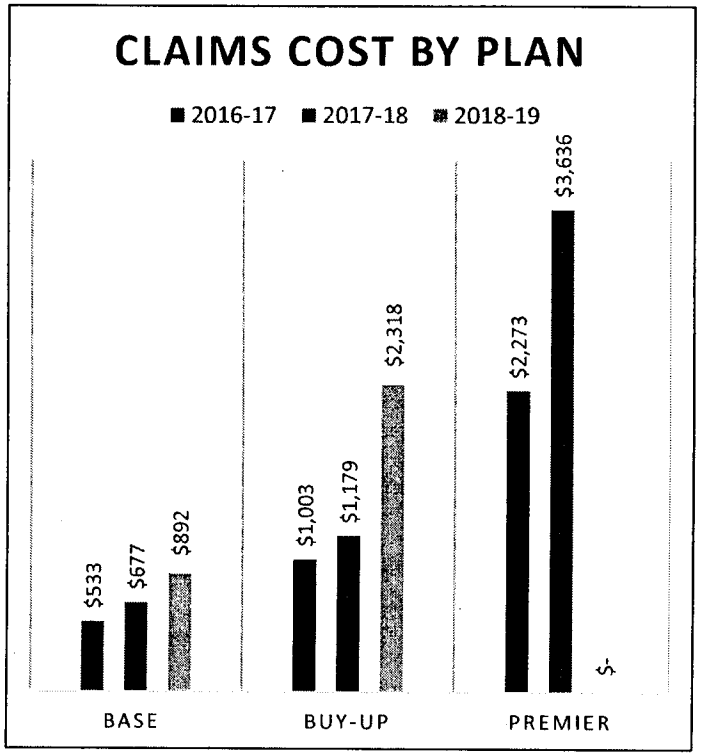
- Claims have increased in the past two years due to the higher catastrophic claims
- Cancer, vascular/circulatory issues, and trauma are some of the major cost drivers for catastrophic claims
- 42 claimants exceeded $50,000
- 5 claimants exceeded $200,000 – these 5 claimants represent 23% of plan costs



GEHRING GROUP
EMPLOYEE BENEFITS | RISK MANAGEMENT

Claims Costs by Plan

- The City traditionally had 3 plans:
  - Base
  - Buy-Up
  - Premier
- Costs on the Premier plan were **5 times** higher than the Base plan in 2017-18 – Premier plan was eliminated
- For 2018-19 Buy-Up plan costs are **2.5 times** higher than the base



Data through May 2019

GEHRING GROUP
EMPLOYEE BENEFITS | RISK MANAGEMENT

Renewal Rate Calculation

- Standard actuarial projection called for an **18.6% ($997,747)**
- Fully insured projections estimated a **28%** increase
- Clinic Return on Investment continues to exceed **$1.9:1**, saving over **$1.5mil** since opening
  - –40% reduction in office visits
  - –43% reduction in pharmacy utilization
  - –Clinic can help diagnose, but cannot treat, higher cost conditions such as cancer, trauma, and musculoskeletal surgeries

Considered Changes

- Alternate plan designs and strategies were considered to offset increase including:
  - Reducing plan offerings from 2 to 1
  - Schedule of benefit changes
  - Contribution changes
  - High Deductible Plans

Recommended Changes

- **Minimal schedule of benefit changes:**

	Current	Renewal
Deductible (EE/FM)	$1,500 / $4,500	$2,000 / $6,000
Out of Pocket	$5,000 / $10,000	$6,000 / $12,000
Emergency Room	$150	$250
Advanced Imaging	$50	$100

- **Eliminate Buy-Up Plan**

  Employees on buy-up plan save between $2,200 - $6,500 in contributions

- **No change to employee contributions**

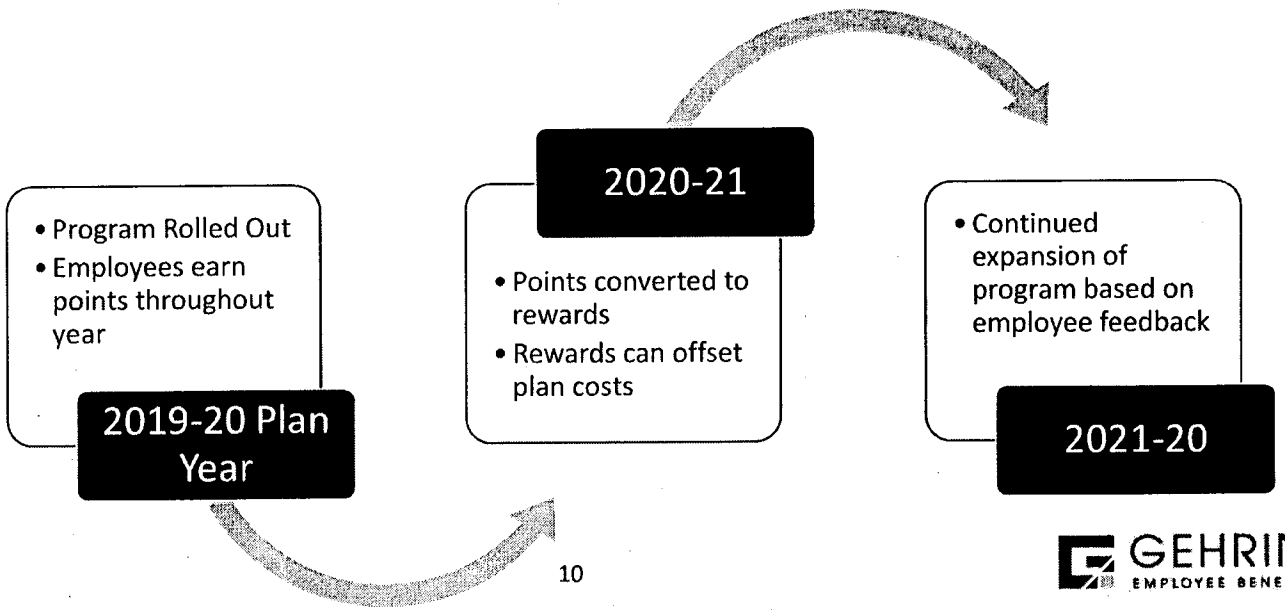
  Re-negotiated pharmacy rebate contract to enhance rebates to over $300,000 per year to offset absorbing contributions

Ancillary Renewal Recommendations

Line of Coverage	Comments/ Recommendation
Dental	Negotiated no increase proposed from Cigna
Basic Life Insurance (Employee Paid)	No increase proposed from Cigna
Voluntary Life (Employee Paid)	No increase proposed from Cigna
Short Term Disability	No increase proposed from Cigna
Long Term Disability	No increase proposed from Cigna
Vision Insurance	No increase proposed from EyeMed

Next Steps – Incentive Program

- MotivateMe Incentive program being rolled out for 2019-20 plan year
- Employees will earn points for completing health related activities, such as:
  Preventative screenings, chronic condition coaching, health assessments



GEHRING GROUP
EMPLOYEE BENEFITS | RISK MANAGEMENT

QUESTIONS