

TOWN OF TALLULAH FALLS
STATE OF GEORGIA
COUNCIL WORK SESSION
October 23, 2018
MINUTES

The council work session for October 23, 2018 of the City Council of Tallulah Falls, Georgia was called to order at 6:30 p.m. by Mayor Pro Tem Deb Goatcher.

PRESENT: Mayor Pro Tem Deb Goatcher
Councilperson Larry Hamilton
Councilperson Mary Beth Hughes
Councilperson Carol Nelms
Town Clerk Linda Lapeyrouse
Police Chief Bill Goatcher
Attorney Allyn Stockton

ABSENT: Mayor Teri Dobbs

OTHERS PRESENT: See attached sign-in sheet

Mayor Pro Tem Goatcher welcomed everyone to the meeting.

A Motion was made by Councilperson Nelms to accept the agenda as presented. The Motion was seconded by Councilperson Hughes and passed unanimously.

DISCUSSION ITEMS:

Employee Benefits/Health Insurance

Town Clerk Lapeyrouse presented the health insurance quotes obtained through GMA, Alliant, Blue Cross Blue Shield, United Healthcare, and Humana. Council discussed each of the options. GMA's 4 Tier Rate Structure appears to provide the Town and its employees with most potential for cost savings. The Town currently offers a choice of the 90/70 \$1500 plan or the 80/60 \$1500 plan with the Town covering the cost of the employee's coverage and half of the family coverage. The Council will move forward with a final decision at the next council meeting.

Sick Leave is currently accrued at 6 days per year. Town Clerk Lapeyrouse recommended that sick leave be accrued per pay period instead of all at the beginning of the year. The accrual would be 1.85 hours per pay period. Council discussed accruing up to 120 hours maximum with 25% payable upon leaving employment with the Town.

Vacation Leave is currently accrued at one week at year one, two weeks at year three and three weeks at year seven. Council discussed a max accrual of 120 hours and the ability to cash in one week per year for compensation. All earned vacation up to the max accrual would be payable upon leaving employment with the Town.

Holidays were discussed to remain the same as currently provided... New Year's Day, Easter, Memorial Day, July 4th, Labor Day, Thanksgiving and the following Friday, and two days at Christmas.

Employee Handbook

Attorney Stockton then went through each section of the sample Employee Handbook with the Council. Proposed modifications were discussed.

Town Clerk Lapeyrouse will consult with the Town's specialized employment attorney contracted through GIRMA and GMA's HR Express regarding classification of employees, overtime and compensatory time. There will be no additional attorney fees for this information since it is included through our contract with GMA.

The Employee Handbook will be re-drafted with the proposed changes and brought up at a future council meeting for additional modifications and/or approval.

Public Comment: No comments from attendees

A Motion was made by Councilperson Hughes to adjourn the meeting. The motion was seconded by Councilperson Nelms. The Motion passed unanimously.

The meeting adjourned at 9:05 p.m.


APPROVED:




MAYOR




CLERK




COUNCIL MEMBER



COUNCIL MEMBER



COUNCIL MEMBER



COUNCIL MEMBER