



City of Conway Council Agenda

<u>Council Meeting Date:</u>	November 13th, 2018
<u>5:30pm - Committee Meeting:</u>	No Committee Meeting
<u>6:30pm:</u>	Council Meeting
<u>Call to Order:</u>	Mayor Bart Castleberry
<u>Roll Call:</u>	Michael O. Garrett, City Clerk/Treasurer
<u>Minutes Approval:</u>	October 23 rd , 2018

Mayor Bart Castleberry
City Clerk Michael O. Garrett
City Attorney Chuck Clawson

City Council Members

Ward 1 Position 1 – Andy Hawkins
Ward 1 Position 2 – David Grimes
Ward 2 Position 1 – Wesley Pruitt
Ward 2 Position 2 – Shelley Mehl
Ward 3 Position 1 – Mark Ledbetter
Ward 3 Position 2 – Mary Smith
Ward 4 Position 1 – Theodore Jones Jr.
Ward 4 Position 2 – Shelia Isby

1. Report of Standing Committees:

A. Community Development Committee (Planning, Zoning, Permits, Community Development, Historic District, Streets, Engineering, & Airport)

1. Ordinance to approve bid and appropriate funds for the construction of a splash pad in Fifth Avenue Park.

B. Public Service Committee (Sanitation, Parks & Recreation, & Physical Plant)

1. Consideration to payoff an equipment loan for the Conway Sanitation Department.

C. Public Safety Committee (Police, Fire, District Court, Animal Welfare Unit, Emergency Operations Center, Information Technology, & City Attorney)

1. Ordinance appropriating funds for Operation Shop Secure for the Conway Police Department.

D. Personnel

1. Consideration to approve the renewal of dental benefits from BlueCross BlueShield for the FY2019.
2. Consideration to approve the renewal of life insurance benefits from USABLE for the FY2019.
3. Consideration to approve the renewal of voluntary supplemental benefits from Benefit Partners/Flexco for the FY2019.
4. Consideration to approve the fitness facility proposal for the FY2019.
5. Consideration to approve the medical benefit proposal for the FY2019. (Information will be provided prior to meeting)

Adjournment



**City of Conway, Arkansas
Ordinance No. O-18-_____**

AN ORDINANCE ACCEPTING THE BID FOR THE CONSTRUCTION OF THE SPLASH PAD AND APPROPRIATING FUNDS FOR PARKING LOT IMPROVEMENTS FOR 5th AVENUE PARK; AND FOR OTHER PURPOSES

Whereas, the Community Development Department solicited bids for the construction of a splash pad for 5th Avenue Park with a budget of \$365,000; and

Whereas, four proposals were submitted for the construction of the splash pad; and

Whereas, RJR Enterprises submitted the a proposal for the project total amount of \$365,000; and

Whereas, this project will be funded from the Community Development Block Grant Program Year 2018 funding in the amount of \$292,000; and

Whereas, the Conway Parks & Recreation will fund the remaining portion of the splash pad construction and will also provide additional parking lot improvements for 5th Avenue Park.

NOW, THEREFORE, BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CONWAY, ARKANSAS THAT:

Section 1. The City of Conway shall accept the proposal from RJR Enterprises in the amount of \$365,000 for the construction of

Section 2: The City of Conway shall appropriate an amount of \$175,00 from Parks & Recreation A & P Fund Balance (652-140-4900) to the Conway Parks Department Parks CIP-Misc. (652-140-5990).

Section 3. All resolutions in conflict herewith are repealed to the extent of the conflict.

PASSED this 13th day of November, 2018.

Approved:

Mayor Bart Castleberry

Attest:

Michael O. Garrett
City Clerk/Treasurer



**City of Conway - Finance Office
1201 Oak Street
Conway, AR 72032**

To: City Council
From: Tyler Winningham, CFO
Date: 11/13/2018
Re: Sanitation loan payoff

I would like to request the Council's approval to pay off the equipment loan that we took out for the Sanitation department back in 2016. At that time it was decided that a loan was needed for pending Sanitation equipment purchases, in light of the fact that closing on the sale of the old airport property was not a given in the foreseeable future. Now that transaction is complete, and the sanitation fund balance is healthy enough to pay off the loan and save some future interest cost.

The amount required out of pocket to pay off the loan will be approximately \$1,390,000 depending on interest earnings in the last 30 days in the equipment escrow account. Sanitation's bank account balance is currently \$8,800,000. I have discussed this with the department director Mr. Hopper and also the Mayor, and they are in favor of paying off the loan.

Thank you,

Tyler Winningham
Chief Financial Officer
City of Conway



**City of Conway, Arkansas
Ordinance No. O-18-__**

AN ORDINANCE APPROPRIATING FUNDS TO THE CONWAY POLICE DEPARTMENT FOR OPERATION SHOP SECURE AND FOR OTHER PURPOSES:

Whereas, The Conway Police Department needs approximately \$50,000 in overtime funds for Operation Shop Secure; and

Whereas, the Conway Police Department needs these funds in order to increase police presence in all shopping areas throughout the City of Conway during the holidays which will provide a safer shopping experience for the citizens of Conway.

NOW THEREFORE BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CONWAY, ARKANSAS, THAT:

Section 1. The City of Conway shall appropriate \$50,000 from the general fund balance appropriation account 001.119.4900 into the CPD overtime expense account, 001.121.5114.

Section 2. All ordinances in conflict herewith are repealed to the extent of the conflict.

PASSED this 13th day of November, 2018.

Approved:

Mayor Bart Castleberry

Attest:

Michael O. Garrett
City Clerk/Treasurer



City of Conway
Human Resources Department
City Hall
1201 Oak Street
Conway, Arkansas 72032
www.cityofconway.org

Date: November 6, 2018
To: Mayor Bart Castleberry
Cc: David Grimes Theo Jones Wesley Pruitt
 Andy Hawkins Mark Ledbetter Mary Smith
 Shelia Isby Shelly Mehl
From: Lisa Mabry-Williams
Subject: BlueCross BlueShield Dental Insurance

On October 22 we published an RFP for 2019 Dental Benefits. The Employee Benefits Committee met and reviewed the proposals and completed a weighted evaluation on each proposal. The committee recommends BlueCross BlueShield Option 2A and 2B. This proposal includes our current dental benefits with BCBS and moves us to a dental PPO that results in lower rates. The total premium decrease with the PPO option is six percent (6%). This will result in an annual savings to the City of Conway of approximately \$11,614.08.

BlueCross BlueShield has provided dental benefits to the City of Conway since 2006. The dual option dental benefit plans we currently offer continues to be well received by employees and the new option will reduce the City and the employee dental premium.

We respectfully request that you approve the renewal of our contract with BlueCross BlueShield to continue to provide dental benefits to City of Conway employees for the 2019 plan year and replace our current option 1A and 1B with option 2A and 2B for the 2019 plan year.

2019 DENTAL RATES													
2019 BCBS Dental Blue Dental Ins. Rates Option 2A \$1000/yr max benefit (Low Option)							2019 BCBS Dental Blue Dental Ins. Rates Option 1A \$1500/yr max benefit (High Option)						
Employee new Employee Cost/Pay Cost/Mo.	Employee new Employee Cost/Pay Period	City new City Cost/Mo.	City new City Cost/Pay Period	Total Premium	% Paid by City	Employee Cost/Mo.	Employee Cost/Pay Period	City Cost/Mo.	City Cost/Pay Period	Total Premium	% Paid by City		
Employee Only	\$4.75	\$2.37	\$18.07	\$9.04	\$22.82	79.2%	Employee Only	\$7.28	\$3.64	\$18.07	\$9.04	\$25.35	71.3%
Employee + Spouse	\$11.00	\$5.50	\$36.23	\$18.11	\$47.23	76.7%	Employee + Spouse	\$16.07	\$8.04	\$36.23	\$18.12	\$52.30	69.3%
Employee + Children	\$14.39	\$7.20	\$41.39	\$20.69	\$55.78	74.2%	Employee + Children	\$20.68	\$10.34	\$41.39	\$20.70	\$62.07	66.7%
Employee + Family	\$19.53	\$9.76	\$48.74	\$24.37	\$68.27	71.4%	Employee + Family	\$27.13	\$13.57	\$48.74	\$24.37	\$75.87	64.2%



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Human Resources Department
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Date: November 6, 2018
To: Mayor Bart Castleberry
Cc: David Grimes Theo Jones Wesley Pruitt
 Andy Hawkins Mark Ledbetter Mary Smith
 Shelia Isby Shelly Mehl
From: Lisa Mabry-Williams
Subject: USABLE Life Insurance

In 2014 we received and accepted a two year rate guarantee on the USABLE Life quote of \$1.80 per employee per month for \$10,000 Life and AD&D for 2015 and 2016. USABLE claims are processed promptly and without issue.

In 2016 we received and accepted a USABLE Life zero increase renewal, with a two year rate guarantee of \$1.80 per employee per month for 10,000 Life and AD&D for the 2017 and 2018 plan years.

USABLE life has extended the zero increase renewal with a one year rate guarantee of \$1.80 per employee per month for 10,000 Life and AD&D for the 2019 plan year.

We respectfully request that you approve the renewal of our contract with USABLE to continue to provide Life and AD&D benefits to City of Conway employees for the 2019 plan year with a zero increase renewal.



City of Conway
Human Resources Department
City Hall
1201 Oak Street
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Date: November 6, 2018

To: Mayor Bart Castleberry

Cc: David Grimes Theo Jones Wesley Pruitt
 Andy Hawkins Mark Ledbetter Mary Smith
 Shelia Isby Shelly Mehl

From: Lisa Mabry-Williams

Subject: Voluntary Supplemental Employee Benefit Plans

Benefit Partners/FlexCo Inc.

The current voluntary supplemental benefit providers for the City of Conway have informed us that there will be no increase in premiums for the benefits provided by American Heritage, American Fidelity, United Teachers Associates/Loyal American, Legal Shield and Fidelity – Key Gap for the 2019 Plan Year. These voluntary benefits include life, accident, cancer, first diagnosis cancer, heart, short term disability, Legal Shield/ID Theft and Key Gap plans. The Vision Service Plan (VSP) presented us with a four (4) year rate guarantee for the 2018 VSP rates.

FlexCo will continue to administer the Section 125 Cafeteria Plan free of charge. All of the voluntary supplemental benefits are 100% paid for by the employee through payroll deductions.

The vision benefit we currently offer, along with the other voluntary benefits have been well received by employees. Benefit Partners/FlexCo Inc. continues to do an excellent job of servicing the accounts including the Section 125 Cafeteria Plan. For these voluntary supplemental benefits, the broker deals directly with the employees for initial enrollment, claims issues, etc.

We respectfully request that you approve the renewal of our contract with Benefit Partners/FlexCo Inc. to continue to provide voluntary supplemental benefits to City of Conway employees for the 2019 plan year.



City of Conway
Human Resources Department
City Hall
1201 Oak Street
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Date: November 7, 2018

To: Mayor Bart Castleberry

Cc: David Grimes Theo Jones Wesley Pruitt
Andy Hawkins Mark Ledbetter Mary Smith
Shelia Isby Shelly Mehl

From: Lisa Mabry-Williams

Subject: Fitness Facility Membership

On October 21 we published an RFP for 2019 Fitness Facility Membership. The City of Conway received three (3) proposals:

- 365 Fitness \$15,823.13
- Sync Fitness & Movement, LLC \$12,000.00
- 10 Fitness \$24,696.00

The Employee Benefits Committee met and reviewed the proposals and completed a weighted evaluation on each proposal. The committee recommends Sync Fitness & Movement, LLC.

We respectfully request that you approve the renewal of our contract with Sync Fitness & Movement to continue to provide fitness center membership to City of Conway employees and retirees for the 2019 plan year.