



CITY COUNCIL

Kim Learnard, Mayor

Clinton Holland, Mayor Pro Tem | Laura Johnson, Post 1

Suzanne Brown, Post 2 | Frank Destadio, Post 4

SCAN FOR AGENDA
PACKET



Regular Meeting Agenda
January 16, 2025 | 6:30 PM
City Hall

1. **Call to Order**
2. **Pledge of Allegiance and Moment of Silence**
3. **State of the City Address**
4. **Announcements, Awards, Special Recognition**
5. **Public Comment**
6. **Agenda Changes**
7. **Minutes**
 - A. December 19, 2024 City Council Meeting Minutes
 - B. December 19, 2024 Executive Session Minutes
 - C. January 2, 2025 City Council Work Session Minutes
8. **Consent Agenda**
 - A. FY2025 Budget Amendment - Pension Trust Interest
 - B. Recommendation for Benefits Broker
 - C. Ordinance # 1233 Transportation Advisory Group Update
 - D. Ordinance #1234 Discharging Bows Update
 - E. Resolution #01162024-CA-B Call for 2025 Municipal Election for Mayor, Post 3, and Post 4 and Setting of Qualifying Fees
 - F. Resolution #01162025-CA-C Indemnification of Public Officials
 - G. Legal Organ - Fayette County News
9. **Old Agenda Items**
 - A. 01-25-01 Recreation Master Plan Adoption
10. **New Agenda Items**
11. **Public Hearings**
 - A. 01-25-02 Variance Request from rear setback, 102 Flintlock Court (Lora Hooks)
12. **Council/Staff Topics**

This agenda is subject to change at any time up to 24 hours prior to the scheduled meeting.
This meeting will be held in the Frances Meaders Council Chambers at City Hall. Page 1 of 116

A. Upcoming Emergency Stormwater Projects (David Borkowski)

13. Executive Session

14. Adjourn

It is the policy of the City of Peachtree City that all city-sponsored public meetings and events are accessible to people with disabilities and are in compliance with Title VI of the Civil Rights Act of 1964. If you need assistance in participating in this meeting or event due to a disability as defined under the ADA or need assistance per Title VI, please contact the City's Title VI and ADA Coordinator, Dr. Teaa Allston-Bing at (770) 632-4276 or e-mail tallston-bing@peachtree-city.org at least three (3) business days before the scheduled meeting or event to request an accommodation.

This agenda is subject to change at any time up to 24 hours prior to the scheduled meeting.

This meeting will be held in Council Chambers at City Hall

City Council of Peachtree City
Meeting Minutes
Thursday, December 19, 2024
6:30 PM

Call to Order

The Mayor and Council of Peachtree City met in regular session on Thursday, December 19, 2024. Mayor Kim Learnard called the meeting to order at 6:30 p.m. Council members attending: Laura Johnson, Suzanne Brown, Clinton Holland, and Frank Destadio.

Pledge of Allegiance and Moment of Silence

Announcements, Awards, Special Recognition

A. 2024 Marcom Awards (Vivian Lett)

Platinum - 2024 Quarterly Reports (Qtr 1)

65th Anniversary Challenge Coin

Gold - Navigate PTC App

City Hall Vinyl Walls

Public Communications Manager Vivian Lett announced that Peachtree City had earned several MarCom awards this year. These international awards honor excellence in marketing and communications. Platinum awards were presented in recognition of the City's quarterly reports and the 65th anniversary challenge coin, while the Navigate PTC app and the vinyl wall designs at City Hall earned Gold awards. The Library video "A Talk with Michael Thurmond" received honorable mention.

B. 2024 Tree City USA designation by the Arbor Day Foundation

Peachtree City Urban Forestry Program Manager Bob Werner presented the Mayor with a plaque recognizing the City's designation as a 2024 Tree City USA by the Arbor Day Foundation, demonstrating commitment to preservation of the urban forest.

C. 2024 Georgia Tree Council Outstanding Community Grand Award

Werner then announced that Peachtree City was the 2024 Georgia Tree Council Outstanding Community Grand Award winner, given in recognition of its commitment to urban forestry for environmental purposes and community well-being.

Public Comment

Skip Schafer of Cresswind said he understood Council would be voting at this meeting to re-open Crabapple Lane to golf cart traffic in order to conduct a study to determine the actual flow of traffic into the Kedron Hills neighborhood. He said he hoped cameras would be installed at both ends of Crabapple Lane. He also said he wanted to correct incorrect statements made at the last meeting: most of the speakers during the public comments were from Peachtree City, not Tyrone. He also said many neighborhoods,

not just Kedron Hills, did not have sidewalks. Why was safety only a concern there?

Robert Clough of Tyrone mentioned the \$1.7 million in transportation funds the County Commission was withholding from Peachtree City because of the Crabapple Lane closure. Clough said he welcomed an impartial study.

Todd Weinreb of Kedron Hills told Council the citizens wanted dialogue. He said Crabapple Lane was dangerous, with a 15-foot drop into a creek that was a foot off the shoulder on both sides. There were power lines on the ground, and he said the crossing was not legal. Weinreb suggested they should make safety improvements before opening this crossing.

Chip Yerri of Newnan represented the Peachtree City Hockey Association and urged Council to take quick action to correct the condensation problem at the Kedron rink.

Connie Keyhayes of Peachtree City talked about the number of trees that had been removed from the Robinson Road area for construction of a path. She said the County told her the City had agreed to this, and she wanted to know if the agreement had been changed.

Peachtree City resident Joan Brennan asked Council to vote against re-opening Crabapple Lane and called it a ploy to open the road permanently. The County had provided no guarantees to Peachtree City in exchange for this. She said Crabapple Lane was dangerous and not suitable for cart traffic, and the County and Tyrone should work on a proper path to connect Tyrone.

Christine Lewis of Tyrone thanked Council for considering opening Crabapple Lane, but another Peachtree City resident then mentioned safety concerns on Crabapple Lane and said crossing Dogwood Trail was dangerous and would become more so with future development. Kedron Hills resident Amanda Ott also mentioned Crabapple Lane's poor condition and remarked that connections on the south side were along paved paths paid for with Special Purpose Local Option Sales Tax (SPLOST) money. Tyrone could use its SPLOST to build a path.

Catrina Hitchens of Kedron Hills urged Council to vote against the opening, citing safety issues. She said she wanted connection, but going through a residential area was not the answer. She proposed that a path be built along Dogwood Trail, along with speed bumps and stop signs. Vlodimir Salazar mentioned that he and his family felt safer with the road closed and said the convenience of Tyrone cart drivers should not win out over the safety of Kedron Hills residents.

Safety was also Courtney Maxie's concern. The Kedron Hills resident said drivers often ran stop signs, sped by golf carts, and even drove around the barrier on Crabapple. Maxie also said it was her understanding that the County Administrator wanted Crabapple Lane open to all vehicles, not just golf carts.

Agenda Changes

Minutes

Brown moved to approve the November 21, 2024, City Council meeting minutes, the November 21, 2024, Executive Session minutes, the December 5, 2024, City Council Work Session minutes, and the December 5, 2024, Executive Session minutes. Holland seconded. Motion carried unanimously.

A. November 21, 2024, City Council Meeting Minutes

APPROVED 5-0

B. November 21, 2024, Executive Session Minutes

APPROVED 5-0

C. December 5, 2024, City Council Work Session Minutes

APPROVED 5-0

D. December 5, 2024, Executive Session Minutes

APPROVED 5-0

Consent Agenda

Holland moved to approve Consent Agenda items A-H. Brown seconded. Motion carried unanimously.

A. Budget Amendment FY2024 – Capital Project Grants

APPROVED 5-0

B. Lease Agreement for Visitor Center (CVB)

APPROVED 5-0

C. Reclassification of Fire Inspector to Deputy Fire Marshal

APPROVED 5-0

D. Resolution #12192024-CA-D Workers Compensation Policy Inclusions

APPROVED 5-0

E. Resolution #12192024-CA-E Georgia First Responder PTSD Program

APPROVED 5-0

F. List of Roadways Approved for Speed Detection Devices Update 2024

APPROVED 5-0

G. Approval Gulf State Distributors purchase for operating supplies

APPROVED 5-0

H. Purchase Synergistic Software Inc. – Records Management

APPROVED 5-0

I. Police Prisoner Transport Vehicle purchase

APPROVED 5-0

J. 2025 4th of July Fireworks
APPROVED 5-0

K. Purchase a Toro Nurface 470 Fraise Mower
APPROVED 5-0

L. Purchase Toro Infield Drag
APPROVED 5-0

Old Agenda Items

None

New Agenda Items

A. 12-24-01 Unified Development Ordinance proposal

Last month, the Planning Commission presented a proposal that they serve as a steering committee to create a unified development ordinance (UDO), City Manager Justin Strickland said, and Council decided to move forward with that at their December work session.

Holland moved to approve New Agenda item 12-24-01. Brown seconded. Motion carried unanimously.

B. 12-24-02 Reopen Crabapple Lane through the summer to obtain traffic counts.

The situation at Crabapple Lane had become unreasonably divisive, the Mayor stated, and it was Council's job to find a way forward. She proposed opening the Crabapple gates for a defined amount of time in order to obtain traffic data.

Destadio moved to open Crabapple Lane to golf carts only through August for the purpose of obtaining traffic counts there and at two other locations beginning January 3. Learnard seconded.

Holland thanked the citizens in the audience for their interest in this matter. He confirmed that he lived on Loring Lane in Kedron Hills, but there was no gain for him in keeping the gate closed. He wanted what was good for Peachtree City. He noted that no one presently on Council was there when the decision was made to close Crabapple Lane, but they had all taken harsh criticism regarding it.

The County had already withheld \$1.7 million in transportation funds from Peachtree City and were now looking at holding back another \$900,000, for a total of \$2.6 million. Holland said it appeared they would get that money if they opened Crabapple Lane. He then suggested they keep the monitoring equipment at the gate for three to five years, long enough to get steady state numbers. That would provide meaningful data to help them make a good decision. He also suggested Council consider building a side path along Loring Lane to exit Kedron Hills.

Holland said he was in favor of re-opening Loring Lane to carts only.

Brown said she had read every email she received and asked questions of the City Attorney and the City Manager. She confirmed this opening would be only for carts. The problem was

they had no traffic data from three years ago when the gate was closed. Some people had mentioned safety issues, she observed, but the section of Crabapple outside of Peachtree City was a Fayette County road, and they should address that with the County Commission.

Brown admitted they needed data, so she supported reopening the gate to obtain it. Once the data was collected, they would have to make other decisions, such as if traffic-calming devices were needed or more signs. Would reducing the speed limit help or maybe they should consider a path along Loring Lane? The study needed to be long enough to gather data through all seasons, possibly longer than the end of August. She said she had tried to find reasons to keep the gate closed but had concluded that opening it for a study was the only way forward.

Johnson said she agreed with what had been said, noting that this had been a longstanding issue. A few months ago, Johnson said she asked staff for a map of all the path access points into Peachtree City, and she and Strickland visited them. She noted that several were through neighborhoods, including Maple Shade and The Gates, and she wanted counts from these areas to compare to Crabapple Lane. She felt it was in the best interest of the community to gather data and make this decision.

Destadio said he received many emails on both sides of this issue, and he needed data to make a decision. He said he was for opening it up for long enough to gather data. Destadio also said he hoped the Police would look at it and decide if they needed speed calming or just more tickets.

Holland asked if they should discuss how to measure the traffic, and Learnard said it would be up to the City Manager, who would bring it to Council.

The Mayor called the vote, and Destadio's motion to reopen passed unanimously.

C. 12-24-03 Award Construction Bid for Lighting Upgrades at City Parks

City Engineer Dave Borkowski explained that this project was for upgraded lighting at various City recreation fields, which included the lacrosse fields at Meade, the Field of Hope, T-ball field, and the upper and lower baseball quads at the Peachtree City Athletic Complex (PAC). He presented maps that showed where work had been done and where more was planned.

He recommended Council award the bid to low bidder Georgia Power in the amount of \$920,000 contingent upon satisfactory review and approval of their lighting plans.

Johnson moved to approve New Agenda item 12-24-03, award construction bid for lighting upgrades at City parks to Georgia Power in the amount of \$920,000. Destadio seconded.

Holland asked about plans for the future at Meade other than pickleball. The lights at the adult softball fields were removed the year before he arrived, Strickland stated, and the current plan was just to replace what was currently there. It would be up to Council as they moved forward with the recreation master plan to decide what to do in the future, he remarked.

Motion carried unanimously.

Public Hearings

A. 12-24-04 Sign Variance request for 1209 N Peachtree Parkway, Target

Senior Planner Lora Hooks said this was a request for a sign variance at the Target in the Kedron Shopping Center. The ordinance set the maximum area for wall signage at 150 square feet, and the applicant was requesting a total of 284 square feet for three signs. She showed the existing signage and what was proposed, which was primarily the addition of a “drive up” sign.

Hooks reminded Council that the criteria for granting a sign variance was different than for a zoning variance and required that a hardship be found if the sign ordinance was followed. The hardship involved impairments of visibility for the proposed signs that were not caused by the applicant.

Devon O’Geary represented the applicant and said the addition of the drive up sign would facilitate wayfinding for customers and mitigate traffic around the front of the store.

The Mayor opened the public hearing. No one wished to speak in favor of the variance, and two citizens said they wanted to voice opposition.

Jennifer Faulkner asked if the Target bullseye would be replaced with a larger one. She also said there currently was no space for drive up customers. Faulkner said she did not think the signage size needed to change and addition of a drive up would change the whole traffic flow.

Keith Larson said he opposed this variance because it was not needed. Most people already recognized the Target brand; a size increase was not necessary. They had the village standards to assure a uniform appearance. Larson pointed out that recent requests for sign variances had been turned down.

No one else wished to speak, and the Mayor closed the public hearing.

Learnard asked O’Geary to explain what they were requesting. She said the Target sign would be removed and replaced with a new sign. A new drive up sign would be installed, she said, and Learnard asked if there was a drive up on the side of the building. Hooks explained that the drive up sign was for spaces in the parking lot designated for people who had ordered ahead. Employees would bring their orders to their vehicle.

O’Geary then clarified that the new bullseye would be the same size as the current one, only in white, not red. Hooks noted that the current signage was in violation of the size requirements, but they did not know the exact square footage.

The bullseye would be the same size as the one it was replacing, Holland clarified. Hooks said the reason for the variance was because they had to have a new sign permit for the drive up sign. Target would either have to come into compliance or get a variance for 284 square feet of signage in order to be issued the permit. Hooks said the proposed bullseye was 169 square feet, and Holland noted that alone was over the maximum allowed. City Clerk Yasmin Julio said the CVS sign that would remain was 37 square feet, and the new drive up sign was 78 square feet.

Johnson asked if there had been a previous variance request for the Target sign, and Hooks said there was not. Johnson said she wanted to support Target in replacing signs to the extent they had now, but she felt that might be a little gracious since they currently did not meet the criteria for a hardship. She would be okay with letting them have as much square footage as they had now.

Holland said he could agree with that, even though it violated the ordinance.

Brown said when you started renovating, you had to comply with the ordinances that were in place, and she was not in favor of this. Destadio also noted that it did not meet the criteria for a variance.

Holland told O'Geary they should go back to the drawing board and bring it back another time. Learnard asked if she wanted to withdraw the request and work with staff on a new request. O'Geary said she did.

B. 12-24-05 New Alcohol License - Wilshire Liquor, Beer & Wine, 1200 Highway 74 South, Suite 8

Julio said this address was the former location of the Peachtree Bottle Shop, which had closed and reopened down the street. Per O.C.G.A. 3-4-47(a), this location held an alcohol license within the 12 months immediately preceding this application and was exempt from the 500-yard distance requirement from another retail package store of distilled spirits. All other requirements were met.

The applicant, Ashwin Pattni, had experience operating liquor stores and was a Peachtree City resident, the attorney representing him told Council.

The Mayor opened the public hearing. Keith Larson said he had no objections to the being another package store in the Wilshire Village. It was not a disproportionate number, he stated.

No one else wished to speak, and the Mayor closed the public hearing.

Holland asked Julio about the location, and Julio again explained it was the same location as the Peachtree City Bottle Shop, which had moved less than 500 yards down the road. State law allowed an exemption because there had been an alcohol

license granted at this location within the past 12 months.

Brown moved to approve the new alcohol license for Wilshire Liquor, Beer & Wine, located at 1200 Highway 74 South, Suite 8. Destadio seconded. Motion carried unanimously.

Council/Staff Topics

Brown recalled that two citizens had come to Council with issues involving the overpopulation of deer and that Council had asked to City Manager to look into this. A representative of the Department of Natural Resources gave a presentation on urban archery.

Strickland said they were working on the component of hunting on public property, but that would probably have to wait until next deer season. Peachtree City's ordinance said bows and firearms could not be discharged in the City limits, but State law superseded this on the discharging of bows, saying they could be used for hunting on private property with the permission of the property owner. Hunters would have to have a State hunting license.

Brown said they would eventually need to amend the ordinance to match State law and perhaps add language regarding hunting on public property. However, hunting on private property could be done before the deer hunting season ended on January 31. If not on their own property, hunters would need to carry permission from the property owner with them. Police and Code Enforcement had been notified.

She said licenses were available online, as was information on how many deer could be taken by each hunter. She suggested hunters and those seeking hunters post on social media. Brown also said there were several deer processing facilities nearby.

Holland wished everyone a merry Christmas.

Executive Session

Destadio moved to adjourn to executive session at 8:23 p.m. to discuss pending or threatened litigation. Holland seconded. Motion carried unanimously.

Holland moved to reconvene in regular session at 8:42 p.m. Destadio seconded. Motion carried unanimously.

Adjourn

There being no further business, Brown moved to adjourn the meeting. Holland seconded. Motion carried unanimously.

The meeting adjourned at 8:43 p.m.

Martha Barksdale, Recording Secretary

Kim Learnard, Mayor

City Council of Peachtree City
Meeting Minutes
Thursday, January 2, 2025
9:30 AM

Call to Order

The Mayor and Council of Peachtree City met in work session on Thursday, January 2, 2025. Mayor Kim Learnard called the meeting to order at 9:30 a.m. Council members attending: Laura Johnson, Suzanne Brown, Clinton Holland, and Frank Destadio.

Pledge of Allegiance and Moment of Silence

Election and Oath of Office of Mayor Pro-Tem

Destadio nominated Holland as Mayor Pro Tem. Brown seconded. Motion carried unanimously, and Learnard administered the oath of office.

Announcements, Awards, Special Recognition

A. Eagle Scout Service Project

Breygan Douglas of Boy Scout Troop 175 briefed Council on his Eagle Scout project, which was the reconstruction of two trail kiosks near the Somerby senior living facility, along with trail cleanup.

Public Comment

Keith Larson recalled an early 2000s community planning initiative by the Fayette County Chamber of Commerce, called Fayette Visioning, saying it represented an example of cooperation and utilizing input from citizens. Larson expressed his hope that the new Recreation Master Plan would be embraced and added that he had information that could be helpful regarding the recommended new senior services center.

Agenda Changes

Work Session Discussion Items

A. Statewide Floating Homestead Exemption - HB 581

City Manager Justin Strickland noted that House Bill 581 was discussed in the December work session and also at a well-attended town hall meeting. Now he needed to know if Council wanted to opt in to the exemption, which did not require any action, or opt out, which required three public hearings before a March 1 deadline.

Learnard said local Mayors and City Managers had been meeting with County leaders but had not held a meeting since December 19, which was also the last time Council discussed it. She said she read in the newspaper that Brooks and Tyrone had decided to stay in, but Tyrone had concerns about the Flexible Local Option Sales Tax (FLOST) that she thought were valid. Right now, though, Council needed to decide only if they were going to opt in or opt out.

Brown asked if any Fayette municipalities or the County had decided to opt out,

and Strickland said they had not, only the Board of Education had. Brown acknowledged that voters supported HB 581, but she was concerned that if another jurisdiction opted out, Peachtree City would be in a bad position regarding the required public hearings. She asked if it would be best to proceed as if there was a chance they might opt out. Learnard said the County Commission was scheduled to discuss what they would do at their January 9 meeting. She believed they would opt in, but the latest they could find out would be the 9th.

Brown agreed with Learnard that Peachtree City would probably opt in, but they needed more information on the FLOST and its restrictions. Peachtree City might be better off with a Transportation SPLOST (T-SPLOST), she remarked. Making up the revenue they would lose if they opted in was the most important thing.

Holland asked if the FLOST and opting in were tied together, and Learnard said they were separate decisions., Strickland pointed out that all jurisdictions in the county would have to opt in in order to run the FLOST. Holland said he was in favor of opting in but had reservations about a FLOST.

Citizens voted to support the exemption in HB 581, so it was right to opt in, Destadio stated, but it was concerning that they would be losing revenue. Johnson said she agreed that they should follow the voters' lead.

If they decided on a FLOST or T-SPLOST, it would have to go forward to the legislature, Brown remarked. They would have to adjust the budget for the loss of revenue the first year, then a sales tax could go on the ballot in 2026. She said she hoped citizens understood that they did not have all the data and information about the consequences right now.

Learnard confirmed that they all wanted to opt in.

Johnson noted that there was no municipal election in 2026, so if they decided on a sales tax, they would be sending voters to the polls for one issue. It was up to the County to call the referendum, Strickland stated. All the jurisdictions would negotiate on how the revenues would be divided.

B. Recreation Master Plan

The Recreation Master Plan had been a long time in the making, Strickland commented, and Council received a final draft on December 3. Cyndee Bonacci and Mack Cain of CPL were present to answer questions.

Learnard noted that this plan was a guide. It did not dictate what they had to do; it was what citizens said they wanted. Council would decide what should be implemented over the next decade and beyond. Learnard had questions about some figures in a table that compared national standards with Peachtree City's level of service. Bonacci said there seemed to be some numerical errors, and

those would be corrected.

Holland asked if the subsidy paid by Fayette County for the use of Peachtree City recreation facilities was adequate. Currently, it was \$150,000, and he felt that was too low. Bonacci said the report recommended it be raised to \$825,000 because their data showed that about 30% to 55% of participants in Peachtree City programs were County residents.

Holland commented on the length and complexity of the report, as did Brown. Brown remarked that there were a lot of routine maintenance items that did not seem to be getting done and that needed to be addressed. She cautioned that cost probably would be the biggest factor in following up on future projects. This was a good document, she stated, and citizens should be patient.

Bonacci told her the raw data was available in a spreadsheet, and there was a document that called for defining proactive and reactive maintenance crews. Strickland said the analysis of each location was done almost a year ago, and some projects had been completed. Bonacci said they divided the projects into three phases because they knew money had already been set aside for some. That was stated in the supplemental reports.

This was very comprehensive, Destadio remarked. He said they needed to identify what they had already done. Johnson said she looked forward to reading through this and to working with the Recreation Advisory Group to set priorities.

Holland said he looked for what the citizens wanted, and his summary was that maintenance was number one, followed by parks, then teen activities. Something else mentioned was a natatorium, which would probably have to be financed with a general obligation (GO) bond. A sports center also came up, and that, too, would probably need a bond. He stressed this was a 10-year plan and would need a lot of discussion.

All the members agreed that they would be willing to vote to adopt this document. Strickland told Bonacci they needed to look at the table Learnard had mentioned. Learnard noted they were in the process of creating a seven-member Recreation Advisory Group that would be a good resource. Council could also discuss recreation at their February retreat.

C. Update of Discharging Bows Ordinance

Brown brought this up at the last Council meeting, and Strickland said he and City Attorney Ted Meeker had looked at the laws regarding it. State law superseded the City ordinance that prohibited the discharge of bows for hunting purposes. This meant hunting with a bow on private property was allowed. He and Meeker made some changes to bring the City ordinance into compliance with State law.

Brown suggested adding the word “are” to the wording, and Strickland said that

would be fine.

Holland said he had an archery range in his back yard when he was a Boy Scout. Could they allow something like that here? Strickland said that would be a Council decision. Archery practice was prohibited in the City ordinance as it was currently written, and State law did not address it. Learnard said she was fine with the recommendation as it was. It dovetailed with State law. Destadio said they should just update the law to allow hunting, not practice.

Archery was a close-up sport, Brown noted, and practice was done with a pointed arrow, not one with a hunting tip. Archery was a skill, and practice was necessary.

Johnson said it made sense to have an ordinance that complied with State law regarding hunting, but she had to rely on experts in regard to target practice.

Brown suggested allowing for practice on private property with a regular tip, not a broadhead, arrow.

Learnard asked how she would feel about passing the ordinance staff had brought them and discussing practice ranges another time? That would bring them into immediate compliance. Brown said she was okay with that. Destadio agreed. He said they needed to consider distances from the neighboring properties and also from roads, noting that arrows often went astray during practice. Strickland said he did not know of any objective criteria regarding archery ranges.

Police Chief Janet Moon said this would have to be approved by the Chief of Police, but she knew of no guidelines or parameters. The Campus had recently asked about forming an archery team, and Moon said she and the City Solicitor discovered that Council would have to approve it. It would take some digging to find out the industry standards, and Moon said she would be reluctant to allow back yard practice because of the houses being so close in many neighborhoods.

D. Transportation Advisory Group Changes

There had been a resignation on the Transportation Advisory Group (TAG), Strickland said. He had intended to propose changes to the ordinance when a term expired, but this vacancy sped that timeline up.

Strickland proposed making it more like the ordinance creating the Recreation Advisory Group (RAG) regarding applications and who could sit on the group. They had gotten about 20 applications for the RAG, which was more than they had for TAG, and Strickland attributed that to the looser restrictions. He also thought they should remove the Public Works Director as a voting member and appoint an additional voting member. This was how the RAG was structured. They also would add some language allowing TAG members to solicit donations, although they would have to be approved by Council. That would be helpful with minor projects.

Holland said he wanted to ensure the application asked applicants to state their background in transportation. Strickland assured him that it would.

E. FY2025 Budget Amendment - Pension Trust Interest

Assistant Financial Services Director Kelly Bush said this was a housekeeping measure regarding interest on their pension contribution and catch-up funds recommended by the actuary.

F. EMS billing vendor's contract has moved to annual auto-renew contract

Fire Chief Clint Murphy explained this did not require Council action. The contract for EMS billing allowed for auto-renewal without changing anything. They liked the vendor's service and intended to go with auto-renewal. Bush said they had been with several companies, and this was by far the best. Brown asked if there was a number of years they could do auto-renewal before they had to seek bids. Bush said they would probably check on others at some point, but there was no mandate.

G. Recommendation for Benefits Broker

Human Resources Manager Nichole Baxley recommended Council approve NFP Corporate Services to provide health benefits broker services. She said they received two proposals, and NFP was the highest scoring after a committee review. Peachtree City had not issued a request for proposal for this since 2008, and the previous broker declined to participate.

Holland asked if any of the brokers they solicited were local, and Baxley said there were none in Peachtree City.

H. Resolution #01162024-XX-XX Call for 2025 Municipal Election for Mayor, Post 3, and Post 4 and Setting of Qualifying Fees

City Clerk Yasmin Julio said this and the following two items were routine housekeeping measures. The election qualifying information had to be approved by February 1. The qualifying dates were August 18 through 22, and voter registration would end October 6.

Brown asked about what would happen if they decided to change the Mayor and Council salaries after they approved this. Julio said changes in salaries would not go into effect for this election cycle. If they changed the salaries this year, it would not take effect until after the next election. She said she would send Council information as to what State law said.

**I. Resolution 01162025-XX-X Indemnification of Public Officials
NO ACTION TAKEN**

J. Legal Organ - Fayette County News

NO ACTION TAKEN

New Agenda Items

A. FY2025 Budget Amendment and Acceptance of Donation toward the Kedron Pool Boiler Replacment

An anonymous donor had given \$150,000 to the Peachtree City Aquatic Club, which gave the money to the City for the replacement of the Kedron Pool boiler.

Holland moved to approve New Agenda item A, budget amendment and acceptance of donation towards the Kedron pool boiler replacement. Destadio seconded. Motion carried unanimously.

Council/Staff Topics

Learnard said the work session in February would be February 6, but the date of the regular Council meeting would be moved from February 20 to February 13 due to the school break.

Brown asked if, prior to them submitting the elections memorandum, they could find out from the Fayette County Board of Elections the difference in price of using hand-marked security paper ballots instead of the Dominion equipment.

Julio said counties were required to use whatever was approved by the Secretary of State. Security ballots were used for absentee voting, she noted. Peachtree City's elections were shared with all the municipalities that entered into an agreement with the County, and all must use the same method.

Brown said municipalities could do things differently, but Julio said only if they ran their own elections.

Executive Session

None

Adjourn

There being no further business, Destadio moved to adjourn at 10:47 a.m. Holland seconded. Motion carried unanimously.

Martha Barksdale, Recording Secretary

Kim Learnard, Mayor

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Kelly Bush, Assistant Finance Director 12/27/2024
Justin Strickland, City Manager 12/27/2024

DATE: January 16, 2025

SUBJECT: FY2025 Budget Amendment - Pension Trust Interest

Recommendation:

Approve the attached budget amendment 25-06 and transfer of funds to the Pension Trust to account for interest earned and the catch-up of contributions.

Discussion:

Interest accrued on specific investments allocated to the Pension Trust has been reviewed and calculated for transfer. These adjustments will ensure the Pension Trust is accurately funded in accordance with fiduciary responsibilities, ensuring compliance with relevant procedures.

Budget Impact:

The proposed budget amendment will increase both revenues and expenditures in fund 100 with revenue coming from interest earnings and fund balance.

Attachments:

1. Budget Amendment - 25-06 Pension Interest

[illegible]

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Kelly Bush, Assistant Finance Director 1/9/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Recommendation for Benefits Broker

Recommendation:

Approve NFP Corporate Services to serve as benefits broker for the City of Peachtree City.

Discussion:

The Human Resources department issued an RFP for benefit broker services on November 5, 2024 to three brokers. An evaluation committee was formed consisting of city staff from the Financial and Administrative Services and Human Resources departments. Two proposals were received, and after evaluating each proposal, the committee invited consultants from the top two brokers to present in-person. NFP Corporate Services was the highest scoring proposal, and is being recommended by the committee to serve as benefits broker for Peachtree City.

Budget Impact:

No budgetary impact. Funds are budgeted

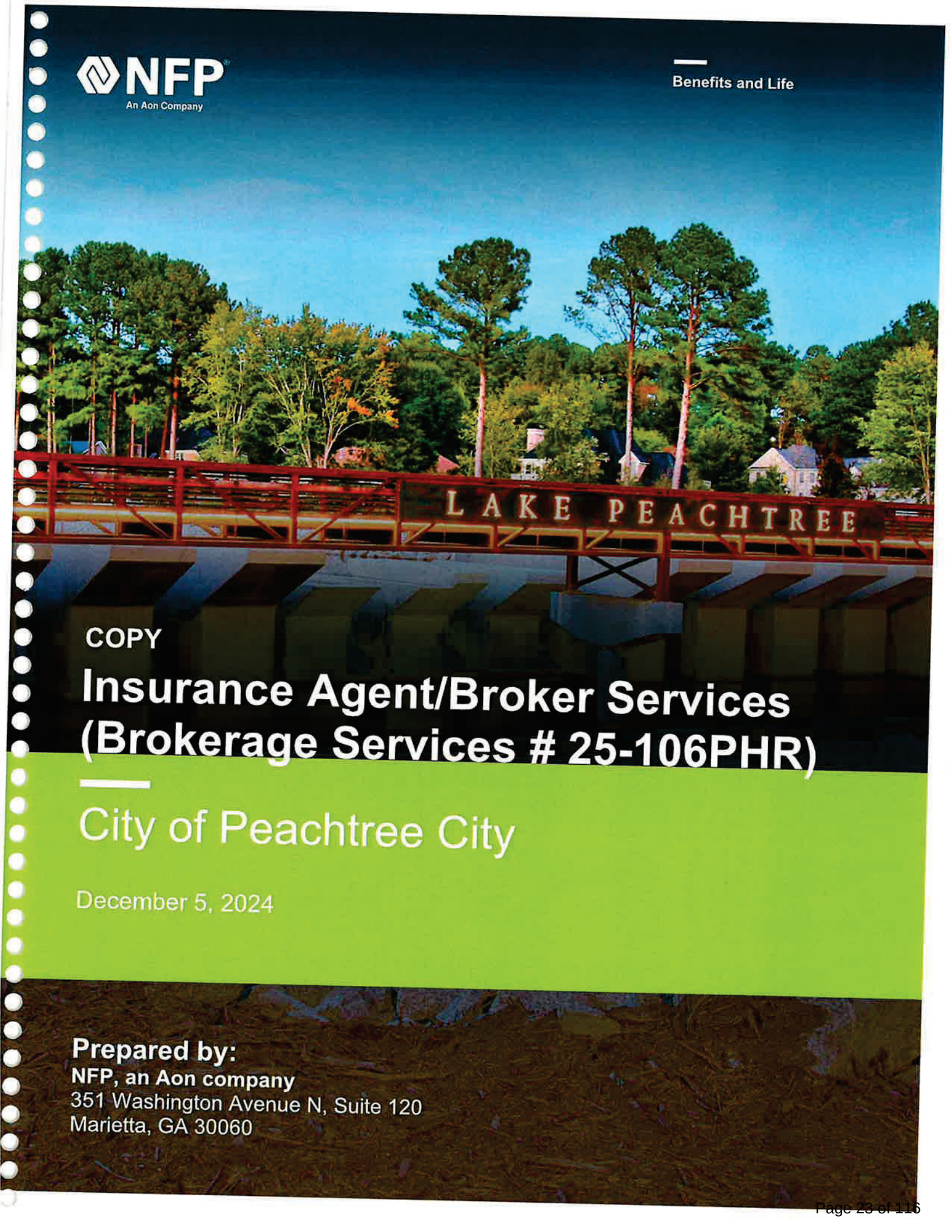
Attachments:

1. NFP Corporate Services



City of Peachtree City
Insurance Agent/Broker Services
(Brokerage Services #25-106PHR)
December 5, 2024





LAKE PEACHTREE

COPY

Insurance Agent/Broker Services (Brokerage Services # 25-106PHR)

City of Peachtree City

December 5, 2024

Prepared by:
NFP, an Aon company
351 Washington Avenue N, Suite 120
Marietta, GA 30060



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Appendix

Attachment A.....	Required Forms
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Any information regarding insurance coverage contained herein is intended only to provide you with a brief overview, not a comprehensive list of policy exclusions, limitations, and conditions. The insurance policy, including the endorsements, issued will contain the specific terms, conditions, and exclusions of the coverage. NFP is not responsible for decisions or actions of any insurance company or intermediary, including those related to premium rates, coverage interpretations, claims handling, or otherwise. Insurance services provided through licensed subsidiaries of NFP Corp. Neither NFP nor its subsidiaries or affiliates provide tax or legal advice.



Introduction Letter

December 5, 2024

Angela Egan, Purchasing Manager
City of Peachtree City
151 Willowbend Road, Peachtree City, GA 30269

Subject: Proposal for Insurance Agent/Broker Services

NFP appreciates this opportunity to present how NFP can partner with the City of Peachtree City (the City) to effectively manage your benefit plans. For over 50 years, ShawHankins was a leading consultant and broker for public entities in Georgia. Now, as a part of NFP, an Aon company, we are an industry leading insurance broker and benefits consultant that specializes in delivering a comprehensive suite of customer service to mid-market clients across the State of Georgia.

The ShawHankins team and service model have now been infused with industry leading resources to provide the best client experience available in this market segment. This enhanced service capacity enables us to efficiently address day-to-day administrative requirements while empowering your dedicated service team to focus more on what is truly important: your employees. We are now able to provide an unmatched level personalized customer service and successful strategies to our clients.

We successfully provide our clients with customized group benefits and unmatched consultative services, now backed by the breadth and depth of a global company that is dedicated to your success. These additional resources assist with but are not limited to:

- Preferred pricing
- Compliance and regulatory support
- Contract audits
- Underwriting/claims analytics
- Technology
- Actuarial modeling
- Benchmarking
- HR Consulting

We pride ourselves on creating meaningful relationships with our clients and rely heavily on organic referral-based growth. With an average client size of 300 employees, we remain committed to providing excellence in service to public entities such as the City because we truly care about our clients and their employees. We urge you to contact our references regarding their level of satisfaction with our services and commitment to them as long-standing clients. This commitment is reflected in every aspect of what we do: from our superior client service teams to our comprehensive service model, to the technology we provide, to our deep resources and expertise, as well as to our involvement and support of your organization's onboarding activities, employee appreciation functions, and wellness initiatives.

We are confident that we will provide creative, innovative approaches to the issues facing your organization. We believe that we have an excellent track record – with proven successes – of maintaining quality programs that aid in the attraction, engagement, and retention of employees.

On behalf of the NFP team, thank you for the opportunity to provide this overview of our service model and to give detailed answers to your questions.

Sincerely,

Bart Shaw
Assistant Vice President

City of Peachtree City Insurance Agent/Broker Services

Minimum Firm Qualifications

This section lists the criteria to be considered in evaluating the ability of insurance agencies or insurance brokers interested in providing the services specified. Specific responses to each must be provided in the accompanying Response Form. It is expected that the successful insurance agent or insurance broker will exceed these qualifications.

- Be licensed in the State of Georgia to offer agent/broker services.*

Confirmed. NFP is licensed in the State of Georgia to offer agent/broker services.

- Be licensed in the State of Georgia to sell various employee benefit insurance products.*

Confirmed. NFP is licensed in the State of Georgia to sell various employee benefit insurance products.

- Provide a bank reference statement and/or a copy of the most recent, audited, financial statement indicating solvency.*

NFP is a wholly owned subsidiary of Aon. Our financial statements are available online at <https://ir.aon.com/quarterly-and-annual-reports>.

- Have the ability to cooperate with and be in good standing with the State of Georgia Insurance Commissioner's office.*

Confirmed. NFP is in good standing with the State of Georgia Insurance Commissioner's office.

- Have been the agent of record or broker for similar size municipalities for at least three (3) years (submit reference letter) OR submit written document that explains why the agent/broker has the ability and knowledge to provide such service.*

Confirmed.

- Have extensive experience in dealing with a self-insurance medical health insurance program administered by a third party.*

Confirmed.

- Provide the resume of the agent/broker that will have direct day-to-day responsibility for the City's business and the resumes of any other agency/brokers that will have responsible working with the City.*

Resumes for our proposed team are included in our response to Question 7.

Our completed response form and other required forms are provided in the appendix as **Attachment A**.

Proposal Submission

1. Organization Details

- State the full name and home office address of your organization.

NFP, an Aon company
13 North Main Street, Suite 201, Marietta, GA 30060

- Describe your organizational structure.

NFP's brokering services and advice offerings are structured in three areas of focus: Property and Casualty, Benefits and Life, and Wealth and Retirement. NFP maintains a unique corporate structure that allows us to blend the large technical expertise of a global consulting firm with the concierge service and support of a boutique broker. Our offices and the team that we will dedicate to the City have full autonomy to manage services and team members and deploy resources to ensure our clients receive the service and support they need. Additionally, we are supported nationally with best-in-class data analytics, a fully staffed actuarial team, leading industry data scientists, claims attorneys and claims specialists, and our own venture fund (Distributed Ventures).

PROPERTY AND CASUALTY	BENEFITS AND LIFE	WEALTH AND RETIREMENT
• Commercial • Personal Risk • Specialty Programs	• Employee Benefits • Executive Benefit Plans • Human Capital Solutions • Life Insurance	• Wealth Management • Retirement Plan Advisory • Institutional Investment Consulting • Business Management Solutions

- If incorporated, include the state of incorporation

NFP is incorporated in the State of Delaware.



2. *Board of Directors*

- *List the names and occupations of individuals serving on your Board of Directors.*

Doug Hammond
Chief Executive Officer

Mike Goldman
President and Chief Operating Officer

Ed O'Malley
Executive Vice President, Head of Insurance Brokerage and Consulting

Evan Michael
Executive Vice President and General Counsel

Kimberly Bell
Executive Vice President, Head of Health and Benefits

Mike James
Executive Vice President and Chief Sales Officer

Eric Boester
Executive Vice President, Chief Marketing Officer and Head of Sports and Entertainment

Suzanne Spradley
Senior Vice President, Chief Compliance Officer and Associate General Counsel

Brett Woodward
President, Personal Risk

Brett Schneider
Executive Vice President and Chief Financial Officer

Ginnette Quesada-Kunkel
Executive Vice President and Chief Human Resources Officer

Carl Nelson
Executive Vice President, Mergers and Acquisitions

Henry Lombardi
Executive Vice President, Property and Casualty

Mark Grosvenor
Executive Vice President and Chief Technology Officer

Pamela Wheeler
Chief Diversity and Inclusion Officer

Mary Steed
Chief People Officer

Mike Walsh
President, Commercial Property and Casualty

Jared Solomon
Chief Operating Officer, Property and Casualty

Tom Gillingham
President, Totalis Program Underwriters

3. *Ownership Information*

- *Identify any entity or person owning ten percent (10%) or more of your organization*

NFP is a wholly owned subsidiary of Aon. Below is an organizational chart of our ownership structure.





Broker Proposal Questionnaire

The proposal response must clearly demonstrate the required qualifications, expertise, competence and capability of the vendor. Please provide a concise description of your firm's ability to provide the services required in the scope of the document. Include the answers to the following questions. Please be sure that information references each question by number.

4. *Describe your organizational structure (i.e. publicly held corporation, partnership, etc.).*

NFP, an Aon company, is a publicly held corporation.

5. *Confirm you are a licensed broker in the State of Georgia and provide documentation. Confirm you serve as a broker, independently, and are not employed by any insurance company, third- party administrative agency, or provider network.*

NFP is a licensed broker and consultant, and we are licensed to do business in all 50 states and the District of Columbia.

6. *Briefly provide an overview of your company's history including when your organization began providing brokerage services, a description of your philosophy and management, as well as your entire company's organizational flow (with job categories of management, sales, technology, customer service, and any other departments of your company).*

NFP is an organization of consultative advisors and problem solvers helping companies and individuals address their most significant risk, workforce, wealth management, and retirement challenges. With colleagues across the US, Puerto Rico, Canada, UK, and Ireland, we serve a diversity of clients, industries, and communities. Our global capabilities, specialized expertise, and customized solutions span property and casualty insurance, benefits, wealth management, and retirement plan advisory.

Since its founding in 1999, NFP has grown from an insurance consulting/brokerage startup to a sophisticated financial services firm specializing in insurance, risk management, wealth management, and retirement plan advisory. Headquartered in New York City, with a full-service resource center in Austin, TX, the company continues this evolution through organic growth and acquisitions all with consistent focus on expanding our capabilities and impact. In April 2024, NFP was acquired by Aon. NFP is a wholly owned subsidiary and an independent but connected platform within Aon.

With more than \$2.5 billion in annual revenue and more than 7,700 colleagues in the US, Puerto Rico, Canada, UK, and Ireland, NFP is among the world's largest insurance brokers, benefits consultants, wealth managers, and retirement plan advisors. Our agility, ever-growing resources, specialized expertise, and deep relationships drive the global capabilities and solutions that benefit clients.

We serve a diversity of clients, industries, and communities through our global capabilities and solutions. Together, we put people first, prioritize partnerships, solve problems, and continuously advance a culture we're proud of.

Mission Statement

NFP's mission is to deliver global capabilities and solutions to a diversity of clients, industries, and communities by putting people first, prioritizing partnerships, solving problems, and continuously advancing a culture we're proud of.

7. *Indicate the individuals that will make up the dedicated team that will support the immediate and ongoing needs of the City within your organization, including specific roles to our staff and a brief professional history for each individual.*

The service team for the City has been selected based on their ability to offer you exceptional industry and market expertise. The team consists of professionals that have an intimate understanding of your industry and benefits product lines, as we represent clients with similar needs. The team not only has the relevant expertise but the time and experience available to commit to your needs to ensure you receive exemplary service across all aspects of your program.

Within our highly collaborative team environment, we coordinate and synchronize all resources under one chain of command with hands-on management. We believe the right combination of internal and external resources, closely and appropriately supervised, produces optimal results and maximum cost benefits for our clients. We differentiate ourselves by being both disciplined and entrepreneurial, going beyond traditional boundaries to help clients succeed.

Our office is adequately staffed to handle the City account and will not be constrained by current or potential future support activities performed on behalf of any other client. Our intent is to saturate our clients with exceptional service and exceed their expectations. Our team includes:

Bart Shaw
AVP, Sr. Benefits Consultant



Bart has over 20 years of employee benefits experience. He provides client management and maintains relationships with the industry marketplace to ensure his clients are aware of the most current products, technology, and trends in the benefits field. As a member of the NFP Benefits Partners Practice Management focus group, he studies industry trends regionally and across the country.

Bart graduated from the Culverhouse College of Business at The University of Alabama with a degree in business management. Bart has served in a variety of capacities in respect to civic, service, and non-profit boards in both Alabama and Georgia. Most recently, he served as President of his local Rotary Club as well as President of the South Talladega County University of Alabama Alumni Association Chapter.

Johnathan Shaw, GBDS
AVP, Public Sector Practice Leader



Johnathan has worked exclusively with public sector clients for his entire 17-year career. Johnathan serves as our public sector practice leader to help other NFP offices improve the delivery of their services to current and prospective public sector clients. As a Statesboro resident, Johnathan's primary responsibility revolves around plan consulting and employee communication while serving as the primary on-site representative of our team.

Johnathan currently chairs the Bulloch County Foundation of Public-School Education (BCFPSE) and mentors two Georgia REACH scholarship recipients. This board works diligently on initiatives to help support further investment into public education and local funding for innovation and scholarships. The BCFPSE also supports the STAR Student, STAR Teacher, Bulloch County Teacher of the Year, and five REACH scholarship recipients each year. Johnathan earned a degree in marketing with an emphasis in sales and sales management from Georgia Southern University in 2007. He earned Academic All-American status in 2006 while graduating Magna Cum Laude.



Melodee Lewis
Senior Vice President



Melodee is Senior Vice President of Consulting and Practice Leader for our Marietta office and public sector business. A 37-year veteran of the insurance industry, Melodee oversees the day-to-day management of the Marietta office and, along with our experienced producer group, has overall responsibility for our client relationships.

Melodee has deep experience in the group benefits industry. Throughout her tenure at NFP, she has held multiple leadership roles and has led client teams in all segments of the market. Melodee's specialization includes pharmacy management, data analytics, benefits administration, HR systems technology, employee communications, and cost containment strategies.

NFP has a rich tradition as a leader in the public sector market. Melodee's vast knowledge and experience elevating our team and helping to continue to build our market-leading presence. Combining her expertise in large market consulting and collaborative style of leadership, Melodee is a driving force in creating positive client outcomes.

Ebony Marbury
Well-Being Consultant



Ebony is a vital component in the development, implementation, and analysis for all well-being plans and on-site clinics. Having been a wellness coordinator for almost 10 years, Ebony has seen first-hand the benefits of employee well-being programs.

As our well-being consultant, Ebony works as a client resource to design and implement worksite well-being programs and on-site health clinics which are cost effective and provide optimal results. She guides the client through all aspects of program design by assisting with vendor selection, providing ongoing support and communication, and evaluating outcomes to provide a complete well-being package.

Ebony previously led well-being efforts for Presbyterian Homes of Georgia, the Midtown Family Wellness Center, the Weston Group, and Aegis Therapies.

Nicole Kristine
Account Manager



As an experienced professional with a strong background in business administration and employee benefits, Nicole Kirstine holds a Resident Agent License in Georgia, specializing in accident and sickness, as well as life insurance. Currently serving as an Account Manager, Nicole has a proven track record of success in customer service and employee benefits, with previous experience as a client support specialist at NFP.

Prior to NFP Nicole served as an administrative professional in bookkeeping, accounting, payroll, human resources, and customer service.

Nicole is known for her strong multitasking skills, and attention to detail. She is self-motivated, organized, and excels in both team environments and independent work.



Tori Smith
Client Support Specialist (CSS)



Tori has 20 years of experience in the industry, specializing in customer service. She excels in assisting clients with benefit questions related to medical, dental, life, and disability insurance. With extensive knowledge and experience working with multiple municipalities, Tori brings a wealth of expertise and dedication to every client interaction.

As a Client Support Specialist, Tori assists with client services, claims resolutions, and day-to-day contact with clients and carriers. She is licensed in Georgia for health, life, and accident insurance, as well as holding a Texas whole life license. Throughout her career in the service center, Tori has taken on multiple roles, showcasing her versatility and commitment to excellence.

Additional Resources

Each of these dedicated team members plays a specific role and is vital in delivering quality service pertaining to the administration, education, development, service, and support of your employee benefits package.

- **Consultants** – The consulting broker's responsibility is to analyze, evaluate, and work with each client to ensure measurable solutions are implemented to reduce and stabilize costs while ensuring that a quality benefit plan structure is in place.
- **Placement** – Our placement department provides analytical support to our broker consultants. This team specializes in developing RFPs, marketing products, and analyzing results for clients annually.
- **Account Management** – Your dedicated account executive is the main daily contact for the City's administrative staff. Your account manager is responsible for administrative support for your benefits team for billing, audits, eligibility, communications, open enrollment, and claims assistance.
- **Client Support** – Our account managers are supported by client support specialists. They update insurance carrier systems for specified changes; collect and process qualifying event documentation; process new hires and termination data to payroll and carrier systems; process open enrollment documentation; assist in the resolution of claims; and provide broad support to your service team.
- **Compliance and Regulatory Support** – Our dedicated team of in-house compliance professionals aggregate, interpret, disseminate, and provide specific action steps for each piece of legislation. Our compliance team, which works closely with our consulting team, is well-versed in a variety of benefits compliance topics, including ACA, HIPAA, COBRA, etc.
- **Technology** – We have an internal technology staff that focuses solely on our clients' online enrollment and data collection systems. These individuals are responsible for building and customizing employee sites, managing electronic data feeds (EDI) with insurance carriers, developing enrollment portals, and managing the employee benefit communication center for clients. With this in-house technology team, we can customize your online education and enrollment system much more efficiently than our competition.
- **Employee Service Center** – Our service center will serve as the main contact point for most of your employees. These dedicated specialists act as an advocate for your employees and assist in the understanding of benefits, resolution of claims, appeals assistance, ordering new ID cards, online enrollment support, providing confirmation statements, and other general benefit assistance.
- **Enrollment Support** – Our team of salaried benefits enrollment counselors provide enrollment support with brokers and account managers.



- **Actuarial Support** – Our team of actuaries and support staff provide actuarial services and financial guidance including consultations, analyses, and valuations related to all employee benefits programs and plans.
- **Human Capital Solutions** – The dedicated team works with clients to assess workforce practices, policies, and technologies while creating solutions to enhance their organizational efficiency and effectiveness. We offer guidance and expertise on a wide variety of HR-related topics, including employee relations, policies/procedures, and audits/compliance.
- **Well-Being Services** – We employ a full-time well-being consultant (Ebony Marbury) to design and implement worksite well-being programs that are cost-effective and provide optimum results. She guides our clients through all aspects of program design, marketing, and implementation.

8. *Provide detail of all employee benefit services offered by your firm.*

Benefits Services

Our proposed services are extensive. We are prepared to provide the City our expertise and support with the following six areas of service:

Strategic Planning	Financial Management	Benefits Administration	Health Risk Management and Well-Being	Teammate Engagement	Compliance and Legislative Support
Assist company with development and implementation of short- and long-term strategic plan.	Ensure company is making the correct benefit decisions based on our financial insight.	Build and maintain core platform for our NFP-preferred technology solutions partners.	Strategies for claims prevention, monitoring, and early intervention.	Optimize communications solutions for employee needs and company goals.	Assist client with managing plans according to federal and state guidelines.
- Assess current plans and identify goals and objectives to develop benefits strategy - Conduct renewal analysis and negotiate with carriers - Plan design modeling and contribution strategies - Competitive benchmarking - Rx Solutions	- Project and build budget assumptions - Track gross and net costs. Claim and biometric integration - Claims reporting and analytics - IBNR reporting - In-house actuarial team - Pharmacy analysis - M&A support and analysis	- HRIS RFP services - Vendor implementation and support - Annual system configuration - Benefits support team - Claim advocacy - Carrier EDI management - Day-to-day support and troubleshooting	- Provide client support before and after claims occur - Medical management - Trigger diagnosis tracking - Stop loss coalition management - High-cost claim intervention - Gaps in care - Well-being programs - Vendor selection	- Full suite of customized education services - Print and electronic formats available on all tech mediums - Proactive and targeted outreach - Decision support - Support open enrollment meetings - Quarterly newsletters	- Compliance checklist - Consistent regulatory and legislative updates - Monthly and biweekly updates - Webinars and print - ERISA team staffed with in-house attorneys - Healthcare reform updates - COBRA, HIPAA, FMLA, etc.



9. Describe your contractual relationships, if any, with organizations or entities necessary to your proposal's implementation (i.e. actuarial services, data information services, etc.).

Actuarial Services

NFP's Actuarial Services Team provides our clients with the precision required in today's complex benefits landscape. Their services include consultations, analyses, and valuations related to all employee benefits programs and plans. Our actuarial staff is committed to assisting in implementing the financing, risk, administration, and marketing of healthcare arrangements.

Data Information Services

We utilize several different data information services and claim analytic systems, all of which are designed to provide our team and clients with actionable data to make proper recommendations and innovative ways to enhance benefits and/or decrease costs.

10. How many public sector clients does your firm currently provide brokerage services to?

Your proposed service team currently serve more than 50 public entities across the state of Georgia.

11. Please provide a list of four verifiable public sector references, all of whom are able to comment on your organization's relevant experience. Please include group name, contact name, email, and telephone number. Please furnish:

1. Services you provided
2. Benefit programs addressed
3. Time period covered
4. Number of covered employees
5. Contact name and phone number

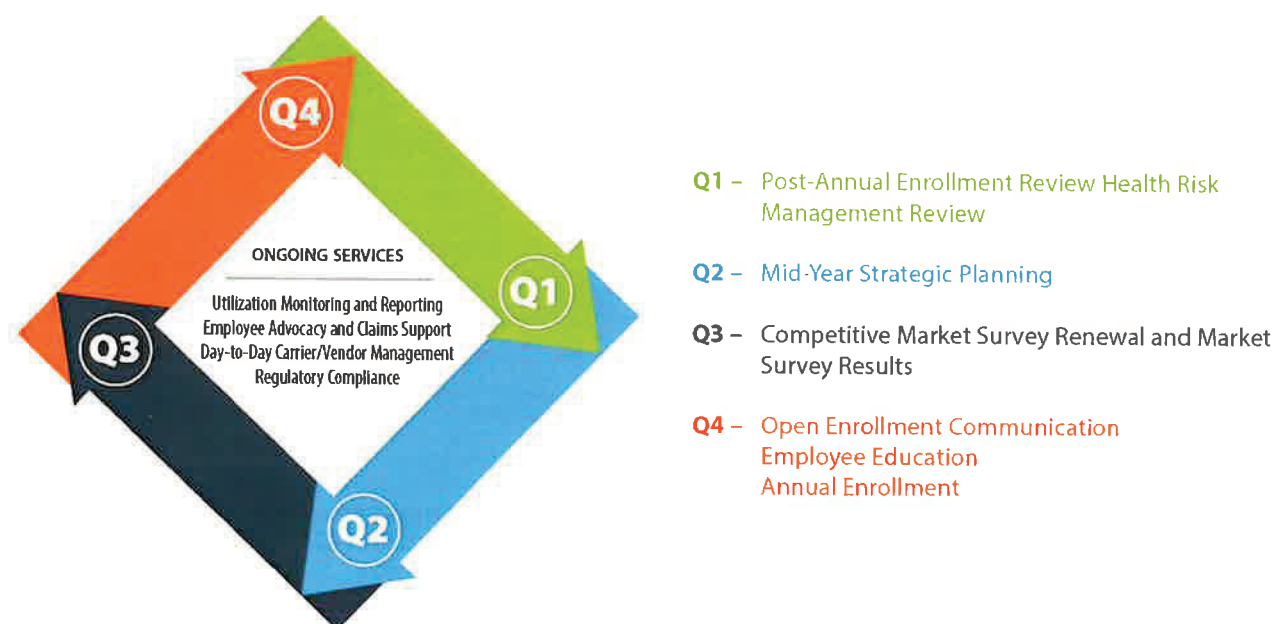
It is the vendor's responsibility to provide valid reference information and the City reserves the right to use reference checks in its evaluation of proposals.

	City of Albany	City of Douglasville	City of Marietta	City of Roswell
Name	Towanna Howard, MSHRM, CHRM	Dr. Bryan Westfield, GPHR, SPHR, PHR, CLRP, LSSBB	Keisha Register, SHRM-CP, MPA	Linda G. Warren, MA, CHRN
Title	Human Resources Director	Human Resources Director	Director of Human Resources and Risk Management	Director of Human Resources
Email	Thoward@albanyga.gov	Bwestfield@douglasvillega.gov	Kregister@mariettaga.gov	Lwarren@roswellgov.com
Phone Number	229-302-1546	678-449-3094	770-794-5567	770-594-6440

	City of Albany	City of Douglasville	City of Marietta	City of Roswell
Services Provided	Self-Funded Medical, Dental, Vision, Life, DI, and Voluntary Benefits	Self-Funded Medical, Dental, Vision, Life, DI, and Voluntary Benefits	Self-Funded Medical, Dental, Vision, Life, DI, and Voluntary Benefits	Self-Funded Medical, Dental, Vision, Life, DI, and Voluntary Benefits
Length of Relationship	16 years, established relationship in 2008	13 years, established relationship in 2011	10 years, established relationship in 2014	3 years, established relationship in 2022
Number of Employees	1,406 Active and Retirees	364 Active and Retirees	1,208 Active	647 Active

12. Detail how your organization assists clients in developing a strategic benefit plan.

NFP's benefit management process is a customized continuum of events, processes, and tasks — including in-depth analysis and strategic planning — aimed at ensuring your objectives are met year after year. In addition to key benefit cycle milestones, we include comprehensive support services provided by your NFP consulting team throughout the entire year.



At the onset of our engagement, we will conduct a comprehensive environmental analysis that will examine every nuance of your benefit program at a granular level. This comprehensive review of your program will serve as a road map for both your short- and long-term strategic plans. Once this report is complete, we will present it to your executive team, prioritize the findings and create both short- and long-term action plans. On an annual basis, at our Mid-Year Strategic Planning Meeting, we will establish a game plan for the upcoming renewal based upon your short-term goals and the evolving marketplace and simultaneously update our long-term strategic plan.

To ensure that we maintain focus on the execution of the strategic plan as well as the overall management of your program, NFP will hold meetings throughout the year.

City of Peachtree City Insurance Agent/Broker Services



Once we have gathered enough data and information to recognize the trends impacting the current plan year, we hold a Mid-Year Strategic planning meeting. Utilizing this information in conjunction with normative data specific to plans of your size, NFP will conduct a detailed analysis of your existing program and propose program changes and items for consideration. This can include standard areas such as network performance, funding analyses, plan design changes, carve-out strategies, and implementation of health management and well-being programs. It can also include innovative strategies such as high-performance networks, value-based plan design, patient-centered medical outcomes, and accountable care organizations. Once we identify areas for analysis and implementation, we will add these items to the benefit blueprints.

At the end of the second quarter, armed with six months of performance data, NFP will conduct a Pre-Renewal Meeting. At this meeting, we will project plan costs for the next year using our internal underwriting models. This will help us determine our plan marketing strategy. We will also be able to project the general impact of any proposed changes to the current plan design, including dynamic contribution and plan design modeling. We will also conduct a full network discount and provider disruption analysis.

Approximately six to eight weeks after the Pre-Renewal meeting, we will conduct a Renewal Meeting where we will review the marketing results and finalize plan design, contribution strategies, and pricing. At this meeting, we would also implement the employee communication plan, outlining any plan design changes, as well as an enrollment process for the upcoming plan year. Following the meeting, we will set up and conduct (if desired) employee enrollment meetings, coordinate vendors, and prepare employee communications. We will ensure the enrollment process is completed in a timely and accurate manner.

Post-enrollment, at the start of the following plan year, we will hold a Stewardship Meeting. At this meeting, the NFP account management team and your HR staff will review plan performance for the recently concluded plan year. We will review the progress and success of any strategic initiatives. We will also take this opportunity to review any issues raised during the enrollment meetings and set the agenda for any employee meetings or seminars to be conducted during the current plan year.

At each of these meetings, we will analyze current plan performance, comparing it to prior year and plan projections. In addition to these structured meetings, NFP will create a comprehensive calendar and timeline that outlines the key planning initiatives, timing to complete those initiatives, and responsibility within the team to ensure success.

For your review, we have included a sample timeline that was developed for a public entity client of similar size with a July 1 renewal date.

Target Date	Action Elements	Responsible Party
Feb 1	Pre-renewal strategy meeting	Client/NFP
Feb 16	Placement team develops and releases RFP	NFP
March 29	Initial market analysis due	Carriers
April 1	Early renewal release from incumbent	Carriers
April 5	NFP presents alternatives and recommendations	NFP
April 15	Council approval	Client
April 16	NFP works with selected carriers to initiate implementation	NFP
April 16-31	Updated census and salary information due	Client
April 16 – May 15	NFP develops member communications and benefits administration site	NFP
May 15	Enrollment guide approved	Client



Target Date	Action Elements	Responsible Party
May 15 – May 17	Enrollment site testing	NFP
May 20 – May 24	On-site employee education	NFP
May 27 – May 31	Open enrollment	NFP
June 6	Post-enrollment audit complete	NFP
June 7	Enrollment sent to carriers	NFP
June 7	Deductions provided to client	NFP
June 25 th	ID card receipt	Carrier
July 1	Effective date of coverage	Carrier
July 15	Post-enrollment meeting	NFP/Client
September 10	Quarterly claims review	NFP/Client
November 15	Eligibility audit	NFP
January 15, 2025	Quarterly claims review	NFP
February 1, 2025	Pre-renewal strategy meeting	NFP

We set this annual strategic calendar for our clients at the onset of the plan year. While this can be a fluid document, since the needs of our clients change daily, we believe outlining timeframes and deliverables is a crucial component to a successful benefit plan. In the strategic calendar, all aspects of the above items are addressed with deadlines and timeframes.

NFP is committed to meeting your standards for responsiveness, quality, and stability. We have implemented specific processes and procedures to ensure our quality standards relating to the accuracy, completeness of and client satisfaction with our work and performance.

Our Approach



We have simplified the explanation of our approach to providing consulting and brokerage services as our Methodology and Approach.

- **Discovery** – Collecting vital information about your company, current benefit plans, and employees
- **Gap Analysis** – Identifying missing plan elements and ways to improve performance
- **New Strategy** – Providing recommendations to optimize the plan
- **Product and Service Selection** – Reviewing and selecting the best product and service mix for you
- **Implementation** – Managing, administering, and communicating changes to your benefits plans
- **Service Model** – Acting as an extension of your HR/Finance team for you and your employees
- **Ongoing Service and Performance Monitoring** – Creating opportunities for feedback to ensure optimum impact on the organization, plus regulatory training and compliance



STEP 1

Discovery

NFP will work with you to understand the City's philosophy about employee benefits, your current benefits, and the goals you have for your benefits plan and for your organization. We want to understand your employees – not just their claims history, but also their needs and expectations from a benefits program and other factors such as their tolerance for change and benefits they are requesting.

Understanding Your Benefits Philosophy

Gaining an understanding of your competitive position and your benefits philosophy creates the basis for building a strategic direction for the future. From what we have read and derived, our assumption at this stage is that the City is looking to take an active approach in designing a benefits program that enhances the City's culture, mission, and ability to attract more individuals. Like us, you see benefits as an investment into your employees' physical, mental, and financial well-being as they serve as key components in the attraction and retention of talent. We understand that benefits and retirement are two major components of your employee's total compensation, and it must be protected through all measures available.

Assessing Your Current Benefits Position

We will review your benefit offerings, plan design, current carriers, service providers, administration, and funding. In addition, we will review your communications strategy and look for opportunities to ensure your employees understand the breadth of benefits and services that are available to them.

STEP 2

Gap Analysis

After reviewing the necessary information in the Discovery phase, we will conduct an in-depth analysis of your overall benefits package and make recommendations based on our findings. As part of this process, we provide detailed and thorough analysis in specific areas, including in-depth claims analysis, network analysis, and benchmarking reports.

Ultimately, we will help you determine what is important to the success of your plan, assist you in setting appropriate goals, and then help you achieve those goals.

STEP 3

Set New Strategy

We will provide you with formal recommendations to set the new strategy for your organization's benefits. Considering both your financial and cultural objectives, the needs of your employees, your competitive position, and your strategic plans, we will prepare recommendations to include opportunities for savings, alternate plan design considerations, employee engagement options, and new products or services not currently being offered. Your NFP team will partner with you to evaluate plan designs in the context of emerging industry trends and changing regulations, in

addition to the other factors already noted.

The focus areas will vary depending on our analysis and the feedback received during the Discovery and Gap Analysis steps but may include additional items.

As your consulting brokerage team, it would be unusual for us to recommend a "total overhaul" of your benefits for the first plan year. Because we have a long-term partnership mindset, we will build a strategy to be implemented over a three- to five-year timeframe. We will begin to address the primary cost drivers immediately and will phase in other changes over time.



STEP 4

Product and Service Selection

Your NFP team will work with various insurance carriers, Third-Party Administrators (TPAs), pharmacy benefit managers, and other vendors to create the optimum plan design for the products to be offered to your employees.

There are many viable, A-rated carriers and vendors available in the benefits market. Due to our overall block of business and experience in the insurance marketplace, NFP has developed "preferred broker relationships" with multiple carriers that have proven themselves to be service-oriented, creative, flexible, and consistent. We effectively leverage these relationships to create a competitive situation that ultimately results in improved pricing, higher guaranteed-issue amounts, and lower participation requirements.

NFP doesn't consider any firm to be an exclusive carrier or vendor because we will not limit our flexibility in providing you the best, unbiased, options for your benefit. Our responsibility is to leverage our relationships on your behalf to secure the products and solutions that provide the most value for you and best meet your needs.

Once we have established the type of plans, products, and services to be included in your benefits package, we begin the process of soliciting bids from the appropriate carriers and service vendors. We prepare and submit RFPs and analyze the responses to those RFPs. Throughout this process, we also negotiate with carriers and vendors to obtain the most competitive price and performance guarantees available. We gather all the carrier and vendor proposals, then we present their proposals in a format that allows you to easily compare the details of each.

Based on your preferences, past experience, and our industry insight, we will select the appropriate products and services and negotiate contracts to meet the needs of the organization and your employees. We will work with each selected carrier to develop an implementation timeline. To make certain that you continue to have the optimum plan, your NFP team performs marketing efforts and analysis on an annual basis.

It is not our intention to frequently change the carriers or TPAs utilized by your organization. Our preference is to use competitive data from the marketplace to leverage your renewal with the incumbent carriers unless there is an issue with the service provided.

STEP 5

Implementation

At NFP, we understand that our clients are searching for more efficient methods to manage, administer, and deliver employee benefits to their employees. They are not only looking for cost-effective solutions, but also user-friendly tools and resources that heighten the employee experience. Our philosophy is to arm your benefits team with as many resources and your employees with as much information as possible to allow each person to make an educated decision regarding the optimum benefit plan election for their family situation. We think employee education is extremely important in today's market and, because of this, education will be the first major component of our implementation process.

Comprehensive Benefits Education and Communication

To ensure your employees fully understand their options, we will meet with various groups to explain each line of coverage in detail. We prefer to conduct these educational meetings on-site as they are designed to provide access to the information for all employees.

On-Site Enrollment Counseling

Once these educational meetings have been completed, our team of salaried enrollment counselors are available for one-on-one enrollments.

The benefit management system brought to you by NFP will help you reduce costly errors, eliminate paperwork and other manual processes, allow your administrative staff to be more effective, and give your employees the



right tools at the right time to enroll in their benefits in a safe and secure manner. We are confident that our system provides the tools you need for smooth implementation and ongoing administrative support.

The major components of our benefits management system include enrollment, EDI, benefits administration, employee communication, and reporting.

STEP 6

Service Model

The NFP service model is focused on providing a level of service that you will consider exceptional. That service starts during the implementation phase, but once enrollment has concluded, we handle claims issues, benefit questions, and all other forms of customer service for the employees of our clients. We seek to provide you with unparalleled service by acting as an extension of your human resources and payroll departments, giving you the ongoing support capabilities needed to administer your benefits efficiently and effectively. We will serve as a liaison between you and the various insurance carriers and service vendors, offering assistance as needed with any claims, billing, or general service issues.

Our model provides service from a team where each consultant works with several account managers for different clients, and the same is true for client support specialists. This flexible “matrix” structure allows us to create the most effective team for your needs.

Your service team is led by an account manager. These are employees that have risen in our organization based on their communication skills, service skills, and attention to detail. Account managers have responsibility for the overall satisfaction and retention of our clients.

Each service team includes a dedicated client support specialist (CSS). The CSS is responsible for processing applications and confirming eligibility for employees of their assigned clients, for billing reconciliation, and data transmission to carriers, as well as for answering employees’ claims questions and resolving other escalated service issues.

Our service teams, coupled with our employee advocates with support from our service center, are integral to our service model and represent another advantageous, defining differential when comparing NFP’s service capabilities to other companies in the employee benefits field.

STEP 7

Ongoing Service and Performance Monitoring

At NFP, we know that our job does not end after your annual open enrollment period. To be your partner for long-term strategic success, we must have transparent, ongoing communication with your HR/finance team. We will meet with them throughout the year to evaluate the success of the benefit plan strategies we have put in place and to address any needed change. We are here for you at any time to assist you and your employees in any way we can.

The feedback loop works as we question various stakeholder groups – including the carriers and other vendors – listen and come to understand the issues that arise, administrative challenges, changes in strategy or organizational dynamics, or other impactful circumstances related to your organization and benefits. E then discuss the impact and any necessary changes for our team, communication with your employees, or plan of service by the carriers and vendors.

Carrier/Vendor Review

We will have regular meetings (quarterly, annually, and as needed) to discuss claims experience, exposure changes, and general administrative matters that affect overall plan performance. We will also provide reports on a monthly, quarterly, and annual basis.

13. How does your firm assist the City in developing plan specifications? Explain your process for providing plan recommendations to your clients.

When it comes to addressing the complex challenges of escalating healthcare costs, there are no “magic wands.” However, NFP offers an intelligent, methodical, customized approach to stratifying and managing program costs. By analyzing your specific utilization data our internal experts will identify risk management opportunities and develop a multi-faceted strategic approach for the City to manage healthcare costs.

As illustrated below, NFP's cost control strategies can be categorized into three distinct buckets: 1. Shifting, 2. Extraction, and 3. Avoidance.



The following is an overview of our “Shift, Extract, Avoid” evaluation and planning process:

ACTION	METHODOLOGY			TIME HORIZON		
	Shifting	Extraction	Avoidance	Short >	Mid >	Long
Financial Management and Claims Analytics						
Strategically Adjust Plan Design						
Strategically Adjust Contributions, Rate Equivalents, Cost Sharing						
Utilize Optimal Funding Arrangement						
Enhance Network Performance Including Discounts, Fees, Etc.						
Enhance PBM Arrangements and Rx Utilization						
Increase Purchasing Efficiency on Commodity Items						
Utilize Predictive Modeling and Claim Analytics Processes						
HR Administration						
Increase HR and Benefit Administration Efficiency						
Manage Risk and Address Compliance						
Strategically Manage and Ensure Accurate Eligibility						
Vendor Management						
Ensure Vendor Accuracy and Performance (Audits)						
Improve Fixed Cost Contractual Provisions						
Health and Wellness						
Promote Consumerism Where Possible						
Utilize Targeted Wellness Strategies When Appropriate						
Bolster Disease and Case Management Where Appropriate						
Communications						
Implement a Comprehensive and/or Targeted Communication Strategy to Address Costly Areas and Overall Utilization Patterns						

Plan Design

NFP's process of plan consultation and recommendations starts with the most critical element: data. We work with our clients closely to understand how the proposed changes impact the overall benefits strategy and our process includes the following:

- Compare our projections to the carriers' projections
- Establish the pros/cons of each proposed solution from both the employer and employee perspective
- Measure the impact of the change from both a quantitative and qualitative standpoint
- Utilize employee surveys and/or HR feedback to measure employee understanding and satisfaction

NFP quantifies the financial impact of plan changes by performing sensitivity analyses to evaluate plan design strategies, comparing your plan's performance to existing benchmarks and developing financial projections.

NFP is constantly evaluating new plan designs and benefits plan concepts and has introduced/presented several of these options over the past few renewals, including:

- Private exchanges
- Alternative funding, including minimum premium and/or self-insuring
- Aggressive models, that are not right for every client or ever geographic market, such as Captives and Reference Based Pricing

NFP is committed to providing the best service solutions to our clients and developed the following proprietary plan modeling tool:

NFP | **MedFactor**

Developed in partnership with Milliman, NFP's MedFactor modeling tool is a proprietary plan value modeling tool that enables your account team, in NFP Connect, to estimate the relative value of plan design changes. Using this tool, your account team can enter major plan features into a template, easily create a comparison plan, and then review the estimated percentage change in the actuarial value between plans.

Through MedFactor, your Account Team can consider:

- Employer goals – save money, better benefits, more control, etc.
- Financing mechanisms – fully insured or self-insured evaluation
- Quality of carrier or administrator
- Cost of product delivery
- Administrator service capabilities

14. *Describe how your firm will help the City with the competitive marketing and placement of our plans, including the development of marketing specifications, identification of market conditions, evaluation of proposals, negotiations, and placement of insurance contracts for annual renewals.*

Establishing a timeline reflecting the benefits program needs and the City's calendar is a top priority. Determining the City's preferred communications strategy and enrollment preferences will be another priority.

NFP will work with you to understand the City's philosophy about employee benefits, your current benefits, and your goals for attraction and retention of employees. Additionally, we will review your current communications strategy and look for opportunities to ensure your employees understand the breadth of benefits and services available to them.

Most competent brokers can develop and provide carriers with comprehensive RFP questionnaires. This has been the cornerstone of the traditional broker for years. Our value in this process is demonstrated by our ability to turn raw data results into useful, actionable recommendations.

Selecting best-in-class benefits program designs and vendors requires an effective game plan that is consistent with establishing and understanding your objectives. Clients typically look to us to facilitate and support the entire process.

Using our robust RFP database, we can effectively draw from a wide variety of benefit lines and carrier-specific questionnaires and scorecards to begin the process. Entirely independent from all insurance carriers, our process includes the following:



- Select benefit line and carrier-specific RFP from our database and customize to meet client needs
- Utilize industry experience and client feedback to determine the list of vendors that will receive the RFP
- Aggressively manage the RFP process and hold carriers to firm deadlines
- Aggregate data and prepare a scorecard, which is designed to weigh different elements of the RFP according to the client's desires and our counsel
- Utilize market leverage, plan analysis, and in-house underwriting to negotiate the most competitive offering
- Perform contract and carrier due diligence (client site meetings and/or carrier site meetings)
- Evaluate and select a provider with client and prepare for implementation

RFP Scorecard

Based on client priorities, we present the results of our RFP to clients in a clear, concise, and easy-to-understand manner. This allows us to discuss the pros and cons of each alternative with respect to several critical factors:

- | | |
|---------------------|--|
| • Cost | • Technology |
| • Service | • Comparable clients |
| • Administration | • Investment options (if appropriate) |
| • Brand recognition | • Value-added resources (well-being, disease management, etc.) |
| • Network access | • Client compatibility |
| • Financial rating | • Communication |

Plan Design

Each year in February, NFP will meet with you in our pre-renewal meeting to discuss carriers, rate guarantees, and product satisfaction to determine the level of marketing required. We also ensure our clients are on the



leading edge of tracking benefits trends — what is prevalent, what is changing, and how effectively these plans are meeting the needs of public-school employees.

Part of the selection process includes the identification of competitive practices and plan design alternatives. We will list and describe the various features and options available in the marketplace. Utilizing our actuarial modeling tools to quantify the impact of such design alternatives can have an impact on carrier selection and is critical to the process.

We then survey the marketplace and make alternative proposals. Our first goal is to always optimize your current carrier arrangements; however, obtaining alternative proposals remains an effective strategy during the renewal process. Upon completion of our internal and external analysis and armed with the appropriate level of intelligence, we will coordinate meetings with the respective carriers.

Negotiation

Marketing results from carriers are presented to the City on April 1st to evaluate and choose carriers and products. Once negotiations begin, the extensive underwriting, financial, and analytical ability of our staff enables us to identify opportunities and challenges other brokers and consultants miss. This puts us at a distinct advantage when negotiating with carriers and vendors on your behalf. We can dive into the financial components driving a rate and intelligently negotiate it at the best price.

NFP has built a database of all marketing and renewal information. In addition to tracking individual client renewals and carrier rate concessions, we also track performance guarantees, plan design decrements, plan design attributes and associated costs (tied to geographic region and demographics), and carrier data reporting availability. This data is updated throughout the year as we renew client business. This helps us to negotiate the best possible deal for each of our clients.

NFP has a proven ability to effectively negotiate with carriers and deliver the best possible value to our clients.

Our first goal is always to optimize the client's current carrier arrangements; however, obtaining alternative proposals remains an effective strategy during the renewal process. Upon completion of our internal and external analysis and armed with the appropriate level of "intelligence," we will coordinate meetings with the respective carriers.

15. How does your firm create benefit packages that help us with recruiting new talent, and at the same time, retaining our most valuable tenured employees?

As detailed previously in our response to Question #9, attracting and retaining talent is key to the overall success of our client's future. To facilitate overall success, NFP manages the benefits process closely to meet the City's current employee benefit needs, as well as any prospective future needs. NFP recommends strategically timed client meetings intended as a forum for you to identify and communicate to us your needs regarding your employee benefits program. It also provides NFP the opportunity to discuss options, new concepts, and available programs that will accomplish those goals.

An additional way we can support your efforts to attract and retain talent is through NFP's Human Capital Solutions. Your people are the most critical determining factor to your organization's overall success which is why HR strategies are integral to fostering workplace culture, employee engagement, and productivity. We launched our Human Capital Solutions practice to support employers with the real problems they are facing today.

NFP's Human Capital Solutions

We have compiled a team of international experts with decades of experience to deliver a full suite of comprehensive solutions that drive HR and business performance while creating a positive employee experience. Our service offering includes:

- Career Transition and Outplacement
- HR Operations



- International HR
- Strategic HR
- HR Technology
- People Development
- Total Rewards and Compensation
- Recruiting

We work with leaders to strategize, plan, and implement cost-effective, people-first programs that add long-term value and improve individual and organizational performance with exemplary support. Whether it is securing talent, operations, technology, development, or total rewards, our team can help you make the most of your resources.

Our mission is to align HR with your company's strategic goals to ensure overall business success. NFP's Human Capital Solutions has the expertise, insight, and capabilities to meet the challenges that extend beyond attracting, retaining, and engaging employees and can help elevate your business to the next level.

16. What is your process for evaluating benefits in the marketplace? Describe your firm's methodology for insurance product selection and implementation, including your company's experience and expertise in this process.

As referenced in our response to questions 9, 10, 11 and 12; NFP will work with you to understand the City's philosophy about employee benefits, your current benefits, and your goals for attraction and retention of employees. Additionally, we will review your current communications strategy and look for opportunities to ensure your employees understand the breadth of benefits and services available to them.

Using our robust RFP database and experience with other public sector clients, we can effectively draw from a wide variety of benefit lines and carrier-specific questionnaires and scorecards to begin the process. Based on client priorities, we present the results of our RFP to clients in a clear, concise, and easy-to-understand manner.

Part of the selection process includes the identification of competitive practices and plan design alternatives. We will list and describe the various features and options available in the marketplace. Utilizing our actuarial modeling tools to quantify the impact of such design alternatives can have an impact on carrier selection and is critical to the process. We then survey the marketplace and make alternative proposals.

Our first goal is to always optimize your current carrier arrangements; however, obtaining alternative proposals remains an effective strategy during the renewal process. Upon completion of our internal and external analysis and armed with the appropriate level of intelligence, we will coordinate meetings with the respective carriers.

17. Are there any products your firm has worked to create specifically for our market?

Yes. We have many proprietary tools that we can offer the City. Some of these tools, which are described throughout this RFP, include:

- **MedFactor** – A plan value modeling tool that enables us to estimate the relative value of plan design changes.
- **TPNet** – An analytics tool we utilize to aggregate data, benchmark providers, facilities, and carriers, and deliver pricing transparency to employers.
- **NFP's Proprietary Benefits Plan Benchmarking Database** – Provides benefits plan data details representing NFP employer groups (deductibles, copays, co-insurance percentages, premiums, and more) so we can analyze and compare benchmark reports by employer size, industry classification, and region.
- **NFP Connect** – Unified, enterprise-wide, cloud-based platform built to support all audiences and business lines by offering a user-friendly and data-driven experience.



- **PeopleEQ** – A total engagement platform to help drive engagement by clearly communicating with employees to drive engagement, improve well-being, and reduce healthcare costs.
- **NFP's Compliance Checklist Review** – A comprehensive, customizable evaluation tool we utilize when conducting a benefits compliance audit.
- **SPARQ** – A portal comprised of questions and answers so your account team has immediate access to reliable information and often with case studies included.

18. What is your experience with self-funded and alternative-funded plans, including your ability to set reserves, report experience, and project funding levels?

NFP has a detailed understanding of all available financial funding arrangements. NFP's account management team is comprised of former stop-loss sales representatives and underwriters, in addition to full access to an actuarial team. Our team has years of experience dealing with alternative funded plans such as level premium plans, partially self-funded plans, minimum premium, and ASO plans. NFP's experience and expertise allows us to deal directly with local and national ASO carriers, stop-loss providers, TPAs, and carriers through our own internal centers of excellence to negotiate aggressive pricing leveraging our national volume.

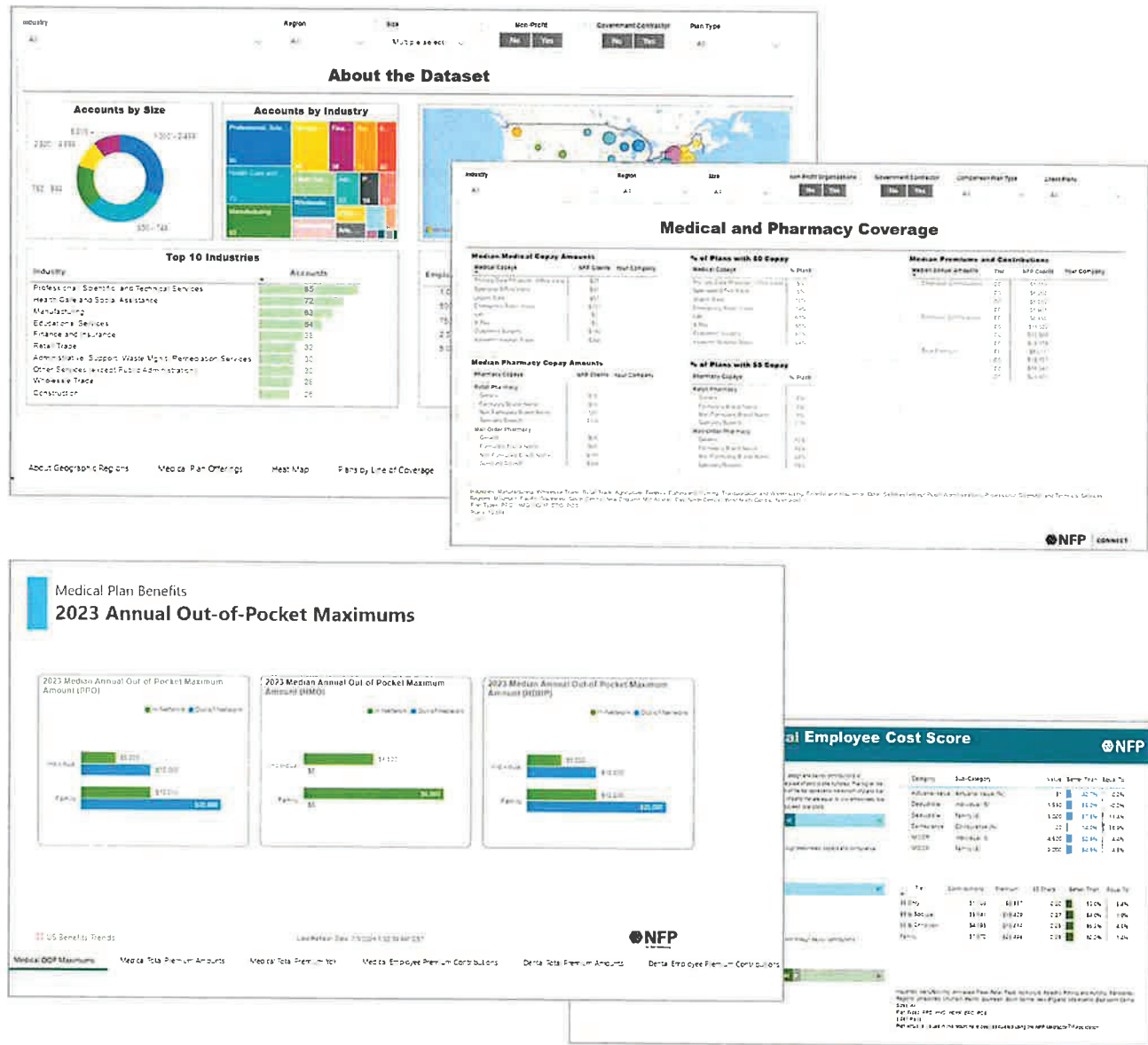
19. What sort of benchmarking data can you provide?

The NFP benchmarking process helps you determine how your benefits plans compare to others in your competitive marketplace, while also showing you ways to potentially control costs. NFP would be able to provide the City benchmarking insights through the following channels:

- **NFP's Proprietary Benefits Plan Benchmarking Database** – Provides benefits plan data details representing NFP employer groups (deductibles, copays, co-insurance percentages, premiums, and more) which are entered by NFP advisors. From there, we can run and compare benchmark reports by employer size, industry classification, and region. The reports pull from a dedicated NFP database with information from more than 2,500 employer groups located in 45 states, including the District of Columbia, with more than 442 unique NAICS classifications.
- **Industry-Specific Normative Database** – To supplement our hands-on experience in the marketplace, our research teams obtain current reports and data on your industry from various national sources, including Kaiser Family Foundation's *Employer Health Benefits Annual Survey* and Willis Towers Watson's yearly *General Industry Employee Benefit Policies & Practices Report*. Depending on the scope of the benchmarking project, we will pull from the most appropriate sources.

The benchmarking process uncovers the prevalence of various benefits practices, cost-sharing arrangements, eligibility requirements, and plan provisions, while also quantifying the value of those plan provisions. The dataset includes information on the prevalence, costs, and provisions of different benefits types, and can be reported by:

- Company size
- Industry
- Geographic region
- Plan design specifications
- Contribution levels



Successful benefits benchmarking will support:

- Increased awareness about plan performance, including relative strengths and weaknesses
- A higher level of confidence in developing and managing benefits plans
- Greater involvement and motivation of HR staff in effective cost controls
- Increased willingness to share solutions to common problems and build consensus about what is needed to accommodate changes
- Better understanding of the big picture and a broader perspective of the interplay of factors that facilitate the design of a competitive benefits package



20. Please provide a list of the vendors you have relationships with regarding Health, Dental, Vision, Life, Disability, and other Ancillary/Voluntary, insurance plans.

NFP is 100% independent and agnostic, meaning we are able to work with any insurance carrier, TPA, or stop-loss vendor that best meets our clients' objectives. Our experience working with all of the major carriers and vendors provides us with insight into the strengths and weaknesses of each, including their customer service capabilities, account operations, national scale, hidden fees, and supplemental services.

NFP values, and is dedicated to managing, all of our relationships — including vendors. We treat all vendors fairly and our evaluations are objective. We are uniquely positioned to partner with the City to manage your health and welfare vendors, making sure we provide the best solution for your employees. This approach has earned us vendors' respect because they know our decisions are integrity based.

Throughout the year, NFP meets with our primary vendors on a systematic basis, reviewing service, communications, and any challenges that may exist. This process includes monitoring the financial performance of plans, interpreting data and making recommendations, defining new measures/setting goals for new plans and programs, as well as monitoring critical milestones. We are fortunate to have the privilege of maintaining preferred broker status with many insurance providers, as well as the majority of the national supplemental line vendors.

On a national level, NFP meets with vendors to provide feedback on behalf of all of our clients. We address trends in cost management, customer service, account management, as well as reviewing overall performance against performance guarantees. We are continually looking at the market to identify opportunities for enhancements with current or preferred vendors, as well as negotiating agreements that will add additional vendors to the preferred vendor list.

To provide additional reassurances, we have reviewed your benefits arrangements, and we confirm we have strong relationships with all vendors and carriers the City is currently utilizing.

21. Are there any restrictions regarding insurance carriers with whom your firm can work with? If yes, explain.

No. As we mentioned in our previous response, NFP is 100% independent and agnostic, meaning we are able to work with any insurance carrier, TPA, or stop-loss vendor that best meets our clients' objectives.

22. Describe how you build an understanding of the direction and priorities of the City's Employee Benefits Program and how you would utilize this information to recommend changes and project future trends.

As mentioned in our response to number 9, our approach begins with client discovery. During this initial meeting, NFP will work with you to understand the City's philosophy about employee benefits, your current benefits, and the goals you have for your benefits plan and for your organization. We want to understand your employees — not just their claims history, but also their needs and expectations from a benefits program and other factors such as their tolerance for change and benefits they are requesting.

Your account team will set a strategic planning/benefits audit meeting where we will gain a better understanding of your culture, employee demographics, employee benefits programs, the perceived value of the benefits programs, and any challenges or issues that you currently face or expect to encounter in the near future as they relate to employee benefits.

As a result of this strategic planning/benefits audit meeting, NFP will summarize and recommend an action plan, establishing short- (one year), mid- (three years), and long- (five or more years) term goals. This information will be provided to your benefits team, addressing immediate and future action items for consideration. Recommendations may include evaluation of carriers, exploring alternative funding arrangements, implementing plan design changes, benefits communication plans, well-being initiatives, employee surveys, and/or evaluating new benefits for your associates.



Careful strategic planning includes ongoing evaluation of your plan's characteristics to ensure a comprehensive and competitive benefits package is offered to your employees. We approach strategic planning by defining your objectives and developing an organized action plan based on meeting those objectives. Our approach is to coordinate the research, design, and implementation of your employee benefits programs to align with your employment culture and financial goals. Our process consists of the development, implementation, and management of a multi-year, long-term benefits strategy that incorporates the following:

- Determine objectives
- Benchmark, diagnose, analyze, and identify core cost drivers
- Proactively identify and evaluate recommendations
- Implement and communicate
- Review, analyze, and refine
- Closely manage problem areas and adjust processes

Our ability to provide clients with proven strategies while being flexible enough to adjust the process to their specific needs is vital to the achievement of our clients' goals and the success of our relationships.

23. Describe how your organization strives to streamline benefits administration for your clients. Include any services you provide for automation of the benefits process (i.e. electronic capabilities, outsourcing options). Attach any associated costs for these services on a separate fee schedule.

Our team has an internal staff that focus solely on our clients' on-line enrollment and data collection systems. These individuals are responsible for building and customizing employee sites, managing electronic data feeds (EDI) with insurance carriers, developing enrollment portals, and managing the employee benefit communication center for clients. With this in-house technology team, we can customize your online education and enrollment system much more efficiently than our competition.

We are vendor agnostic, offering completely unbiased expert advice on which solutions will work best for you. We capitalize on our team's vast experience with administrative processes, technology, and outsourcing solutions within the health and welfare benefits and human resources environment. As such, we enable our clients to implement the right technology to cost-effectively solve their communication and administration challenges.

Our Georgia-based team currently have more than 50 public sector clients utilizing our technology representing over 60,000 members and counting. Our technology will streamline the administrative processes to help you reduce costly errors, eliminate paperwork and other manual processes, allow your administrative staff to be more effective, and give your employees the right tools at the right time to enroll in their benefits in a safe and secure manner.

The major components of our benefits management technology are enrollment, EDI capabilities, employee communications, benefits administration, and reporting.

Enrollment

Comprehensive enrollment system that offers a wide range of options that can be tailored to fit all of your needs for open, new hire, life event, and special (individual) enrollments.

EDI

An EDI is an automated process of transmitting information directly to insurance carriers, other vendors, and even back to your own HR/Payroll system.



Employee Communication

Through our benefits administration system, your employees have access to a suite of benefits communications ranging from summary plan descriptions to detailed employee benefits videos.

Benefits Administration

Through our system, your dedicated service team will assume responsibility for many of the everyday services currently bogging down your HR department to include but not limited to: billing reconciliations, premium reconciliations, deduction audits, dependent audits, deduction changes, etc.

Reporting

Our system offers over 300 standard reports including census reports, billing reports, pending enrollments, overage dependents, and many more. Reports can be customized and downloaded into Excel or .csv format

There are no additional fees for this system or these services as they are included in our flat fee proposal for your consideration.

24. Detail how you develop a benefit communication strategy with your clients. Include what tools or resources you have available to assist your clients in effectively communicating, not only the specific plan details but also the value of the benefits offered. What tangible solutions, online resources, and electronic deliverables will be available for employee education?

Our philosophy is to arm your benefits team with as many resources and your employees with as much information as possible to allow each person to make an educated decision regarding the optimum benefit plan election for their family situation. Employee benefits are more complex than ever, and the impact of making a poor choice can be devastating to an individual employee. Making benefits decisions from a wide array of increasingly complicated and costly health care plans and voluntary benefits can be overwhelming. Different employees have different coverage needs. To assist you employees, we provide the following forms of employee benefit communication for our clients:

- Customized enrollment guides
- On-site employee education
- On-site employee enrollment support
- Total compensation statements
- Benefit specific videos
- Voiceover PowerPoint presentations
- Voiceover version of digital enrollment guide

Using the link below, you can review a sampling of our work by accessing our client's Benefit Resource Center:
<https://shawhankinsbenefits.net/CCG/>



25. Describe the open enrollment process and your company's capabilities with different forms of enrollment (i.e. paper enrollment, one-on-one enrollment, online systems, phone support, etc.). Describe your proposed plan for enrolling employees in the first year and subsequent years.

Open enrollment is a stressful time of year for employers and employees. NFP is committed to not only providing hands-on support during this challenging time, but much needed employee education.

Once the City has selected its benefits and the enrollment platform has started to be built in conjunction with the enrollment guide, we then work with the benefits administration staff in April to organize the enrollment process.

Education materials to be used are then ordered from the respective carriers.

If benefits education videos are needed, this is quickly established and produced for approval by the City benefits administration team. Additionally, if on-site education meetings are needed, this is discussed.

In May, we would establish the locations, dates, and times to be on site for employee enrollment. This is determined by your benefits team working with the City's administrators to determine the best date based on current activities and training. Typically, enrollments are coordinated with the enrollment dates for the last two weeks of October and first week of November. The enrollment period can be adapted to your preferred time.

Some systems use virtual enrollment while others like to use on-site enrollment. We support on-site enrollment to improve employee education and familiarity with their personal benefits and updated beneficiary designations. Additionally, we have found that many classified employees may not have the skill set to self-enroll. One other option is we can enroll through our call center.

Our enrollers are paid a set daily amount and NOT paid based on sales. This encourages the enroller to be more of a counselor on benefits rather than come across as "sales like." We always want employees to be engaged and aware of their benefits and often when they are mandated to see an enroller, they feel pressured. Our enrollments are never required unless an employer requires the meeting as we respect the instructional environment.

With enrollment dates and sites set, NFP can build out an enrollment calendar for employees to sign up to meet with benefits counselors at their location. This allows for expedient enrollment sessions that typically last no longer than 20 minutes and reduces waiting time for employees. This calendar is made available about two weeks prior to enrollment and helps NFP to effectively staff the enrollment.

An enrollment session lasting 20 minutes will verify employee demographics, dependents, and current coverages. The next step is to go through the benefits and confirm or change the benefit coverage or tier. The employees can see a running total of their benefits and what impact it has on their take-home paycheck. Once this is done, beneficiaries are confirmed or changed, and then the employee confirms coverages are correct, and a confirmation statement is provided to them for comparison to their December paycheck.

26. Describe your proposed plan for enrolling new hires throughout the year.

NFP can accommodate your needs to educate and enroll new hires throughout the year. We have our call center available for new hires to call into and enroll during the year. Additionally, we can come to your location and conduct a monthly new hire meeting and enrollment. Other clients that have us do this usually schedule it after new hires have been approved. Typically, if this is done, a list of new hires is provided to NFP, and they are entered into the benefits administration system prior to the education/enrollment meeting.



27. Describe your proposed plan for terminations throughout the year.

Employees terminated throughout the year are termed inside the electronic benefits enrollment solution by the City or NFP. Once the termination is entered, an electronic feed notifies the COBRA vendor to process COBRA notices to the respective terminated employee for their voluntary benefits.

The terminated employee may then submit their premiums to the COBRA vendor who in turn processes and forwards the premiums to the client to be paid to the carrier for continuation of coverage.

NFP absorbs the cost of COBRA administration.

28. Identify the primary individual responsible for managing the City's account. Include a detailed description of his/her qualifications and experience.

Please see our previous response to Question 4.

29. What is your process for ensuring customer satisfaction?

At the core of our service philosophy is accountability; we are fundamentally accountable not only for our own work but also for your overall satisfaction with your benefits program. As such, we work hard to anticipate both your needs and opportunities for improvement. This proactive approach lends itself to clients who rely on us to guide them through the increasingly complicated world of healthcare and benefits.

At the same time, we focus on clear and orderly communication. Each member of the account team has specific responsibilities, so there is never any confusion about who is performing which task. Most clients prefer to have a primary point of contact, with other account members providing support, so we coordinate resources and service delivery on our end. We use our annual delivery calendar, which is specific to your needs and requirements, to ensure all deliverables are met in a timely fashion.

We strive to exceed our clients' expectations with the following approach:

- **Contact** – We are highly responsive on day-to-day interactions and strategically proactive by meeting with clients regularly to ensure all aspects of their benefits programs are meeting expectations.
- **Education** – We assist at the level appropriate for your workforce providing custom communication and educational resources for all employees.
- **Advocacy** – We work on behalf of our clients to bring an unbiased perspective to all situations, with no allegiance to any specific carrier or vendor.
- **Personnel** – We hire and retain a professional, experienced staff and ensure they are up to date on all the latest trends and information, cybersecurity practices, and client management techniques.
- **Training** – Internal and external training and development are important to our "People First" culture. Employees are required to advance their benefits knowledge during the year. Content is pushed through our LMS platform, AcadaMe. Team members are also required to attend industry events and seminars as part of their performance benchmarks.
- **Information** – We possess the information and expertise to allow us to negotiate comprehensive, competitive benefits programs; we know where to find the answers to any of your insurance, employee benefits, and human resources questions.

In addition to our service philosophy outlined above, the success of any partnership rests in the parties' ability to work openly and collaboratively while producing results. Consequently, NFP encourages communication throughout the year and commits to respond to ALL requests from HR within 24 hours, often much sooner.



Additionally, we provide the following:

- **Semi-Annual Stewardship Meeting** – During the semi-annual Stewardship Meeting – which occurs after the start of the new plan year and at the mid-point of the plan year – we specifically review client satisfaction. Prior to the start of each year, we will jointly define the goals and targets we are seeking to exceed. We will then compare actual performance to our originally stated objectives and goals.
- **Quarterly Meeting** – During the quarterly meeting, the agenda focuses on service issues, new vendor initiatives, and introducing innovative ideas and strategies so that the City is informed of programs that you may want to consider in the future.
- **Ongoing Feedback** – While the stewardship meetings are a nice checkpoint for customer satisfaction, the most effective partnerships are based on open communication, honesty, and real-time feedback. It is not uncommon for our team to check in with our clients after implementations, projects, etc. to confirm alignment multiple times throughout the year.

Our platform approach to managing clients' data and systems ensures the best opportunity for continuity of service when new team members are added. By centralizing client information and processes on a unified platform, new team members can seamlessly access and familiarize themselves with the comprehensive dataset and workflows. This approach minimizes the learning curve, promotes standardized procedures, and facilitates collaboration. Additionally, a platform offers consistent and up-to-date data, reducing the risk of errors or outdated information. This continuity enhances efficiency, maintains service quality, and ensures that client interactions remain smooth and uninterrupted, even as new team members join the organization.

30. What training resources does your organization provide to assist your clients in educating and training their benefit staff?

We provide various educational and training programs for our clients, including informative seminars and frequent webinars that focus on compliance and legislative topics. The topics are chosen to reflect timely issues of interest to our clients.

	Compliance Corner	Bi-weekly e-newsletter has sections on healthcare reform and federal and state updates. It also contains an FAQ section on current developments in benefits compliance.
	White Papers	In-depth analyses of trending benefits compliance topics from white papers by our Benefits Compliance team.
	Webinars	The Benefits Compliance team holds monthly webinars that give you insights into timely employee benefits issues.
	Podcasts	Delivers the Benefits Compliance team's thoughts on emerging policies, the latest coming out of Washington, DC, industry trends, and more.
	Latest Insights	Articles, tools, white papers, charts, and FAQs to educate and assist on state and federal legislation, regulations, and rules.

Recent webinar examples include:



Compliance Best Practices for Required Group Health Plan Notices

Employers and plan sponsors are tasked with distributing a range of required notices to employees and participants at various points in the employee life cycle. Join NFP's Benefits Compliance team as we walk through employer obligations, including what notices are required, when distribution should take place, who should receive them, and best practices for distribution.



Asking for a Friend: MHPAEA Edition

The Mental Health Parity and Addiction Equity Act (MHPAEA) continues to be an enforcement priority for the Department of Labor, yet many compliance questions remain. Join us for a conversation on MHPAEA requirements and practical compliance insights as we address the questions employer plans may be too embarrassed to ask.



Let's Continue to Talk About COBRA

Administering COBRA can feel like one of the most challenging aspects of benefits compliance. Even with a vendor in place, employers should understand the rules involved with COBRA. Join us as we outline the requirements under the law, provide tips on how to remain compliant, and discuss interactions between COBRA and other benefit laws.

These programs have been approved for general recertification credit hours toward PHR, SPHR, and GPHR recertification through the HR Certification Institute. (For more information about certification or recertification, visit the HR Certification Institute website at www.hrci.org.)

31. Describe your firm's current billing and reconciliation process. What is your solution to enhance the efficiency of billing, payroll, and generating reports on a monthly basis?

Our team assumes responsibility for the data provided to you for payroll and to the carrier for coverage each month. Your team simply needs to import the file we provide on the cadence in which you request it to be provided (weekly, bi-weekly, semi-monthly, monthly, ad hoc).

We utilize a four-tiered auditing system to ensure the accuracy of our client's payroll system. An accurate benefits administration system is crucial to success as it serves as the system of record for employee benefit elections. This is why we feel our in-house technology team is vital to our ability to successfully serve a group of your size. There is a heavy emphasis on these audits before and after open enrollment and new hire orientation.

During the first quarter of our relationship, while EDI feeds are being designed with your insurance carriers, we conduct comprehensive audits to ensure our benefits enrollment/administration software employee elections and deductions match with your payroll system, the carrier's administrative system, and the most recent carrier bill.

Once EDI feeds are successfully established, the audits become much easier and quicker to perform as the likelihood of errors drops exponentially. Our team will develop customized files that can easily be imported into the system each month or as needed.

The most efficient way to successfully administer the number of benefits you currently offer your employees is to minimize human interaction through EDI and payroll imports and to utilize self-bill administration whenever available. Our benefits enrollment/administration software can easily format and generate self-bill statements for



your team that allow us to apply credits and adjustments in real time. Self-bill plan administration also lets us capture changes in eligibility, qualifying events, terminations, retirement, and dependents aging off the plan.

Our experienced account management staff works closely with carriers and clients from implementation through day-to-day administration and have developed long-standing professional relationships. We routinely and aggressively intervene on the client's/member's behalf to resolve billing issues or problems.

NFP's ongoing account management and service will directly support your benefits administration team to allow you to focus on those daily payroll and benefits services you expect. Our service includes monthly bill reconciliation assistance and claims handling. A dedicated customer service representative will be available to you for consistent communication and processing needs.

NFP will provide an electronic benefits administration solution that includes open enrollment and new hire access to their benefits year-round. The benefits administration solution includes employer access to invoices, eligibility, and employee demographics, while creating ease of use for monthly bill reconciliation. There is no cost to the City for this electronic enrollment and administration solution.

The benefits enrollment and administration solution can be used to add new employees and terminate them for billing purposes. This same process initiates an electronic COBRA administration notification to terminated employees. There is no charge for the COBRA services.

32. Describe the claims administration process and the service model for handling disputed claims for employees.

Claims disputes and other benefits-related questions or concerns are handled directly by our team on the employee's behalf. We serve as advocates and actively research and resolve issues efficiently and proactively. Client calls and emails are responded to in no less than 24 hours. Members can contact the employee service center (located in Marietta) or the dedicated service team for assistance with anything related to their employee benefits. Most issues are resolved quickly but others can certainly take some time to conclude. A regular cadence of communication will be established with the members for our team to keep them informed on progress or additional requirements.

The NFP service model is focused on providing an exceptional level of service. Your dedicated local service team handles claims issues, benefit questions, and all other forms of customer service for the employees of our clients. We seek to provide you with unparalleled service by acting as a direct extension of your human resources and payroll departments, giving you the ongoing support capabilities needed to administer your benefits efficiently and effectively. We will serve as a liaison between you and the various insurance carriers and service vendors, helping as needed with any claims, billing, or general service issues.

Your service team is led by an account manager. These are employees who have risen in our organization based on their communication skills, service skills, and attention to detail. Each service team includes a dedicated client support specialist (CSS). The CSS is responsible for processing and confirming eligibility for employees of their assigned clients, for billing reconciliation and data transmission to carriers, as well as for answering employees' claims questions and resolving other escalated service issues.

Our service center will be the main contact for most of your employees. These dedicated specialists act as an advocate for your employees and assist in the understanding of benefits, resolution of claims, appeals assistance, ordering new ID cards, online enrollment support, providing confirmation statements, and other general benefit assistance.

These local service teams, coupled with our employee advocates with support from our service center are integral parts of our service model and represent another defining difference between NFP's service capacity when compared to other companies in the employee benefits field.

33. *How does your firm provide continuing education to ensure each broker is educated on current market trends and legislative developments? How is this information communicated to your clients?*

NFP Training and Development

NFP offers a comprehensive training and development program for our employees, as we believe it is vital to maintain a people-centric culture. As it relates to ensuring each employee is educated on current market trends and legislative developments, our internal training program includes:

- AcadaMe – NFP's learning portal for professional development, industry knowledge, leadership development, live virtual and traditional classes, and curated external educational content.
- Through internal communication platforms (such as Workplace by Facebook), NFP communicates with our employees globally on new ideas and vendors, as well as foster introductions with organizations who are developing forward-thinking programs.
- Ninjo – monthly cyber security awareness training that uses engaging, micro-learning "Hollywood storytelling episodes" to empower NFP's employees, executives, organizations, and their families to become defenders against cyber security threats.
- Compliance webinars on emerging regulations.
- Monthly staff in-house training sessions are held on regulatory and compliance issues such as Healthcare Reform, HIPAA, and FMLA. In addition, every two weeks our compliance team distributes *Compliance Corner*, a newsletter containing state and federal updates and addressing important topics.
- NFP requires continuing education in benefits systems, Zoom, Excel, and other systems applications that better enable us to service our clients and be more efficient in our internal process.
- Most NFP staff is Life and Health licensed and must attend continuing education classes to keep their licenses active and current.

NFP supports this educational process both financially and through the provision of up-to-date compliance information in the form of newsletters, bulletins, webinars, and periodic national and local training. Certain internal compliance policies also require annual training and/or certification of compliance, which are regularly monitored by our administrative staff.

Compliance Updates

NFP has a dedicated, in-house compliance team that monitors regulatory and legislative developments at both the state and federal levels related to employee benefits and human resources. This compliance and regulatory support department includes industry attorneys and former HR professionals led by Suzanne Spradley, Senior Vice President, Chief Compliance Officer, Associate General Counsel, Legal & Compliance. Suzanne oversees NFP's Benefits Compliance Department, which provides consulting services on all aspects of employee benefits compliance to NFP and its clients.

Suzanne and her team continually monitor regulatory and legislative developments to provide compliance updates in the form of bi-weekly *Compliance Corner* emails, white papers, newsletters, webinars, and speaking engagements. Additionally, they design and develop compliance tools to assist employers and plan sponsors with maintaining compliance in an ever-evolving regulatory environment.

In addition to the previous level of legal and compliance oversight, Todd visits the state legislature during the open session to get insights on education legislation being sponsored and voted on that affects public education.

NFP Trend Report

NFP is committed to providing information and analysis to help our clients make benefits decisions that align better with their goals, cultures, and budgets. Clients want to know what we think of developments in the marketplace and changes that affect them, from new legislation to issues emerging from the global pandemic. This requires us to stay on top of evolving trends, build teams with specialized expertise that help us assess various factors, and create solutions that are meaningful and sustainable for our clients.

Every client is different, so being thoughtful in formulating options is essential. It starts with listening to employers to understand their challenges and objectives, what their employees want and need, and how the organization views benefits in the context of their competitiveness and growth. This understanding helps us identify gaps and formulate tailored solutions, enhancing their ability to attract and retain talented professionals while also supporting the well-being and engagement of their workforce.

Data is at the heart of our efforts, and we strive to help clients make data-driven decisions. Our expanding scale extends to our data analytics, so as we serve more clients across a variety of industries, we have more information and a more detailed perspective. This helps our team be even more precise in identifying needs and meeting those needs with the right benefits programs.

Our expertise, data, and analysis can be found in articles, white papers, media interviews, and conference presentations throughout the year. NFP also publishes an annual trend report to look at the current landscape and help our clients chart a course toward better outcomes. The report, a clear reflection of our industry leadership, features perspectives from NFP subject matter experts, analysis of statistics year over year, and actionable insights across a variety of topics, including healthcare, benefits compliance, pharmacy, digital transformation, legislation and regulation, voluntary benefits, and well-being and engagement. This centerpiece of our expertise and insight is [available](#) to all current and future NFP clients.



NFP also invests strategically in innovation, connecting our clients' biggest problems with the ideas of entrepreneurs have for solving them. Our network of product manufacturers, technology providers, startups, and venture firms keeps us up to date on emerging developments and new concepts that we can connect to what we hear from employers. We take a "what if" to each challenge, harnessing the power of collaboration in a community of big thinkers motivated by making a meaningful difference for individuals and families. NFP is actively involved with a variety of companies working on everything from fertility to gastrointestinal health, reinsurance software, or a benefits platform for gig workers.

In every area, we strive to provide timely data and information, relevant analysis, and actionable insight that positions our client for continued success.

Updating Our Clients

We help our client-partners stay current on benefit trends, best practices, and important compliance issues through a variety of channels, including:

- **Webinars and Training** – Educational programs conducted either via webcasts or in-person seminars designed to keep you current regarding new regulatory guidelines and requirements, benefits administration issues, and benefits trends. Topics have included Healthcare Reform, Well-Being/Population Management, HIPAA privacy procedures, COBRA, FMLA, and Section 125 discrimination testing.
- **Email Updates/Client Alerts** – Periodic email communications designed to inform clients on key industry issues. Topics have included the impact of Civil Union legislation on benefit plans, year-end reporting, HIPAA, nondiscrimination rules related to healthcare, and well-being programs.

- **Strategic Planning Meetings** – Annual planning meetings and comprehensive reports that include an educational component in which we examine benefits trends and key industry issues relevant to your organization. Topics have included consumer-driven healthcare, well-being programs, voluntary benefits and emerging prescription drug trends, and best practices.
- **Employment Practice** – Education on key practices with exclusive access to background checks, drug testing, ethics and compliance hotlines, and exit interviews.
- **Employee Communications** – Including well-being articles, educational content on health, insurance, financial and work/life topics, and a glossary.

34. *What solutions do you provide for ACA management and/or reporting? What are the costs and/or fees associated with these services?*

We assist companies every day with ACA compliance issues, including employer mandate offer and affordability for full-time employees and reporting at no charge. We offer full turnkey ACA reporting services for forms 1094/1095 to include employee distribution and transmittal at \$7.50 per form.

35. *Please detail your administrative capabilities on benefits plan compliance issues. Describe your procedure for the timely communication of changes and/or proposed changes in federal statutes and regulations that may impact employee benefit plans.*

The level of support required in the area of compliance continues to grow and evolve rapidly. This is an area in which we have made a significant investment and have the capability of handling clients with unique challenges under any federal or state benefits-related law. Some of the compliance resources we offer include:

Compliance Team	In-house attorneys and compliance specialists who are well-versed in ACA, COBRA, FMLA, etc. They report on current trends and provide timely legislative updates
Compliance Toolkits and NFP Connect	Comprehensive tool that assists with compliance efforts with federal notice and filing requirements under the ACA, ERISA, COBRA, HIPAA, FMLA, Non-discrimination, and Section 125
Compliance Checklist Review	A complete and customizable benefits compliance checklist review
Newsletters and White Papers	Keep abreast of new legislation and learn about new trends in HR
Seminars and Webinars	Education and clarification regarding complex compliance topics

Compliance Team

Our dedicated team of in-house attorneys and compliance specialists aggregate, interpret, disseminate, and provide specific action steps for each piece of legislation. Our compliance team, which works closely with our consulting team, is well versed in a variety of benefits compliance topics, including ACA, HIPAA, COBRA, etc. Our team is entirely focused on keeping up to speed with the rapidly changing legislative and regulatory environment and ensuring content is provided to our consultants in a timely manner. We will provide clients with ad-hoc industry update notices when significant events take place.



Compliance Toolkits and NFP Connect

Our Benefits Compliance Toolkits—available through NFP Connect—are comprehensive tools that assist employer plan sponsors with their compliance efforts with federal requirements under the ACA, ERISA, COBRA, HIPAA, FMLA, Non-discrimination, Section 125, Transparency in Coverage and No Surprises Act, and MHPAEA. Each requirement is identified on a checklist, and the checklist contains model notices, a description of the employer's obligation, timeline for compliance, and penalties for noncompliance. While available directly to you through NFP Connect, your NFP account team will communicate compliance deadlines and provide comprehensive materials (including model notices) to help you comply with the relevant requirements throughout the year.

Compliance Checklist Review

Using NFP Connect, your NFP account team works with you to conduct a complete benefits compliance review that is customized by size and employer/plan types. The compliance checklist review was designed to assist in responding to an actual IRS/DOL audit.

Newsletters and White Papers

Our regular compliance newsletter, *Compliance Corner*, is distributed on a bi-weekly basis updating clients on changes in the legislative and regulatory environment — at the federal and state levels. While this is not meant to be the sole source of compliance communication to our clients, the email's format was created based on feedback from our clients to ensure we are giving you quick updates of the most noteworthy and timely items.

In addition, *Washington Update* is an ad hoc email notification that is issued promptly after major developments impacting employer-provided group health plans, including the release of new federal or state legislation, court rulings, or major regulatory (e.g., IRS or DOL) guidance.

Seminars and Webinars

Regular online seminars and webinars on complex compliance topics help you gain a thorough understanding of legislation, with the ability to answer your questions live. We also provide you with one-on-one compliance training, when requested or as needed.

36. How will you help with the management of insurance, including monthly (or quarterly) supervision and/or preparation of claims activity reports from carriers; executive summary reports; underwriting analysis for annual renewals; annual financial projections for budgeting purposes; and alternative funding analyses?

Our benefits management process is quantitatively based and supported by a full-service analytics team, including experienced and credentialed actuaries. We provide a wide range of actuarial and financial management services, including:

- Rate equivalents and COBRA rate development
- Incurred but not reported (IBNR) reserve analysis
- Plan design modeling
- Claim analytics (financial and clinical)
- Rx creditability testing
- Financial forecasting/budgeting
- Internal underwriting and pre-renewal calculations
- M&A due diligence financial implications
- ACA valuation
- Alternative funding analysis (self-funding, fully insured, combinations, etc.)
- Stop-loss simulation and alternative analysis
- Ongoing reporting (as outlined below)



- Employee contributions (by tier, well-being, etc.)

In order to provide the services above, we must be able to aggregate and analyze data with the intent of drawing meaningful and actionable conclusions. We accomplish this through our ability to create data transparency and identify cost drivers. Unless you can turn raw insurance carrier data into useful information, health plan decision-making is nothing more than guesswork. Our process will increase your ability to better manage healthcare costs by creating the necessary level of data transparency to make educated and effective decisions.

We start the process by constructing a client-specific data warehouse built with direct feeds from the insurance carrier. Once the data is aggregated, we offer our clients a comprehensive reporting package with a focus on actionable outcomes and dashboard/executive reports. Performance is measured versus normative benchmarks and prior year data. Trends, risks, gaps, etc. are identified through this process and solutions are offered when appropriate.

We will then have regular meetings (quarterly, annually, and as needed) to discuss claims experience, exposure changes, and general administrative matters that affect overall plan performance. The level of detail included in each of these reports varies depending on the amount of claims experience available but may include the following reports:

Monthly Reports	Quarterly Reports
• Claims analysis • Budget performance analysis • Inflationary trend information	• Financial overview • Claim utilization • Claim trend analysis • Reserve analysis • Stop-loss deductible and attachment point tracking
Mid-Term Reports	Year-End Reports
• Budget projections • Rate promulgations • Reserve adjustment analysis • Actuarial opinions	• Full financial review • Reserve calculation with actuarial opinion • Cost comparisons (historical and industry wide) • Budget and rate update and review • Deficit/Surplus analysis

NFP has managed medical benefits programs for hundreds of employer groups in an effort to keep costs below comparable levels. Our aggressive management technique includes a number of internal medical management and preventive health initiatives. As the healthcare industry continues to change, NFP has remained ahead of the game. With leading-edge technology, we are able to obtain meaningful information that helps us evaluate cost drivers, trends, and savings opportunities associated with our clients' medical benefits.

We believe the best decisions regarding your health plan design will be based on careful observations of trends, utilization patterns, and normative comparisons over multiple years. We are confident our claims data analysis services will help us produce the results necessary to consistently meet your employee medical benefits objectives.



37. Describe your organization's anticipated involvement in the annual renewal process. Include information regarding process timeframes, negotiation of rates and vendor selection. NOTE: the City current plan year for benefits is November 1st to October 31st.

A benefits renewal is a year-long process, not just a once-per-year process. At NFP we meet with clients throughout the plan year to discuss information such as ongoing claims experience and the potential impact it will have on the renewal, and ideas for the upcoming plan year that could benefit the City. From a technical point, for a group of the City's size, we negotiate 120-day rate renewal notices. We believe the more time you review your renewal options, the better. Working together with more time on our side we can develop the strongest plan of benefits for the City at the most reasonable cost.

Work plans differ based upon the size of the organization and the carriers. We will base our work plan on what is best for the City. The following is a sample plan:

Once the pre-renewal meeting is conducted in February with the City, we take the notes from this meeting back to our placement team to build plan designs that represent the City's employee needs. NFP's placement team is staffed by three industry seasoned individuals with extensive experience preparing carrier RFPs and bids for employee benefits. NFP prefers to have multiple year rates guarantees to avoid carrier changes and product design changes. This minimizes the benefits education required and creates stability.

The results of the bids are then put into a useful format by carrier and product to share with the City. These results are shared in April with the City benefits administration staff and thoroughly discussed highlighting the pros and cons of each bid. Plan premiums, design improvements, and service ability of carriers are reviewed to determine the best value for the school systems employees and administrative and payroll impacts.

Once the City has selected the carriers and products the next step for NFP is to begin the process of building out the benefits enrollment/administration electronic solution and create an enrollment guide for approval.

38. What tools can you provide the City to help implement/continue our wellness program? Can you provide examples of low-cost wellness tools?

NFP provides a wide-ranging menu of services to establish a successful employee well-being program.

We offer support when establishing a worksite well-being program or we can help enhance your existing program. Our tools include:

- Employee surveys and communications
- Education and awareness campaigns
- Program design
- Proprietary RFP platform
- Mission statements
- Challenges and initiatives
- Newsletters and blogs

Our experience has taught us that the most essential factor contributing to your organization's ability to achieve its well-being goals is communication. NFP will facilitate your ability to communicate with your employees and their families beyond annual enrollment. Our experience has taught us that consistent year-round health and well-being messaging keeps healthy living at the forefront while effective communication brings lasting culture change.



39. Does your firm provide an Employee Assistance Program at no cost to the City? If so, please note who the provider is and how you communicate this to our employees.

We typically work with the Employee Assistance Programs (EAP) available through our relationship with disability insurance and life insurance carriers. On top of these counseling services, we layer additional education through "Lunch and Learn" events and other communications. We also include EAP vendors at well-being events and health fairs. Additionally, just as we can bring outside vendors for FSA or COBRA administration, we can also conduct an RFP process for you to search for local/regional EAP providers to work with your group.

40. Explain your compensation model for services rendered and your recommendation for commission and/or fees to be borne by the selected insurance carriers as broker/agent compensation.

In accordance with strict organizational guidelines, our compensation model is 100% transparent. We require formal "sign off" (compensation disclosure) among all parties. Compensation transparency is vital. We offer a flexible compensation structure designed to meet the needs of our clients. We propose a hybrid compensation model designed to remove commissions from health insurance related premiums as a means to cap and stabilize our compensation.

We don't want, nor do we deserve, a raise if our client's health insurance costs go up. We see that as a clear conflict of interest.

Our fee is all-inclusive as we do not believe in add-in fees for things like travel, lodging, actuarial services, etc. We propose the services referenced below and throughout our response at the following terms.

- Benefits administration
- HIPAA/COBRA/Section 125 administration
- Dependent audits
- Actuarial services
- Benefits videos
- On-site open enrollment support
- Employee administrative support
- Telephonic enrollment assistance
- Wellness plan services
- Employee total compensation statements
- Administrative support
- Beneficiary management
- Compliance services and regulatory support
- Benefits enrollment guides
- Benefit resource center
- Onsite employee education
- Employee service center access
- Employee advocacy
- Plan marketing
- ACA reporting*

** The only optional fee included in our proposal is ACA reporting. If you wish to utilize our team to maintain, develop, mail, and transmit your required ACA reporting an additional fee of \$7.50/form will apply.*



Current Benefits	Commission Percentage	Monthly Fee
Health Insurance Consulting and Services Fee	0%	\$20 Per Enrolled Employee Per Month
Stop-Loss Insurance	0%	No Commission
Dental Insurance	0%	No Commission
Vision Insurance	15%	N/A
Life Insurance	10%	N/A
Disability Insurance	10%	N/A
Supplemental/Voluntary	State Filed and Variable	N/A

41. *What makes your organization unique from other organizations that may submit proposals for the City consideration please note if there are any other services your firm provides that are not previously discussed in this questionnaire.*

NFP has a deep bench of experienced specialists who stand out from other brokerages. NFP has dedicated resources to specific core services such as compliance and legislative support, communication and education, vendor selection and support, plan operations, plan analysis and reporting, and strategic planning.

NFP's success differentiates us from our competitors because of our ability to be flexible and act as an extension of your benefits department. Our regional and national leverage gives us the ability to negotiate best-in-class competitive pricing and contracts.

NFP sets the standard for strategic consultation, customer service, leadership across chosen markets, and charitable actions in communities where we do business.

NFP is unlike other brokerages: We are strategic in our solutions, accountable for implementation, and responsible for all outcomes. We listen, learn, and leverage to go beyond the expected and deliver results.

NFP can service the City from our Marietta office. The account manager that will be assigned to you lives nearby and is familiar with the community. We feel our proximity to the City elevates our ability to service you and your employees significantly.

How We're Different



Specialized expertise across industries and risk practices, informed by our deep understanding of clients' specific goals and challenges

A boutique offering, supported by local service and insight, flexible access, customized solutions, and global resources, that aligns with client needs and drives an exceptional customer experience

Problem solving mindset that prioritizes listening and encourages creativity

Consultative approach that gets the right people in the room at the right time

Service agility, driven by empowerment and accountability, that enhances the client experience

Global capabilities to serve businesses and individuals no matter where they are

Collaborative, people-first culture focused on partnering with clients to enhance outcomes

42. Describe any tools or technology offerings by your firm to clients.

NFP's Transparent Pricing & Network Analysis (TPNet)

The Consolidated Appropriations Act of 2021 (CAA) imposed new transparency rules and guidelines to allow consumers visibility to billable charges. It was designed to allow access and visibility to provider medical/Rx charges across the healthcare continuum with the intention of providing greater transparency in the American healthcare system.

Recently, hospitals, carriers, and other payers for group health insurers began posting specific contracted pricing information on public sites for covered items and services. Access to this hospital and carrier/payer allows NFP advisors to support clients to design, create, and manage the best healthcare offering for their employees. While access to this data is a great start, it is only half of the equation. Aggregating, supplementing, and normalizing the petabytes of data is the science that makes it truly viable for public use.

NFP's TPNet tool allows NFP to utilize this new data to benchmark providers, facilities, and carriers and deliver the long-anticipated transparency that employers have been after. For the first time, employers will have the most complete view of the cost of their healthcare offering and be able to compare and contrast negotiated pricing across the universal healthcare landscape.

There are three modules available, the combination of two of the modules is proprietary to NFP.

NFP Connect

NFP Connect is a unified, enterprise-wide, cloud-based platform built to support all audiences (consultant, administrator, and employee) and all business lines. There are several features of NFP Connect we'd like to highlight:

- First, it organizes the many solutions that come together to support your comprehensive employee benefits strategy. Your benefits administration system, your HCM/HRIS platforms, your carriers, your flex administrator, our account management team, our advocacy team, compliance, well-being, the list goes on. We believe having one site to go to (as opposed to several different URLs) and access this kind of information is just easier. We also believe this single point of entry is critical as the insurtech boom continues and more point solutions are adopted.
- Second, it provides you with 365/24/7 access to your policies, contacts, plan designs, presentations, and any other document that we maintain to support our engagement. This is not a push toward self-service — we are still happy to email you what you need when you need it, BUT we do understand that we live in an instant access world, so providing you the ability to pull documents when you want is critical.
- Finally, it aggregates and enriches your data and helps turn that data into information. Census data, plan data, rate and contribution data, claims data, benchmark data, etc.

We live in a personalized, data-driven world. With the adoption of more and more point solutions, this data set will become even larger. But data by itself is useless; it's when it is brought together it becomes information. Information that can help us help you make better business decisions — and that's our job.

NFP Connect also provides an employee-facing portal that is mobile-optimized. Like your employer portal, the employee portal organizes the various tools they access to manage their benefits, providing a better, more seamless user experience. It provides:

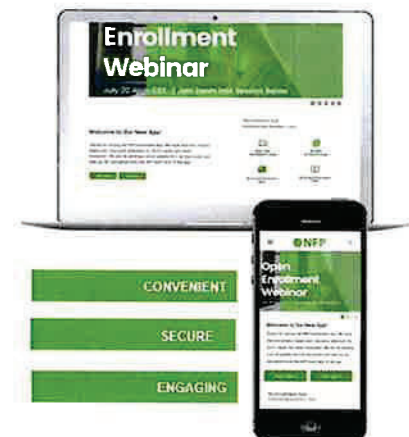
- A digital wallet where ID cards can be uploaded.
- A branded “My Employer Benefits” section where all the employer-sponsored plans and resources are organized. A section for benefit summaries, benefit guides, forms, newsletters, links to carrier websites, links to your enrollment site, vendor contact information, and tips promoting well-being.
- An Individual Digital Marketplace containing a menu of products and solutions crafted to complement your group offering. Individually owned, these products can be made available 365/24/7 and are billed directly to the workforce eliminating any administrative burden whatsoever.

We believe that by providing your employees with a personalized, user-friendly, and data-driven experience we can help improve engagement and drive better outcomes.

Virtual Open Enrollment Via NFP Connect

NFP offers an interactive landing page for our clients to help ensure their employees are educated, engaged, and enabled through processes such as open enrollment. In a world where we are more virtual than ever, these customized landing pages help clients deliver convenience, accessibility, personalization, and cost-effective communications to all of their employees across the globe. Easily accessible by each of your employees via computer or mobile device, each page is configurable to include a variety of images, messages, links, and functionality, including:

- Benefits guides
- Announcements and messages from HR
- “What’s New” information and links to webinars and employee meetings
- Educational videos and content
- Virtual health fair information
- Contact information (call centers/hotlines)
- Links to enrollment systems and carriers/vendors



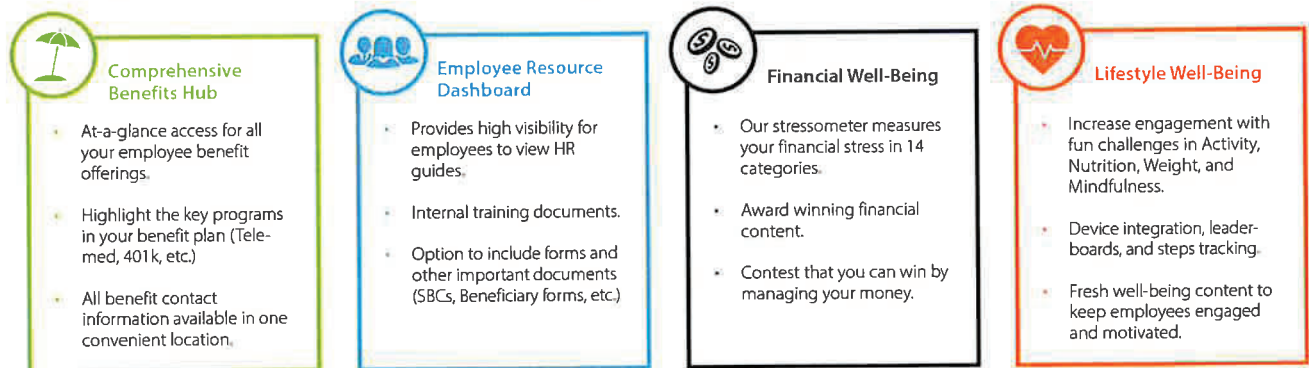
NFP recognizes that now more than ever a virtual enrollment platform is necessary for a successful enrollment season. Our virtual open enrollment platform includes:

- **NFP Connect Custom Landing Page** – All your enrollment information in one place that is easy to access. Customized with your group information and logo and full integration with your ben admin platform, benefit guide, and enrollment videos.
- **Communications Hub** – Allows you to send push notifications, email campaigns, and resources all relevant to your enrollment.
- **Mobile Interface** – The mobile interface is accessible on all mobile devices with a unique login for each employee.

PeopleEQ

PeopleEQ™ Our PeopleEQ Total Engagement Platform helps drive engagement by clearly communicating with your employees so they understand that their participation in your well-being program can help keep them healthy, contribute to reducing their need for medical care, and potentially lower the cost of their healthcare benefits.

Engagement and well-being are keys to employee performance and productivity. Employers want to give their employees easy access to their benefits information and, at the same time, address their physical, mental, and financial well-being as efficiently as possible. PeopleEQ addresses those needs by combining a benefits and communications hub and lifestyle well-being program into one comprehensive platform. PeopleEQ provides:



PeopleEQ's communications capabilities include:

- **A primary landing page**, which can house the City's news, updates, benefits, and employee resources. These can be tailored to groups of employees with the same benefits package.
- **The City's company announcements**, which can be loaded per "group" so your offices can communicate more precisely and effectively.
- **Various documents**, which can be loaded into each benefits groups' dashboard in their primary language, etc.

PeopleEQ is recommended to our clients who are interested in moving the needle on employee communication, well-being, and engagement, but do not have substantial budgets, headcount, or the desire to implement a third-party solution. With PeopleEQ, you can attract and retain talent, increase employee productivity and engagement, and take better care of your greatest asset.

43. *Describe your contractual relationships, if any, with organizations or entities necessary to your proposal's implementation (i.e. actuarial services, data information services, etc.).*

Please see our previous response to Question 6.

44. *How many and what type of public sector clients does your organization presently have?*

Please see our previous response to Question 7.

45. *Describe the roles, responsibilities, and years of experience of the consulting and service team members that you propose for our organization.*

Please see our previous response to Question 4.



46. Briefly describe the level of service and support provided to the City by your broker/consultant(s) on a day-to-day basis.

Our service model delivery dictates that we become an extension of your HR department. As a client, the City would work with a dedicated team of consultants who will partner with you through every phase of your benefits program. We take great pride in the extremely low client-consultant ratio we maintain. We go to great lengths to ensure our consultants can dedicate significant portions of their time to their clients.

We do not use a "functional" approach to client partnership. This means, we do not send your work to a remote department that has no first-hand knowledge of your organization. Moreover, we do not assign low level account managers to handle the "heavy lifting" of your program administration.

The day-to-day service provided by our consulting teams is extensive and results oriented. Our substantial tenure in the industry and corresponding familiarity with the inner workings of carrier administrative processes allows our consultants to identify the root cause of systemic service issues and correct them at their source rather than react on a situational basis.

Your core consulting team will work with you on every aspect of your program management. Our ongoing service support includes, but is not limited to:

- Assisting with all aspects of plan management
- Addressing and resolving carrier/vendor issues
- Resolving billing and claim issues
- Answering questions posed by the City's HR Department
- Publishing and distributing timely regulatory compliance updates
- Providing guidance on regulatory compliance issues specific to the City
- Hosting informative webcasts on meaningful topics
- Attending senior staff meetings to present summary information regarding employee benefits
- Providing strategic support during collective bargaining process
- Providing advocacy services to the City's employees

47. Detail how your organization would assist the City in developing a strategic benefit plan based on an understanding of the direction and priorities of the City.

As detailed in our response to Question 19, at the onset of our engagement, NFP will conduct a comprehensive review and examine each aspect of your benefits program. This review will serve as a roadmap for both your short- and long-term goals. Upon completion, the report will be presented to the City and prioritize the findings. At the annual pre-renewal meeting, we will establish a timeline and discuss the current benefits rate guarantees and carrier/product satisfaction to determine how much marketing is required if any is needed.

48. What resources do you use to analyze medical and pharmacy claims?

Predictive Modeling – A Robust Claims Analytics Tool for NFP's Self-Funded Clients

NFP uses a web-based decision support system emphasizing the use of the plan's various data components to provide a more comprehensive and ongoing evaluation specifically targeting the underlying cost drivers. Plan data is secured by a monthly file-feed from all of the necessary and various components of the plan. Typically, this

includes information from medical, Rx, and well-being vendors and, if desired, may also include payroll system and workers' compensation data.

NFP uses the Predictive Modeling platform to secure, combine, and analyze these various data feeds to give a complete understanding of employee, spouse, and dependent costs. This data analytics tool allows us to drill down by disease state, member type, and more to target engagement levels and project future cost drivers within your benefits program. By using the most current data to isolate these cost drivers and forecast what you will spend in the future, you will:

- Get ahead of the spending curve by seeing a 360-degree view of your whole population — not just a small population that attended biometric screenings last year.
- Identify prevention treatment compliance and gaps in care, and apply a risk stratification to your population, identifying those at high risk.
- Have an important resource tool for coordinating with your well-being vendor or to support other employer initiatives to engage the right members at the right time.

In addition to the comprehensive health analytics resources, Predictive Modeling also includes benchmarking and plan modeling capabilities — two very important tools to help elevate your decision-making process to the next level. The cost for Predictive Modeling is determined based upon the scope and customization necessary to meet the objectives of the City.

49. Describe your organization's anticipated involvement in the annual renewal process. Include information regarding process timeframes, negotiation of rates and vendor selection.

Please see our previous response to Question 11.

50. Describe how your organization strives to streamline benefit administration for your clients. Include any services you provide for automation of the benefit process (i.e. electronic capabilities, outsourcing options). Attach any associated costs for these services on a separate fee schedule.

Please see our previous response to Question 20.

51. Describe your process for the following:

- a. Open Enrollment*
- b. Newly Hired Employees*
- c. Renewal*

In short, NFP is committed to providing a strategic and comprehensive approach to open enrollment to include on-site employee education, benefits guides, benefits videos, and one-on-one enrollment assistance with a team of salaried enrollment counselors to make the process as smooth as possible for the City. We are prepared to provide educational sessions at different times and locations to provide access to all employees, departments, and shifts.

NFP can accommodate your needs to educate and enroll new hires throughout the year. We have our call center available for new hires to call into and enroll during the year. Additionally, we can come to your location and conduct a monthly new hire meeting and enrollment. Other clients that have us do this usually schedule it after new hires have been approved. Typically, if this is done, a list of new hires is provided to NFP, and they are entered into the benefits administration system prior to the education/enrollment meeting.



52. Describe the services available to assist with administration of COBRA, FSA, Retiree Administration. Is the cost of these services included in your pricing or is it separate?

Our HR Technologies and Benefit Administration Services team will partner with the City to determine your ancillary program needs and manage an RFP process to elect the vendor best suited from a service and cost perspective. NFP is a best-in-class employee benefits consulting firm. We have spent years investing in our process and people to ensure we deliver the best possible consulting services. It is to this end that NFP has made a conscious decision not to become an administrator of various benefits-related services (COBRA, FSA, EAP, etc.). We have found repeatedly that firms trying to do non-technology benefits administration "in house" more often than not offer inferior services at inefficient price points.

53. Detail how you develop a benefit communication strategy with your clients. Include the tools or resources you have available to assist your clients in effectively communicating not only the specific plan details but also the value of the benefits offered.

Please see our previous response to Question 21.

54. What resources does your organization provide to assist your clients in educating and training their benefit staff?

Please see our previous response to Question 27.

55. Detail the wellness plan services your company provides. Describe the firm's views on the role wellness plans have in controlling healthcare costs.

Well-Being & Engagement Center of Excellence

NFP has a robust well-being-consulting platform. Our mission is to provide a suite of integrated health management programs and resources to our clients and their employees that promote a culture of health and well-being. This culture leads to positive lifestyle behavior changes, heightened personal performance, and reduced health expenditures, creating a healthy long-term work/life balance.

Our Purpose

At the base of workplace well-being and engagement lies one crucial piece of an organization's success: its people. NFP's Well-Being and Engagement Practice is a human-centric center of excellence focused on one not-so-simple task: making work better by elevating employee well-being. The complexity of this task is directly correlated to the complexity of its foundation – people are complicated. Well-being means something different to everyone, and companies are facing the most diverse workforce to date. We are here to help implement well-being, and in turn, create positive, meaningful change for you and your employees.

We recognize that this is easier said than done. The process of change can be messy, intimidating, and difficult to measure. Companies who are willing to do this work transform from an organization that simply practices well-being into a well company. Well companies enjoy key elements of success, including productivity, retention, engagement, attraction, appreciation, and innovation. They also own the satisfaction of caring for their greatest asset: their people.

Our Practice

To reach as many employees as possible, we recommend a holistic approach. We will work with the City to review all of the various facets of well-being:



NFP will generate fresh, relevant content to support your well-being initiative, at no additional cost to the City. We support both HR and employee education, training, and resources centered around helping the City's workforce thrive in every area of their life. Throughout the year, we promote and notify you of offerings that include:

- **Monthly Newsletters/Weekly Tips/Infographics** – Ready to share with employees
- **Virtual Seminars** – Featuring various well-being topics and speakers
- **Annual Health Promotion Calendar** – A brainstorming catalyst with sample programming
- **Workplace Well-Being Trends Report** – A look at the top trends in the market
- **Well-Being Launch Pad** – A comprehensive resource for starting a movement

Our Consulting Services

When clients are ready (committed with leadership buy-in), willing (have the budget), and able (have the time and resources), we are available to develop strategies, policies, communications, and programming that will transform their workplace into a well company with a human-centric, healthy culture. Well-being is now a business imperative – not a “nice to have.” We pride ourselves on having the experience and expertise to help the City clarify your needs and chart a path forward to accomplish your goals with empowering and innovative insights and strategic proficiency.

As your strategic partner in promoting a culture of health and well-being, we will help guide the City to integrate resources, tools, and benefits that enable your employees to do their jobs effectively and live a happier life. We will leverage all available data sources to make critical decisions for strategically solving organizational challenges and measuring the success of initiatives. Our process includes:

The goal of our people-first approach is to strategies that positively impact the lives of the employee population.



NFP can also carefully create and curate relevant materials and events that are available to the City and your employees at no added cost. This includes:

- Virtual events throughout the year for clients and their employees
- Annual workplace well-being trends training
- Annual calendar with monthly materials aligning with health promotional topics
- Proprietary collection of resources to launch your well-being program
- Wise & Well Training Center – resources for your employees to build resilience, improve focus and handle life's stressors

We also maintain connections with market leaders to match clients with the right vendor partners based on goals, culture, demographics, and budget.

We know how well-being can be challenging to discuss. Since well-being is now considered a business imperative, we are positioned through this practice to help the City improve the lives of your employees and the health of your organization. No matter where the City is at on your well-being and engagement journey, we can help you take the next step in realizing the power of having a healthy, connected, high-performing organization.

The Return on Investment (ROI)

The traditional metrics for ROI as it relates to employee well-being programs are program enrollment, participation rates, healthcare cost-savings achieved, and other standard areas of interactivity. While these metrics are important, they aren't the only factors worth measuring.



When evaluating ROI, we encourage our clients to take a people-centered approach to benefits and include the value to employees and return on health of well-being initiatives. Value to employees' well-being can include employee absenteeism, productivity, workers' compensation claims, and other outcomes of the well-being programs that connect to your business. These types of metrics are part of the bigger picture and ROI is just one piece of it. Each client has its own program and criteria for success because they implement programs in different ways and for different reasons, which is why outcomes vary. NFP will review metrics for you and your company to determine the value you and your employees are getting out of your program.

Evaluating Your Initiatives

Well-being programs are growing in popularity because of the continuing trend around employers' understanding the value of human capital and how health and well-being fits into the overall business strategy. Health and well-being is not just a nice thing to do for employees — it is good for business. Healthy and well employees have a positive impact on productivity, energy and efficiency of the workforce. Yes, healthcare costs are a driver as well, but the shifting healthcare model is making that less of a leading priority.

We believe that well-being initiatives are most effective and provide the greatest return on investment when targeted to the specific needs of the employee population. Targeted well-being programs that incorporate campaigns to educate and change employee behavior as it relates to treating medical conditions, practicing preventive measures, and being smart consumers will have the greatest impact on claims management.

NFP will also help assess the group's overall readiness level for well-being initiatives and determine the programs or messages that will work best. By evaluating the culture of the organization, the demographics, well-being resources inherent in the organization, and available communication methods, NFP can help the City create a truly cost effective, targeted approach that will provide results.

NFP can conduct a preventive health analysis by reviewing claim data and develop a campaign to improve utilization of these valuable plan benefits.

Depending on the above information, we can assist you with creating a well-being program specific to your needs. We've had success with well-being initiatives that incorporate a health risk assessment and targeted programs that are tied to an overall financial incentive. This can be an effective first step in introducing the concept of well-being to associates to raise the awareness of the importance of living healthy. Biometric screening can be included when well-being is first introduced or can be added later as a program enhancement. By reviewing the aggregate results of the health assessment and biometric screening, on-site well-being plans become proactive and identify medium- to high-risk individuals that may otherwise go unattended — this can truly help to prevent potential future high claims.

NFP spends significant time clearly defining what is meant by well-being, evaluating critical factors (such as claims, risk factors, treatment compliance, demographics, culture, etc.), examining potential pitfalls (cost, employee turnover, employee perception, lack of management buy-in, etc.), and reviewing data to determine if the claim numbers can be positively impacted by well-being. Once the upfront analysis is complete, NFP will develop a business plan for well-being.

In addition, we have access to nutrition and physical fitness campaigns, including promotions and program material. We will assist you in identifying the low-cost resources best suited to meet your needs. In addition to utilizing the resources available through your health insurance provider, we have also coordinated with the American Cancer Society, American Diabetes Association, American Heart Association, American Lung Association, individual nutritionists, and fitness experts to provide on-site seminars, education, and health fairs.



56. What makes your organization unique from other organizations that may submit proposals for the City's considerations?

NFP's business approach is one in which our client's best interests are considered above all else. We are uniquely qualified to provide health and welfare consulting/brokerage services by offering a commitment to customer service, an experienced and dedicated staff, and an ability to support a comprehensive suite of services. Knowing that the client's financial needs, business objectives, and employee satisfaction are the most important factors in the development of a sustainable strategy, we take an extraordinary amount of time and care to ensure our clients receive the best value for their benefits dollars. Our superior work product translates to increased savings for our clients and a higher perceived value for our clients' employees.

Our delivery model is based on three key aspects that allow us to deliver a superior level of work product as compared to our competition:

People

The vast majority of our consultants are former employees of insurance carriers, a large portion of which are former underwriters — many with extensive account management experience. NFP's technical and analytical approach to benefits consulting is what differentiates us from the competition. To maintain our competitive edge and support our unique business model, we have selectively hired experienced individuals, primarily with financial/underwriting backgrounds and a strong commitment to customer service to staff our consulting teams. These are highly compensated experts with a passion for their work. Our consultants take pride in delivering a work product worthy of the NFP name.

Resources

Our consultants' health and welfare expertise is augmented by our specialty practices in the areas of benefits administration, compliance, employee communication, employee advocacy, and well-being/population health management. Having these internal resources allows your core consulting team to leverage the expertise of specialists in various disciplines on an as-needed basis. This allows your consulting team to focus on the management of your program while still delivering holistic support in all aspects of your plan.

Time

At NFP, our approach is truly to become an extension of your HR department. This entails maintaining an extraordinarily low client-to-consultant ratio specifically to allow our consultants the time to fully dedicate themselves to their clients.

57. Provide any additional information regarding your organization or services that you feel would be beneficial in helping the City select a benefits broker.

NFP Rx Solutions

Skyrocketing prescription drug prices stand out as the fastest rising healthcare-related cost for employers. These costs also remain among the most difficult to manage. Gross prescription prices have increased 4-8% annually for the past five years, but through NFP Rx Solutions' contract negotiations and clinical programs, net prescription prices for our clients have actually decreased 1-4% annually over the same period. We're driving positive outcomes, but with specialty drug costs eclipsing 50% of the total pharmacy spend, headwinds are strong.

The NFP Rx Solutions team will assist the City account team by developing ideas and recommendations to manage expenses and utilization. Rx Solutions manages prescription drug benefits costs through vendor selection, pharmacy plan audits, clinical management, plan design, and sophisticated analytics. The team of

pharmacists, managed care veterans, and data analysts are experienced in designing and implementing successful strategies.



With customized analytical tools, the Rx Solutions team focuses on prescription drug plan financial stability and the quality of member care, driven by robust data analysis. Scope of services include managing all phases of a competitive Pharmacy Benefit Management (PBM) selection process, negotiating new or renewal contract terms and language, overseeing prescription plan implementation and clinical initiatives, financial and clinical analysis, and evaluation of PBM services and programs (including results against performance guarantees).

A strong focus on quality and safety defines our clinical services, distinguishing us from other consulting organizations. Rx Solutions works closely with the client and PBM to monitor formulary and clinical management programs in conjunction with the client's drug utilization; recommend clinical initiatives to manage specific therapeutic classes more effectively; offer ad hoc clinical support for employee claims issues; and serve as the subject-matter expert on all Rx-related issues. Rx Solutions' team is a great resource for the human resources and benefits team.

The services offered by our pharmacy team include:

- Provide comprehensive Rx consulting services (clinical/administrative/benefits design)
- Market pharmacy benefit administration/PBM RFPs
- Provide and present comparative bid analysis based on RFP results
- Negotiate final administrator and contract terms for clients
- Assist with implementation process for groups with new administrator
- Assist in transition of clinical programs to new vendor and lead clinical install calls
- Support in final contract review
- Review key prescription drug cost and clinical metrics quarterly by phone conference and annually on site
- Provide ad hoc clinical support and intervention, guidance, and support on clinical issues
- Recommend options for benefits design
- Interpret and evaluate new PBM or carrier offerings
- Serve as resource to HR and Benefits team for elevated service issues and account management
- Assistance with questions or issues arising from PBM administration of the plan



NFP Stop-Loss Center of Excellence (COE)

The NFP Stop-Loss COE is an in-house resource dedicated to providing self-insured clients with the best stop-loss insurance options and services. The NFP Stop-Loss COE offers a streamlined process and a dedicated claims and service team that will alleviate the complexities associated with a third-party stop-loss vendor. Using NFP's market size and leverage, we are able to provide clients options with A-rated insurance carriers, annually renewable contracts with no lasers, renewal rate caps and typically 15-25% annual savings compared to the market.

NFP Voluntary Benefits Center of Excellence (COE)

NFP formed its VB COE leveraging our voluntary benefits specialists, expertise, and relationships to create a groundbreaking support system for a holistic benefits offering. From inception and implementation, engagement to measurement, our VB COE removes the barriers that often discourage employers from offering a robust employee benefits program.

The VB COE features two components: 1) the quoting platform and 2) the enrollment and engagement services. Employers can engage with either component – or both – to ensure they have the confidence to establish and support the plan that works for them.

Our VB quoting panel efficiently provides competitive and meaningful supplemental health plan quotes, including critical illness, accident, hospital indemnity, and permanent life (with/without LTC) coverage, with additional options – identity theft, legal, and pet insurance – to be added as the VB COE matures.

Our enrollment and engagement services connect employees to offerings through communication and streamlined benefits administration and enrollment. NFP clients can choose from on-site benefit counselors, call center benefit counselors, and an open enrollment communications site with product videos, AI-driven decision support, links to a self-elect enrollment platform, texting/email platforms, and a scheduler for call center support. However our clients want to engage with the VB COE, the intention is to improve employee's enrollment experience, help improve their benefit literacy and ensure they make smart enrollment decisions that have a positive financial impact on them and their families.

When engaging with our VB COE, you can expect:

- A dialogue with your benefits leadership team to identify the right benefits partner for your organization
- An analysis of your organization and workforce makeup to help you determine the right approach for employee engagement and communication
- A quote on your customized strategy

The VB COE manages the process between NFP teams and voluntary benefits partners, streamlining interactions between you, our experts, and benefits and engagement vendors.

58. Provide a complete schedule that details all the fees associated with your services, including any brokerage fees, expenses, travel and fees for additional services. Describe your proposed form of compensation. If commissioned, how is the commission determined?

Please see our previous response to Question 37.

59. Provide a sample of the contract you would expect to enter into with the City if you are chosen as their Broker/Consultant. If such document is not available, please provide explanation.

NFP does not require clients to enter into binding contractual obligations. We feel that our work speaks for itself, and a client should have the right to make a consultant change at any time.



Pricing

It is the City's expectation that brokerage fees and commissions will be borne by the selected insurance provider. If additional brokerage fees are expected of the [organization], or if your firm offers additional fee-supported services which are supplemental to your proposal, please clearly outline costs and services on a separate fee addendum.

Brokers shall indicate whether they intend to be compensated on a commission basis, fee basis or combination thereof; The cost proposal should be transparent in nature and is to include a cap. Detail any additional fees for services not covered by your proposed fee.

Health Insurance Consulting & Services Fee	\$20 Per Enrolled Per Month
Stop-Loss Insurance	0% Commission
Dental Insurance	0% Commission
Vision Insurance	15% Commission
Life and Disability Insurance	10% Commission
ACA Reporting Services	\$7.50 per 1095-C
Service Proposal Overview	
Benefits administration system	Actuarial services and reporting
Benefits administration site development, management, and maintenance services	Employee service center support (Marietta, GA)
Employee communications (guides/videos/meetings)	Wellness consulting
Year-round support for employees, staff and leadership	Dependent and eligibility audits
On site employee education and enrollment support	Self-bill generation and administration
On site enrollment support	NFP Connect
Monthly detailed claims reporting and analytics	Four-Tiered Audit Services (Billing/Carrier/Payroll/Ben Admin)
Compliance services and consulting	COBRA, HIPAA, Section 125 administration
Annual plan marketing, negotiations, and vendor maintenance	Human Capital Solutions
Optional Service: ACA Management	



Appendix



Attachment A

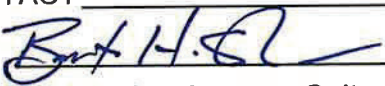
**CITY OF PEACHTREE CITY
REQUEST FOR PROPSALS
INSURANCE AGENT/BROKER SERVICES**

All agency/broker firms interested in proposing MUST provide the following requested information on these pages and return with any supplementary materials. Responses are due NOT LATER than 3:00 p.m. Thursday, December 5, 2024, and must be submitted to the attention of: Angela Egan, Purchasing Manager, City of Peachtree City, 151 Willowbend Road, Peachtree City, GA 30269. To facilitate completion, this page may be scanned but must retain this format. Late proposals will not be accepted and will not receive consideration for final award.

The undersigned, on behalf of the Proposer, certifies that: (1) this offer is made without previous understanding, agreement or connection with any person, firm, or corporation making a proposal on the same project; (2) is in all respects fair and without collusion or fraud; (3) the person whose signature appears below is legally empowered to bind the firm in whose name the proposal is entered; (4) the signer has read the complete Request for Proposal and does understand all provisions; (5) if accepted by Peachtree City, this proposal is guaranteed as written and amended, will be implemented as stated, and will become a part of any final completed contract; and mistakes in writing of the submitted proposal will be the responsibility of the Proposer.

AGENCY/BROKER NAME NFP

AGENT CONTACT Bart Shaw PHONE 678.535.6399

SIGNATURE  TITLE AVP, Atlantic Region

ADDRESS 351 Washington Avenue, Suite 120

CITY/STATE Marietta, GA ZIP 30060

EMAIL bart.shaw@nfp.com

AGENCY/BROKER COMPANY TAX I.D. NUMBER 58-2517257

GENERAL NATURE OF BUSINESS Insurance Broker

NUMBER OF LOCATIONS 268

NUMBER OF PERSONS EMPLOYED 7,700

AGENCY WEBSITE ADDRESS NFP.com

EMAIL bart.shaw@nfp.com

INSURANCE COMPANY WEBSITE ADDRESS NFP.com

We acknowledge receipt of the following addenda: Addenda No. 1 and 2

Our comprehensive proposal, in accordance with the guidelines of this RFP is attached, including cost proposal (including hours and hourly rates) for service fees paid directly by Peachtree City and/or commission proposal with percentages of commissions on insurance products.

Contractor Affidavit under O.C.G.A. § 13-10-91(b)(1)

The undersigned contractor ("Contractor") executes this Affidavit to comply with O.C.G.A. § 13-10-91 related to any contract to which Contractor is a party that is subject to O.C.G.A. § 13-10-91 and hereby verifies its compliance with

O.C.G.A. § 13-10-91, attesting as follows:

- a) The Contractor has registered with, is authorized to use and uses the federal work authorization program commonly known as E-Verify, or any subsequent replacement program;
- b) The Contractor will continue to use the federal work authorization program throughout the contract period, including any renewal or extension thereof;
- c) The Contractor will notify the public employer in the event the Contractor ceases to utilize the federal work authorization program during the contract period, including renewals or extensions thereof;
- d) The Contractor understands that ceasing to utilize the federal work authorization program constitutes a material breach of Contract;
- e) The Contractor will contract for the performance of services in satisfaction of such contract only with subcontractors who present an affidavit to the Contractor with the information required by O.C.G.A. § 13-10-91(a), (b), and (c);
- f) The Contractor acknowledges and agrees that this Affidavit shall be incorporated into any contract(s) subject to the provisions of O.C.G.A. § 13-10-91 for the project listed below to which Contractor is a party after the date hereof without further action or consent by Contractor; and
- g) Contractor acknowledges its responsibility to submit copies of any affidavits, drivers' licenses, and identification cards required pursuant to O.C.G.A. § 13-10-91 to the public employer within five business days of receipt.

043 754 674

Federal Work Authorization User Identification Number

August 23, 2013

Date of Authorization

Bart Shaw

Name of Contractor

Brokerage Services # 25-106PHR

Name of Project

NFP

Name of Public Employer

I hereby declare under penalty of perjury that the foregoing is true and correct.

Executed on DECEMBER 5, 2024 in MARIETTA (city), GEORGIA (state).

[Signature]
Signature of Authorized Officer or Manager

Bart Shaw, AVP

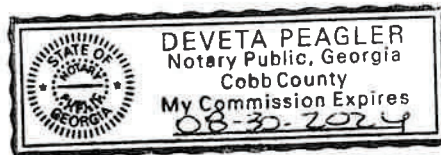
Printed Name and Title of Authorized Officer or Manager

SUB

SUBSCRIBED AND SWORN BEFORE ME ON THIS THE 4 DAY OF December 2024

[Signature]
NOTARY PUBLIC

August 30, 2024
My Commission Expires:



SUBCONTRACTOR AFFIDAVIT UNDER O.C.G.A. § 13-10-91(b) (3)

By executing this affidavit, the undersigned subcontractor verifies its compliance with § O.C.G.A. 13-10-91, stating affirmatively that the individual, firm, or corporation which is engaged in the physical performance of services under a contract with _____ (name of Contractor) on behalf of Peachtree City has registered with, is authorized to use and uses federal work authorization program commonly known as E-Verify, or any subsequent replacement program, in accordance with the applicable provisions and deadlines established in § O.C.G.A. 13-10-91.

Furthermore, the undersigned subcontractor will continue to use the federal work authorization program throughout the contract period and the undersigned subcontractor will contract for the physical performance of services in satisfaction of such contract only with sub-subcontractors who present an affidavit to the sub-contractor with the information required by § O.C.G.A. 13-10-91 (b).

Additionally, the undersigned subcontractor will forward notice of the receipt of an affidavit from a sub-subcontractor to the contractor within five business days of receipt. If the undersigned subcontractor receives notice of receipt of an affidavit from any sub-subcontractor that has contracted with a sub-subcontractor to forward, within five business days of receipt, a copy of such notice to the contractor. Subcontractor hereby attests that its federal work authorization user identification number and date of authorization are as follows:

Federal Work Authorization User Identification Number

Date of Authorization

Company Name / Subcontractor Name

Not Applicable

Name of Project

Name of Public Employer

I hereby declare under penalty of perjury that the foregoing is true and correct.

Executed on _____, _____, 20____ in _____ (city), _____ (state).

Signature of Authorized Officer or Agent

Printed Name and Title of Authorized Officer or Agent

Subscribed and sworn before me
on this the _____ day of _____, 20____

Notary Public

My Commission Expires: _____



CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Jonathan Miller, Public Works Director 1/9/2025
Chris Hobby, Assistant City Manager 1/9/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Ordinance # 1233 Transportation Advisory Group Update

Recommendation:

Approve Ordinance #1233, an update to the Transportation Advisory Group.

Discussion:

With a recent resignation on the Transportation Advisory Group (TAG), it gives the opportunity to Council to update the ordinance for the TAG to be more in line with what was done for the Recreation Advisory Group (RAG) with less defined qualifications which will lead to more applications, at which time qualifications can be evaluated. It also gives the opportunity to remove the Public Works Director as a voting member and add one more citizen seat as a voting member to match the RAG. The Public Works Director would still be an ex-officio member of the Group but would be non-voting, like the Recreation Director has been written for the RAG.

Budget Impact:

N/A

Attachments:

1. Revised - December - Transportation Advisory Group Creation Ordinance (003)
(1)

AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF PEACHTREE CITY, GEORGIA, AS AMENDED, FOR THE TRANSPORTATION ADVISORY GROUP; TO REPEAL CONFLICTING ORDINANCES EXCEPT AS HEREIN EXPRESSLY PROVIDED; TO PROVIDE FOR SEVERABILITY; TO PROVIDE AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.

NOW THEREFORE, BE IT ORDAINED BY THE MAYOR AND CITY COUNCIL OF THE CITY OF PEACHTREE CITY, and it is hereby ordained by authority of the same, that:

Section 1. Article V, Boards, commissions and authorities; Division 7, Service Delivery Review Panel; of Chapter 2, Administration, of the Code of Ordinances of the City of Peachtree City, Georgia, be amended as follows:

Secs. 2-484—2-489. - Reserved.

Section 2. Article V, Boards, commissions and authorities; Division 8, Transportation Advisory Group; of Chapter 2, Administration, of the Code of Ordinances of the City of Peachtree City, Georgia, be read as follows:

Division 8.- TRANSPORTATION ADVISORY GROUP

Sec. 2-490. - Established, organization.

There is established a transportation advisory group. The group shall consist of seven appointed persons serving without pay and one ex-officio non-voting member.

(1) Ex-officio non-voting member shall be the public works director or assistant public works director.

Sec. 2-491. - Terms

The terms of office shall be (3) three years, or until their successors are appointed, except that the initial term of Seat 1 and Seat 4 of such Group first appointed shall be for one year; Seat 2 and Seat 5 of such Group first appointed shall be for two years; Seat 3, Seat 6, and Seat 7 of such Group first appointed shall be for three years. Immediately after their appointment, transportation advisory group members shall meet and organize by electing a chairman and vice chairman. The chairman and vice chairman shall be selected by the group members annually by a majority vote, at the first meeting in January. The advisory group shall serve at the pleasure of the mayor and the council. Members of the group may be removed, or the group may be disbanded at any time by a majority vote of the council.

Sec. 2-492. - Duties.

The transportation advisory group shall solicit comments, concerns, and advice from Peachtree City residents regarding the impacts, conflicts, and benefits associated with the multi-use path system, road system, and other means of transportation throughout the city. The group will serve to evaluate citizen concerns and proposals to better develop recommendations that are prioritized based upon feasibility, safety, potential liability, and funding parameters. The transportation advisory group has no binding authority over city staff or city council for any recommendations or proposals presented or votes taken.

Sec. 2-493. - Recommendations to city council generally.

The group may make recommendations to the mayor and council and city staff for new or changes to the path system projects and traffic related issues that have been referred to them by the city manager or city staff, including, but not limited to:

- (a) Recommending measures to mitigate safety concerns throughout the multi-use path system.
- (b) Recommending measures to mitigate safety or traffic concerns on city-maintained roadways throughout Peachtree City.
- (c) Recommending promotional and educational strategies for transportation awareness and safety.
- (d) Locating and advising staff of potential upgrades to path transitions, crossings, tunnels, ridges, and areas for traffic calming measures.
- (e) Reviewing path pavement condition index ratings and street resurfacing annually.
- (f) Collaborating with staff for an annual prioritization of path reconstruction.
- (g) An annual review with staff regarding recommended changes, additions, or deletions to the path system master plan with the final adoption being the responsibility of the city council.
- (h) An annual review with staff regarding recommended changes, additions, or deletions to the city's Americans with Disability Act Transition Plan with the final adoption being the responsibility of the city council.

Sec. 2-494. - Reports to Council; funds

The group may solicit or receive any gifts or bequests of money or other personal property or any donation to be applied, principal or income, for either temporary or permanent use for transportation purposes. All gifts, properties, and donations must be accepted by city council. Such funds will be maintained in a separate account for transportation purposes under established guidelines and shall be subject to the city's annual audit.

The ex-officio member of the transportation advisory group shall represent the group and will present reports and recommendations to the mayor and council, or the Fayette County transportation committee, on behalf of the group at least once per calendar year.

Section 3. All ordinances or parts thereof which conflict with the provisions of this ordinance are, to the extent of such conflict and except as hereinafter provided, hereby repealed.

Section 4. Should any provision of this ordinance be declared invalid by a Court of competent jurisdiction, such decision shall not affect the validity of this ordinance as a whole or any provision thereof other than the provisions specifically declared to be invalid. The City Council declares that it would have passed this ordinance and each subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more subsections, sentences, clauses or phrases may be declared invalid.

Section 5. This ordinance shall be in full force and effect upon its official adoption by the City Council.

This _____ day of _____ 2025.

Kim Learnard, Mayor

Laura Johnson, Post 1

Suzanne Brown, Post 2

Clinton Holland, Post 3

Frank Destadio, Post 4

Attest: _____
Yasmin Julio, City Clerk

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Matt Myers, Assistant Police Chief 1/9/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Ordinance #1234 Discharging Bows Update

Recommendation:

Adopt ordinance #1234 Discharging Bows Update

Discussion:

Concerns have been raised by members of our Council and residents regarding the noticeable increase in the presence of deer within Peachtree City. After research, the City has found that state law supersedes a local city ordinance in regards to allowing bow hunting on private property within the city limits. As such, staff is bringing a revised version of the ordinance to Council to consider for adoption. Changes to this ordinance are to comply with state laws that already exist.

Budget Impact:

N/A

Attachments:

1. Ordinance 1234 - discharging weapons restricted

**AN ORDINANCE TO AMEND THE CODE OF ORDINANCES OF THE CITY OF PEACHTREE CITY, GEORGIA, AS AMENDED, SO AS TO PROVIDE FOR REGULATION OF THE DISCHARGE OF BOWS AND ARROWS WITHIN THE CORPORATE LIMITS OF SAID CITY;
TO PROVIDE FOR SEVERABILITY; TO REPEAL CONFLICTING ORDINANCES;
TO ESTABLISH AN EFFECTIVE DATE; AND FOR OTHER PURPOSES.**

NOW THEREFORE, BE IT AND IT IS HEREBY ORDAINED BY THE CITY COUNCIL OF THE CITY OF PEACHTREE CITY, GEORGIA, THAT:

Section 1. Chapter 50, Offenses and Miscellaneous Provisions, Article I, In General, Section 50-19, is hereby amended by revising subparagraph (e) as follows:

Sec. 50-19. Discharging weapons restricted.

(e) It shall be unlawful for any person within the corporate limits of the city to discharge any arrow of any kind or character from a bow, except as permitted by Georgia law in the act of hunting provided that all proper state licenses are obtained, and for self-defense or the protection of private property. Nothing in this subsection shall be construed to prohibit the use of bows and arrows at any established archery range under the supervision of a person at least 18 years of age provided such archery range has been approved by the mayor and city council.

Section 2. All ordinances or parts thereof which conflict with the provisions of this ordinance are, to the extent of such conflict and except as hereinafter provided, hereby repealed.

Section 3. Should any provision of this ordinance be declared invalid by a Court of competent jurisdiction, such decision shall not affect the validity of this ordinance as a whole or any provision thereof other than the provisions specifically declared to be invalid. The City Council declares that it would have passed this ordinance and each subsection, sentence, clause and phrase thereof, irrespective of the fact that any one or more subsections, sentences, clauses or phrases may be declared invalid.

Section 4. This ordinance shall be in full force and effect upon its official adoption by the City Council.

This _____ day of _____ 2025.

Kim Learnard, Mayor

Laura Johnson, Post 1

Suzanne Brown, Post 2

Clinton Holland, Post 3

Attest: _____
Yasmin Julio, City Clerk

Frank Destadio, Post 4

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Yasmin Julio, City Clerk/ Director of Executive Services 1/8/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Resolution #01162024-CA-B Call for 2025 Municipal Election for Mayor, Post 3, and Post 4 and Setting of Qualifying Fees

Recommendation:

Approve Resolution #01162024-CA-B calling for the 2025 municipal election for Mayor, Post 3, and Post 4 and for the setting of qualifying fees.

Discussion:

Peachtree City's Charter establishes four-year terms for the Mayor and City Council Members and further determines the date of the municipal general election as the Tuesday following the first Monday in November of odd numbered years, in accordance with state law. The current terms for these seats end December 31, 2025.

This resolution sets the qualifying dates of August 18-22, 2025, and the run-off election date of December 2nd, also prescribed by the state, if required.

Finally, this resolution designates the Fayette County Board of Elections as the Superintendent of the election. A separate agreement with the County will be presented to Council later in the year for approval.

The State Election Code governing municipal elections requires that Council set and publish qualifying fees no later than February 1 of any year in which an election is to be held. The law also requires a fee of three percent of the total gross salary paid for the elected position in the year preceding the election.

Budget Impact:

Staff will include funding to cover the anticipated costs of the election and any necessary run-off in the FY2026 budget.

Attachments:

1. Resolution Calling for Election

RESOLUTION # 01162025 – CA-B

**RESOLUTION ESTABLISHING DATE FOR CITY ELECTIONS FOR THE PURPOSE
OF ELECTING A MAYOR AND COUNCIL MEMBERS FOR POST 3 AND 4;
ESTABLISHING FEES AND DATE FOR QUALIFYING OF CANDIDATES;
ESTABLISHING DATES FOR VOTER REGISTRATION AND FOR OTHER
PURPOSES**

- WHEREAS:** A municipal general election shall be conducted on November 4, 2025, for the purpose of electing a Mayor and Council Members for Post 3 and 4; and,
- WHEREAS:** Candidates who are elected in said election shall serve for a term of four years; and,
- WHEREAS:** Persons eligible to become candidates for said election shall be at least 21 years of age and be a qualified elector of the City who shall have continuously resided and maintained his or her domicile in Peachtree City for at least six months immediately preceding the election; and
- WHEREAS:** Candidates for said election shall qualify with the City Clerk in City hall. Qualifying shall open at 8:30 a.m. on the 18th day of August, 2025, and close at 4:30 p.m. on the 22nd day of August, 2025; and,
- WHEREAS:** Voter Registration for said election shall close at 5:00 p.m. on the 6th day of October, 2025; and,
- WHEREAS:** The date for a run-off election, if required, shall be the 2nd day of December, 2025; and,
- WHEREAS:** The City Council does hereby declare that the qualifying fee for Mayor shall be \$648.00 and the qualifying fee for Council Post 3 and Council Post 4 shall be \$432.00.

NOW, THEREFORE BE IT RESOLVED by the Mayor and City Council of Peachtree City that the general election is hereby authorized pursuant to the rules and regulations set out in this Resolution and pursuant to the Georgia Municipal Code as amended.

FURTHER, the Superintendent of Elections and Absentee Ballot Clerk shall be the Fayette County Board of Elections, who is hereby authorized to provide an appropriate number of poll workers to conduct said election. Polling places within Peachtree City shall be open from 7:00 a.m. to 7:00 p.m. on the day of the general election and the day of the run-off election, if required, and advance voting shall be scheduled in accordance with the Georgia Municipal Election Code.

Adopted this 16th day of January, 2025

Kim Learnard, Mayor

Laura Johnson, Post 1

Suzanne Brown, Post 2

Clinton Holland, Post 3

ATTEST: _____
Yasmin Julio, City Clerk

Frank Destadio, Post 4

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Yasmin Julio, City Clerk/ Director of Executive Services 1/8/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Resolution #01162025-CA-C Indemnification of Public Officials

Recommendation:

Approve Resolution #01162025-CA-C for the Indemnification of Public Officials.

Discussion:

Each year, Council adopts a resolution indemnifying officials and employees and agreeing to defend and pay judgments rendered against them for acts or omissions performed or neglected to be performed by them in the course of their employment or association with the City. This indemnification does not apply to individuals who act outside of the scope of their duties or authority, or act oppressively, maliciously, corruptly, or without authority, nor does it apply to City authorities that function autonomously and have their own liability coverage.

Budget Impact:

Other than as outlined, legal representation for this type of claim is included under the umbrella of the City's Liability Insurance Policy.

Attachments:

1. 2025 Indemnification Resolution

RESOLUTION # 01162025-CA-C

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF PEACHTREE CITY
REGARDING POTENTIAL LIABILITY OF CITY ELECTED OFFICIALS,
APPOINTED OFFICIALS AND EMPLOYEES**

WHEREAS: The City of Peachtree City is a municipal corporation duly chartered and incorporated by the State of Georgia; and,

WHEREAS: As a result of certain decisions by State and Federal Courts, elected and appointed officials and employees of the City may be subject to suits seeking to hold these persons personally liable for damages; and,

WHEREAS: Elected and appointed officials, employees, and other individuals may be subject to formal complaints under the City Code of Ethics; and

WHEREAS: The City Council deems it to be in the best interest of the City to indemnify, defend, and protect City elected and appointed officials and employees from certain liability.

NOW, THEREFORE BE IT RESOLVED THAT:

The City of Peachtree City shall indemnify, defend and pay any and all judgments rendered against any City elected official or appointed official (with exception of officials of authorities) or employees for any and all suits brought against them for any acts or omissions performed or neglected to be performed by them in the course of their employment, or association with the City.

The City of Peachtree City shall provide legal counsel to any elected official, appointed official, employee, or other individual who is investigated under the City's Code of Ethics (with the exception of officials of authorities) for representation before the Hearing Officer, the investigation conducted by the Hearing Officer, and any action taken by Council. Such legal counsel shall be selected by the individual requesting representation and be reimbursed by the City at a rate not to exceed the approved hourly rate of the City Attorney plus 20%.

The indemnification shall not apply to those individuals who acted oppressively, maliciously, corruptly, or without authority of law as defined under O.C.G.A. §36-33-4.

The resolution shall remain in full force and effect until such time as it may be amended or repealed by a subsequent resolution of the City Council.

SO RESOLVED, in open session assembled pursuant to law, this 16th day of January, 2025.

Kim Learnard, Mayor

Laura Johnson, Post 1

Suzanne Brown, Post 2

Clinton Holland, Post 3

Frank Destadio, Post 4

ATTEST: _____
Yasmin Julio, City Clerk

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Yasmin Julio, City Clerk/ Director of Executive Services 1/8/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: Legal Organ - Fayette County News

Recommendation:

Designate the *Fayette County News* as the legal organ for the City of Peachtree City.

Discussion:

Each year, the City of Peachtree City must designate the official legal organ in which notices of public hearings, millage rate, and other ads required by state law and City Ordinance will be displayed.

County legal organs are designated by the Probate Court Judge, Sheriff, and Superior Court Clerk. State law specifies that certain public notices be advertised in the County legal organ. The designated Fayette County legal organ for 2025 will remain the Fayette County News.

Staff is recommending that City Council again designate Fayette County News as the legal organ for 2025 to ensure proper placement of legal ads in compliance of state law.

Budget Impact:

No additional budgetary impact as legal ads have been budgeted accordingly for FY-2025.

Attachments:

None

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Cathy Wilder, Recreation Director 1/9/2025
Chris Hobby, Assistant City Manager 1/9/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: 01-25-01 Recreation Master Plan Adoption

Recommendation:

Adopt the Recreation Master Plan prepared by CPL.

Discussion:

CPL presented their first draft of the new Peachtree City Recreation Master Plan to Council during the October 2024 Work Session. Council had multiple recommendations and requested changes during the work session, as well as staff having requested changes and updates that had been communicated for the draft as well. Since that work session, CPL has sent multiple versions to staff to review and comment on. Staff submitted a final proposed version of the Recreation Master Plan to Council to review on December 3, 2024. Note that staff review and changes were not to content or recommendations made by CPL (gathered and recommended through their community outreach and expertise) but to make sure that the data was accurate, the aesthetics matched our brand, and that formatting and grammar were correct throughout the document.

CPL then attended the work session on January 2, 2025 to answer any outstanding questions that Council had. During that meeting, the consensus was for Council to consider adoption of the Recreation Master Plan at the January 16, 2025 meeting barring some minor corrections, specifically with table 6.1 which have been corrected. Once adopted, CPL will produce formalized bound copies and a final digital version of the plan for the City to retain.

Budget Impact:

Projects and recommendations throughout the plan.

Attachments:

None

CITY OF PEACHTREE CITY

INTEROFFICE MEMORANDUM

MEMO TO: Mayor and City Council

VIA: Justin Strickland, City Manager

FROM: Lora Hooks, Senior Planner 1/9/2025
Justin Strickland, City Manager 1/9/2025

DATE: January 16, 2025

SUBJECT: 01-25-02 Variance Request from rear setback, 102 Flintlock Court

Recommendation:

Should the City Council decide to approve the variance request, staff recommends approval with the following condition:

1. The color scheme of the accessory structure shall blend with the colors of the primary structure or be earth tones.

Discussion:

The Applicant is requesting relief in the form of a variance from the rear yard setback requirement of the R-15 zoning district [Section 1001.4(i) of the Zoning Ordinance]. The applicant is requesting to encroach into the 30-foot rear setback a maximum of 12.2 feet to allow the construction of a shed as well as to allow an existing deck that was built by a previous owner without a permit.

The applicant received a stop-work order for the construction of a shed without a permit. The shed is located in the rear yard setback and therefore requires a variance for the 12.2-foot encroachment before the construction can continue. An existing deck also encroaches into the rear setback by 6.2 feet. The deck requires a variance to bring the property into zoning compliance.

As part of the application the Applicant has included a justification narrative, a site survey, and letters of support from neighbors which are attached to this memo.

Variance Consideration

In accordance with Section 1202 of the Zoning Ordinance, City Council may grant a variance when:

- a. *Relief, if granted, would be in harmony with, or could be made to be in harmony with, the general purpose and intent of the zoning ordinance; or*

- b. *The application of the particular provision of the zoning ordinance to a particular piece of property, due to extraordinary and exceptional conditions pertaining to that property because of its size, shape, or topography, would create an unnecessary hardship for the owner while causing no detriment to the public.*

Per section 1207 of the Peachtree City Zoning Ordinance, City Council shall consider the following factors when making a decision:

- a. *There are special circumstances applicable to the property, including location, shape, size, surroundings, or topography so that the strict application of this ordinance denies the property of privileges enjoyed by other property in the vicinity and under identical zoning district classification;*
- b. *The strict or literal interpretation and application of this ordinance would result in practical difficulties or unnecessary hardships inconsistent with the general purpose and intent of the Zoning Ordinance, or would deprive the Applicant of privileges granted to others in similar circumstances;*
- c. *There are exceptional or extraordinary circumstances or conditions applicable to the property involved or the intended development of the property which preclude the applicant from complying with this ordinance and that do not apply generally to other property in the same zoning district and which prevent the applicant from complying with existing regulations;*
- d. *The granting of such variance will not constitute the granting of special privileges inconsistent with the limitations on other property in the same zoning district;*
- e. *The granting of such variance will not be materially detrimental to the public health, safety, or general welfare nor injurious to property or improvements in the zone or neighborhood in which the property is located; and*
- f. *The granting of such variance will not create inconsistencies with any objective of the Comprehensive Plan.*

Budget Impact:

There are no budget impacts associated with this item.

Attachments:

- 1. Zoning Map
- 2. Justification Narrative
- 3. Survey
- 4. Neighbor Letters of Support



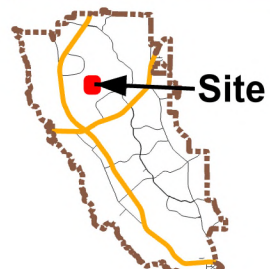
Zoning Map: 2025

102 FLINTLOCK CT
ZONED: R-15

For information purposes only



1 inch = 125 feet



Site

David Hart
102 Flintlock ct
Peachtree City Ga, 30269
11/12/2024

Peachtree City Planning/Zoning Board

Subject: Request for Rear Setback Variance for accessory building

Dear Zoning Board/Planning Committee Members,

I am writing to formally request a rear setback variance for an accessory building on my property located at 102 Flintlock Ct, Peachtree city Ga 30269. Although the accessory building is movable; moving it inside the 30 feet setback would cause great financial hardship. I am seeking your consideration for a variance to allow me to keep the accessory building in its current optimal location.

The accessory building is currently 17.8 ft from the rear property line at its closest point. Moving the building 12.2 ft would require significant cost and would block the natural flow on rainwater runoff. Meeting the standard 30 ft rear setback would require modifications to the fence, the pool hardscape and redoing a large part of the driveway. This additional work which would create an undue financial burden and cause possible water drainage issue.

My proposal it to keep the accessory building at its current location 17.8 feet for the rear property line, which I believe is the most feasible option for my circumstances. I have taken steps to ensure that this location will not disrupt the surrounding properties or community aesthetics, and I have spoken with my neighbors, who have no objections.

I am hopeful that, given the financial burden and the minimal impact of the accessory building location on neighboring properties, the board will consider granting this variance. I am committed to complying with any reasonable conditions set forth by the board to mitigate impact.

Thank you very much for considering my request. Please feel free to contact me if you need additional information or clarification. I look forward to your favorable response.

Sincerely,



David Hart
470 455-4369
Email zachem2@yahoo.com

VARIANCE & APPEALS ORDINANCE

For the complete Variance Ordinance please reference Appendix A Zoning, Article XII in Peachtree City's Code of Ordinances

A variance is a quasi-judicial exception from the law. There are two types of Variances in Peachtree City: and administrative variance or a standard variance.

The required materials differ on the type of variance, so please review the requirements below.

Variance:

A request for variance shall be heard by the city council at a public hearing. An application for a Variance will only be considered complete when these 3 items are included:

- (1) A completed variance application with payment

I believe I have already made the payment

- (2) A site plan showing relevant information, including the proposed variance and measurements from property lines.

Attached Plat shows the shed location with

measurements from property lines

- (3) A detailed report answered how the 6 requirements to approve a variance are met (see below)

Site Plan

You must provide a drawing of the proposed variance on a legal plat of the property. If you do not have a legal plat, a copy is available at the Fayette County Clerk's office. In some cases, the City may have a copy of your plat.

The drawing should be to scale if possible, and distances from property lines must be included.

I a survey completed that shows the shed and all the property lines along with set back lines

Detailed Report Providing Support for Request If you are applying for a variance from the **Zoning ordinance or the Land Development Ordinance**, please provide a report stating how your request meets the following criteria:

(a) There are special circumstances applicable to the property, including location, shape, size, surroundings, or topography so that the strict application of this ordinance denies the property of privileges enjoyed by other property in the vicinity and under identical zoning district classification; **The slope of the driveway and natural flow of rain water coming down the driveway prevents the shed from being placed forward of its current locations. Moving the movable shed forward would cause water to back up. Shed also ties into the surface of the pool decking and fence; Allowing for direct access to the shed door without walking outside the fence. Also moving the shed forward would block vehicle from being able to easily back up to drive forward out of the driveway.**

- (b) The strict or literal interpretation and application of this ordinance would result in practical difficulties or unnecessary hardships inconsistent with the general purpose and intent of the zoning ordinance, or would deprive the applicant of privileges granted to others in similar circumstances;

Shed will be used to store pool supply and other pool items along with other outdoor items. I believe most pools in Peachtree City have sheds for storage

- (c) There are exceptional or extraordinary circumstances or conditions applicable to the property involved or the intended development of the property which preclude the applicant from complying with this ordinance and that do not apply generally to other property in the same zoning district and which prevent the applicant from complying with existing regulations;

I do not believe so

- (d) The granting of such variance will not constitute the granting of special privileges inconsistent with the limitations on other property in the same zoning district; and

No, it should not

- (e) The granting of such variance will not be materially detrimental to the public health, safety, or general welfare

No, it will not

If you are applying for a variance from the **Sign ordinance**, please provide a report stating how your request meets the following criteria:

- (a) Where the proximity of existing signs on adjoining lots causes the subject property to be ineligible, due to spacing requirements, for a sign of the type sought; or
- (b) Where visibility of a conforming sign from the proposed street and within 50 feet of the proposed sign would be substantially impaired by existing trees, plants, natural features, signs, buildings or structures on a different lot; and
- (c) Placement of the sign elsewhere on the lot would not remedy the visual obstruction;
- (d) Such visibility obstruction was not created by the owner of the subject property; and
- (e) The variance proposed would not create a safety hazard to vehicular traffic or pedestrians as determined by the city engineer.

Other Supporting Documents

You may wish to submit other documents in support of your request such as photographs, letters of support from adjacent property owners, approval from the HOA, or others. Files should be in high-resolution quality to allow reproduction and distribution to City Council.

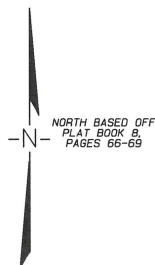
nor injurious to property or improvements in the zone or neighborhood in which the property is located.

Not that I am aware of

- (f) The granting of such variance will not create inconsistencies with any objective of the comprehensive plan.
-

RETRACEMENT SURVEY LAKE PEACHTREE - SECTION 14 LOT 15, BLOCK B

PLAT BOOK 8, PAGES 66-69
CURRENT OWNER:
DAVID MICHAEL HART AND
BETHANY LEE HART PER LIMITED WARRANTY
DEED RECORDED IN DEED BOOK 4946, PAGE 714



NOTE:
FRONT SETBACK ALONG THE RIGHT-OF-WAY OF FIELDSTONE LANE AND FLINTLOCK COURT ARE PER THE RECORDED SUBDIVISION PLAT. SIDE AND REAR SETBACKS ARE PER THE SETBACKS LISTED ON THE CITY'S WEBSITE FOR R-15 ZONING AND WERE VERIFIED BY THE CITY OF PEACHTREE CITY PLANNING AND ZONING DEPARTMENT.

CLOSURE DATA
FIELD CLOSURE = 1' : 55.107
ANGLE POINT ERROR = < 10"
EQUIPMENT USED: SEDNAK ZOOM 95
ADJUSTMENT METHOD: NONE
PLAT CLOSURE = 1' : 151.535

IN MY OPINION, THIS PROPERTY DOES NOT
LIE WITHIN THE 100 YEAR FLOOD PLAIN AS
SHOWN ON THE FLOOD INSURANCE
RATE MAP, 13113C 0087E
DATED: SEPTEMBER 26, 2008

PER THE STATE BOARD OF REGISTRATION FOR PROFESSIONAL ENGINEERS AND LAND SURVEYORS
RULE 180-6-.09 THE TERM "CERTIFICATION RELATING TO LAND SURVEYING
SERVICES" AS DEFINED IN O.C.G.A. 43-15-2(6) AND (11) SHALL MEAN A SIGNED
STATEMENT BASED UPON FACTS AND KNOWLEDGE KNOWN TO THE REGISTRANT AND IS NOT A
GUARANTEE OR WARRANTY, EITHER EXPRESSED OR IMPLIED.

THIS PLAT WAS PREPARED FOR THE EXCLUSIVE USE OF THE PERSON, PERSONS, OR ENTITY
NAMED HEREON. NO CERTIFICATION OR LIABILITY IS EXTENDED TO ANY UNNAMED PERSON,
PERSONS OR ENTITY WITHOUT A RECERTIFICATION BY THE SURVEYOR NAMING SAID PERSON,
PERSONS OR ENTITY.

THIS SURVEY WAS DONE WITHOUT THE BENEFIT OF A TITLE REPORT. THEREFORE, THE
UNDERSIGNED SURVEYOR AND W.D. GRAY AND ASSOCIATES, INC. MAKE NO GUARANTEES,
REPRESENTATIONS, OR WARRANTY REGARDING INFORMATION SHOWN HEREON PERTAINING
TO RIGHTS-OF-WAY, EASEMENTS, RESTRICTIONS, RESERVATIONS, AGREEMENTS, SETBACK
LINES, BUFFERS, AND OTHER SIMILAR MATTERS. OTHER CONDITIONS OR DOCUMENTS MAY
EXIST THAT WOULD AFFECT THIS PROPERTY. NO LIABILITY IS ASSUMED FOR LOSS
RELATING TO ANY MATTER THAT MIGHT BE DISCOVERED BY AN ABSTRACT OR TITLE SEARCH
OF THE PROPERTY.

THIS PROPERTY IS SUBJECT TO ALL EASEMENTS, RESTRICTIONS, COVENANTS, ZONING
ORDINANCES, ENVIRONMENTAL RESTRICTIONS, AND RIGHTS-OF-WAY SHOWN OR NOT SHOWN,
RECORDED OR NOT RECORDED.

W.D. GRAY AND ASSOCIATES, INC. HAS MADE NO INVESTIGATION AS TO THE EXISTENCE
OR NON-EXISTENCE OF UNDERGROUND UTILITIES AND/OR STRUCTURES. BEFORE ANY LAND
OR DISTURBANCE ACTIVITY BEGINS, UNDERGROUND UTILITIES SHOULD BE IDENTIFIED AND
LOCATED. W.D. GRAY AND ASSOCIATES, INC. ASSUMES NO LIABILITY FOR LOSS OR
DAMAGES CAUSED BY THE DISCOVERY OF OR DISTURBANCE OF UNDERGROUND UTILITIES
AND/OR STRUCTURES.

((11)) This plat is a retracement of an existing parcel or parcels of land and does not subdivide or create a
new parcel or make any changes to any real property boundaries. The recording information of the documents,
maps, plats, or other instruments which created the parcel or parcels are stated hereon. RECORDATION OF THIS
PLAT DOES NOT IMPLY APPROVAL OF ANY LOCAL JURISDICTION, AVAILABILITY OF PERMITS, COMPLIANCE WITH LOCAL REGULATIONS
OR REQUIREMENTS, OR SUITABILITY FOR ANY USE OR PURPOSE OF THE LAND. Furthermore, the undersigned land surveyor
certifies that this plat complies with the minimum technical standards for property surveys in Georgia as set
forth in the rules and regulations of the Georgia Board of Registration for Professional Engineers and Land
Surveyors and as set forth in O.C.G.A. Section 15-6-57.

WARREN D. GRAY - GEORGIA PLS # 2984

12/11/2024
DATE



**W.D. Gray and
Associates, Inc.**

LSF000701

land surveyors - planners

160 Greencastle Road Suite B
Tyrone, GA 30290

(770) 486-7552 Fax (770) 486-0496

PREPARED FOR AND AUTHORIZED BY:

DAVID HART

LAND LOT: 125

DISTRICT: 7TH

FAYETTE COUNTY, GA
CITY OF PEACHTREE CITY

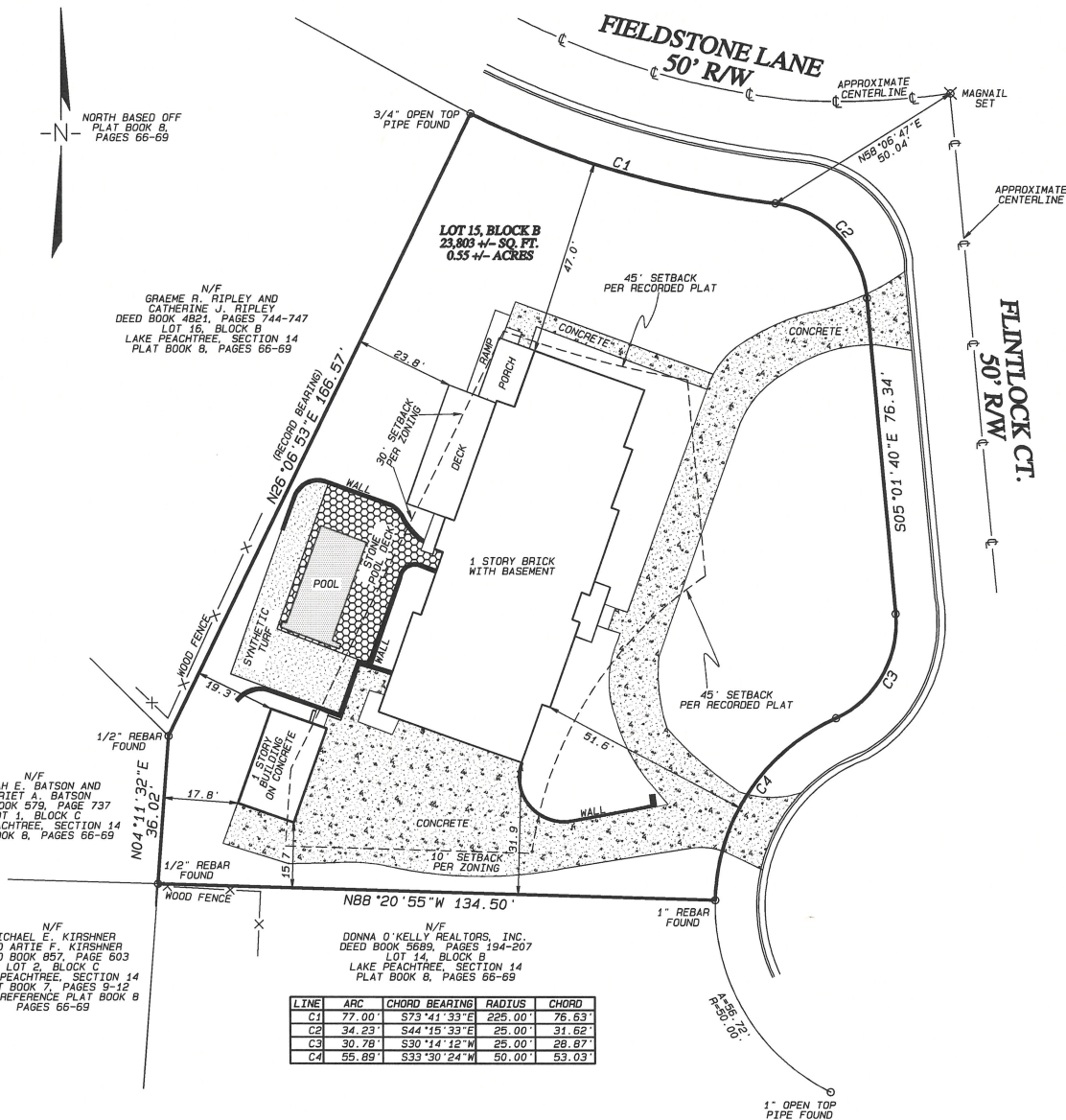
SCALE: 1" = 20'

DATE OF SURVEY: 08/21/2024

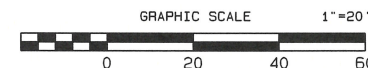
DATE OF DRAWING: 08/27/2024

REVISED: 12/11/2024 TO ADD DISTANCE
FROM DECK TO PROPERTY LINE

JOB NO: 2407031



LINE	ARC	CHORD BEARING	RADIUS	CHORD
C1	77.00'	S73°41'33\"E	225.00'	76.63'
C2	34.23'	S44°15'33\"E	25.00'	31.62'
C3	30.78'	S30°14'12\"W	25.00'	28.87'
C4	55.89'	S33°30'24\"W	50.00'	53.03'



Subject: Consent for ~~Administrative~~ Variance – Rear Setback

Dear Harriet Batson

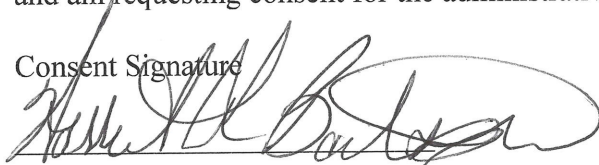
I am writing to request consent regarding the request for an administrative variance for a rear setback on my property located at 102 Flintlock Ct, Peachtree City Ga 30269. I have a movable storage shed that is within the 30 ft. rear setback. I did not believe a movable structure needed to be within the setback; but was told because it is larger than 220 sqft it would require a variance. Although the structure is movable; I would prefer to leave it at its current optimal location.

The specifics of the requested variance are as follows:

- **Current Rear Setback Requirement:** 30ft
- **Proposed Rear Setback:** 17.8 ft

Peachtree City Building Department requires all adjacent properties provide consent for an administrative variance. I do not believe my shed negatively impacts the surrounding properties and am requesting consent for the administrative variance.

Consent Signature



101 Roundleaf Ct

Thank you for considering my request. Please feel free to contact me at 470-455-4369 if you need any further information or documentation.

Sincerely,

David Hart

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Subject: Consent for ~~Administrative~~ Variance – Rear Setback

Dear Mr. Kirshner

I am writing to request consent regarding the request for an administrative variance for a rear setback on my property located at 102 Flintlock Ct, Peachtree City Ga 30269. I have a movable storage shed that is within the 30 ft. rear setback. I did not believe a movable structure needed to be within the setback; but was told because it is larger than 220 sqft it would require a variance. Although the structure is movable; I would prefer to leave it at its current optimal location.

The specifics of the requested variance are as follows:

- **Current Rear Setback Requirement:** 30ft
- **Proposed Rear Setback:** 17.8 ft

Peachtree City Building Department requires all adjacent properties provide consent for an administrative variance. I do not believe my shed negatively impacts the surrounding properties and am requesting consent for the administrative variance.

Consent Signature



103 ROUNDEAF CT.

Thank you for considering my request. Please feel free to contact me at 470-455-4369 if you need any further information or documentation.

Sincerely,

David Hart

[

Subject: Consent for ~~Administrative~~ Variance – Rear Setback

Dear Donna O'Kelly Realtors Inc

I am writing to request consent regarding the request for an administrative variance for a rear setback on my property located at 102 Flintlock Ct, Peachtree City Ga 30269. I have a movable storage shed that is within the 30 ft. rear setback. I did not believe a movable structure needed to be within the setback; but was told because it is larger than 220 sqft it would require a variance. Although the structure is movable; I would prefer to leave it at its current optimal location.

The specifics of the requested variance are as follows:

- **Current Rear Setback Requirement:** 30ft
- **Proposed Rear Setback:** 17.8 ft

Peachtree City Building Department requires all adjacent properties provide consent for an administrative variance. I do not believe my shed negatively impacts the surrounding properties and am requesting consent for the administrative variance.

Consent Signature



100 Fieldstone Lane

Thank you for considering my request. Please feel free to contact me at 470-455-4369 if you need any further information or documentation.

Sincerely,

David Hart

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