

# Employee Advisory Committee (EAC)

Meeting Minutes

January 12, 2016

Mayor's Conference Room @ 9:00 a.m.

APPROVED

The meeting was called to order by Franco @ 9:00 a.m.

## I. ROLL CALL

### MEMBERS PRESENT:

Judy Franco – GIS  
@ 9:05a.m. Jorge Stephan Kidd – Building Maintenance  
Sir Allen (Chew) – Wastewater Collection  
Scott Golden – MPWTP

Elton Rogers – I.T.  
Albert Ozuna – Streets  
Denise Ezell – City Clerk  
David Rolando – Solid Waste Collection

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### OTHERS PRESENT:

Jerry Ihler – City Manager  
Doug Wells – Council Member  
Rusty Whisenhunt – Engineering  
Chase Massie – HR Director

Jay Grigg – Edward Jones Investment  
@ 9:03am V. Gay Freeman McGahee – Council Member  
Courteney Cacho – City Manager's Office

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### MEMBERS ABSENT: (\*Excused \*\*Unexcused)

\*Ashley Glaze-Lyle – License & Permits

## 2. MINUTES

### A) Approval of minutes for December 1, 2015

Motion to approve minutes by Denise Ezell with a second by Elton Rogers Ayes: Rogers, Golden, Franco, Ozuna, Ezell, Rolando, Allen  
Nays: None Motion carried.

### B) Approval of minutes for December 8, 2015

Motion to approve minutes by Judy Franco with a second by David Rolando Ayes: Rogers, Golden, Franco, Ozuna, Rolando, Allen  
Nays: None Abstain: Ezell Motion carried.

## 3. OLD BUSINESS

### A) Health Plan Review Report

Whisenhunt, Chairman of the Health Plan Review Committee, said as of last month the City was considerable in the hole and not making any progress in reducing the amount that we are negative. Next week there will be a Health Plan Review Committee Meeting and we'll be looking at the financial report on the City's insurance. We will be bringing forth our recommendation to do a (10%) ten percent increase because we are over (\$500,000) five hundred thousand dollars in the hole and haven't made an increase since last June.

Ezell asked when it will go into effect.

Whisenhunt answered it would be the City Manager's decision. Finance will be bringing the total claim numbers at the next meeting which is basically expenses, income, and premiums over the last (18) eighteen months. We could look and compare those together to see what recommendation will be made for July (1<sup>st</sup>) first. The Committee is reviewing the (4) four tier prescription coverage. There were questions about (4) four tier prescription plan related to compounding drugs. There is no control over the cost of compound drugs. Compound drugs are inexpensive medications mixed together by the pharmacist with no control over the quality or cost. This is a significant amount of saving to our plan but there are a few people who are using compounds.

Massie said as of (2015) two thousand fifteen, there's (7) seven firefighters, (7) seven police officers and (15) fifteen general employees.

Ezell asked if the insurance pays for compounds now.

Whisenhunt answered yes. On the (4) four tier, the insurance will require a preauthorization letter from the doctor explaining why that drug was prescribed.

Rolando asked if premiums will be going up (10%) ten percent at anytime according to the City Manager. Whisenhunt answered no, they are looking at recommendations for a long term plan which there may or may not be an increase. We may recommend (4%) four percent every year versus the (10%) ten percent but try to keep it consistent.

## Employee Advisory Committee (EAC)

Wells asked if Whisenhunt was talking strictly (10%) ten percent right now looking into deductibles.

Whisenhunt answered we have made recommendations to go to a (\$1000) thousand dollar deductible; specialist goes from (\$20) twenty dollars to (\$40) forty dollars; Emergency Room goes from (\$100) one hundred dollars to (\$150) one hundred fifty dollars.

Rolando asked when it will go into effect.

Whisenhunt answered July.

Wells asked if they were talking about (10%) ten percent this year.

Whisenhunt answered yes, because we are over (\$500,000) five hundred thousand dollars in the hole and losing ground. Medical costs have been going up faster than our premiums.

Allen asked if the (\$1000) one thousand dollar deductible was per individual.

Whisenhunt answered per individual. There were some changes related to family and maximum out of pockets.

Massie said he's seen emails about fire and police having the better plan but as of July (1<sup>st</sup>) first, fire, police, and general will be on the same plan.

Whisenhunt said we have a good plan and it's much cheaper; other plans out there are almost double what the employees' pay now.

Rolando said the employees just received a raise; add a (10%) ten percent increase to the plan and (500) five hundred a year for the deductible which makes it a wash. He's very grateful but there are those who are struggling and falling.

Wells said unfortunately employees around the country are.

Rolando asked what compound drugs were.

Whisenhunt answered when the pharmacy mix different drugs together to make a compound drug.

Ezell asked if most plans cover compound drugs.

Whisenhunt answered very few of them do and if they do there are restrictions.

Ezell asked if the City could do something of that nature.

Massie answered BlueCross BlueShield strongly recommended that the City eliminate it now. Any BlueCross BlueShield plan does not allow compound prescriptions because they see a trend where this number is going to greatly increase. Pharmacists have found that this is a way to make more money by taking an inexpensive drug that's not FDA regulated and charge a large amount of money. The other great thing is the City only has (33) thirty-three members who are using compounds, so we would want to do it now while there is so little impact.

Whisenhunt said where there are compounds there are also other options available to treat the condition. If there's absolutely nothing else they could appeal it by bringing it to the Health Committee and after the Committee reviews the documentation, determining that there's no other way, then it could get paid.

Allen asked what if someone doesn't have a medical doctor and go to the Urgent Care.

Whisenhunt answered those would be considered an urgent care visit and would fall under a (\$40) forty dollar co-pay. He had looked at some billing on urgent care visits and they are charging almost double what a regular doctor's visit would be.

Ezell asked does the employee have to pay that.

Whisenhunt answered the insurance pays the difference because urgent care is a different code in the system and the amount of allowable charges is higher than your regular family doctor. The real problem right now is family doctors are becoming hard to find but what we've got to look at is what it's costing our plan. The employees need to be educated on their medical coverage; shop and see what they are going to charge us; ask your doctor and pharmacist questions. On BlueCross BlueShield's website there is a list of what should be paid on some of these drugs and different prices for the providers.

## Employee Advisory Committee (EAC)

Rogers said if you have a good doctor, they'll try to prescribe the higher prescription but if you talk to them about other options they may prescribe a cheaper prescription.

### B) EAC Chapter 17 Changes

Massie said the changes will go to City Council January (26<sup>th</sup>) twenty-sixth. There is a small paragraph change on the working out of class. It states prior to working out of class instead of seeking an employee with a lower classification, they need to seek out an employee that is in a higher classification to take over that department.

Ezell said she is confused about working out of class pay because (99%) ninety-nine percent of the budget was not budgeted to pay working out of class. Ezell asked why we even have it.

Massie answered we really don't have a lot of it, it's very rare. We just want to have a policy just incase we run into any circumstances.

Ezell asked if it's not in the budget, what kind of circumstances we would run into where we would need working out of class pay.

Wells answered technically speaking every department needs to have working out of class amount in their budget. It use to be if you are working out of class for just one day you received working out of class pay but now it's changed to a week that you are authorized to receive (10%) ten percent for that week.

Ezell said she understands that part of it, but as far as helping our budget this is something we needed to dismiss from the budget. Instead of changing Chapter (17) seventeen when we did that, we've left it in there, and it has created a lot of problems.

Ihler said (2) two or (3) three years ago it stopped coming out of the budget because they just didn't have the funds. What the department head should be doing rather than passing it down to a lower classification is to pass it to a higher classification for decisions that are critical.

Ezell asked if we don't have it in our budget, how it is going to pay someone for working out of class.

Ihler answered the money would have to be transferred.

Ezell said we need to look at this, our insurance is going up and that money could go towards thing that could help the City.

Wells asked would the Committee like for the City Manager to do away with working out of class all together.

Ezell answered it would be her suggestion, not as a Committee.

Wells said if the Committee made that recommendation to the City Manager he would welcome it. He thinks that's the advantage of working out of class; that possibility when that promotion comes up and having a shot at it.

Ezell said she feels she shouldn't be compensated for something she's supposed to come in and do anyway.

Ihler said there is a part 'B' in that code that says you must be doing all of the duties and maintain the responsibilities of that person who is gone.

Ezell said we don't have the money in the first place, so she doesn't see why it's there.

Golden said what if you don't have someone in that position and someone has to step in, how about making a second part to that. If a position is absent for some period of time, that employee puts in for out of class pay until that position is filled.

Ihler said you can make someone 'Acting' in a position until that position is filled.

Ezell said when you're 'Acting' you are in charge, you are responsible for all of it.

Ihler said still making those day to day decisions and if you're not sure then you'll ask the Assistant Director.

Ezell said that was the reason why they get paid more.

Golden said he didn't know if there was a difference between standard out of class verses 'Acting' because that position is vacant.

Massie said there is a difference.

## Employee Advisory Committee (EAC)

Ihler said the whole idea of working out of class is to pass it up not pass it down.

Ezell said she sees working out of class being abused all across the City. If you get the opportunity to get an extra (10%) ten percent then it's nice in the paycheck.

Ihler said part of the problem was all of the move ups for working out of class.

Motion to remove Working Out of Class by Denise Ezell with a second by Elton Rogers Ayes: Rogers, Golden, Franco, Ozuna, Allen, Ezell, Rolando Nays: Kidd Motion carried.

### 4. NEW BUSINESS

#### A) 457(b) Voluntary Retirement Plan Administrator

Massie said right now we have (2) two Plan Administrators; ICMA and Nationwide are the (2) two options. Jay Grigg who Massie invited is a local advisor. One of the things that we want to make sure of is that the people who are investing in this are getting the best for their money. We looked at the different investment options compared to what another companies could do, he asked Grigg to take what the City has and act as a third party to see if we could receive better investment options for our employees. This is not the City's money it's the employees' money. Grigg will help with finding cheaper fees and more education. He's looking for something that not only has better investment options at cheaper fees but having a local representative. If employees come in with a question then I can direct them to a local advisor who is close as well as having someone in the building. One of the advantages to having a third party is both for your plan administrator and financing options; someone who can look at all of this on an affordable basis. He invited Grigg here to talk a little about this, right after we would ask the Committee's thoughts and vote to move the record keeping to Mass Mutual. Grigg will also talk about the cities that are with Mass Mutual; just talking for general employees right now but will be an option for fire and police. Fire and police have a contract which limits us right now. This will basically allow our employees to spend their money more wisely, to have cheaper fees, and have better investment options.

Wells said he hopes Massie would give the general employees the same options that fire and police have to be able to go with whom ever they chose.

Massie said we could absolutely do that.

Grigg said think about all of the things that Whisenhunt said about health insurance, knowing what your benefits are, and knowing how to utilize those benefits. Those are the biggest things when we talk about contribution plans. The other thing he does for business retirement plans, every (36) thirty-six months, is get proposals from other companies. You can design a plan when you set them up; who has the cheapest fees, the best investments, the most required bookkeeping and the best website in the world which does your employees no good. The only thing that does your employees any good is education. Grigg passed out a State of U.S. Employee Retirement Preparedness sheet. One good thing is to have a local advisor who supports the plan sponsored. (75%) seventy-five percent of married households in the U.S., one of those spouses will live to be at least (85) eighty-five years old and the average retirement age in the U.S. is (65) sixty-five years old. Retirement really is (20+) twenty plus years of unemployment. We could have the most well designed plan in the world but if employees aren't preparing to live (20) twenty years of unemployment, the plan isn't doing what you need it to do. Largest companies in the world have a 401 plan without an advisor; they just review on the provider's website. Mass Mutual is one of the largest companies with retirement space, this is a municipality.

Wells asked how many employees we have participating.

Massie answered very few.

Wells said he thinks that's because pay isn't high enough.

Grigg said a lot of us have spouses who work. One of the things an advisor will do to help is look at you and your spouse's income; you and your spouse contributing; do you and your spouse have a pension and what do they need to replace. What Edward Jones does for their business retirement plan clients is basic problem solving. Where am I today? Where do I want to be? Can I get there? How do I get there? How do I stay on track? Working with the City, when an employee comes to talk with him, they bring in a pension statement, last Social Security Statement and then we can put together a plan. That's what a local advisor would give the employees. Mass Mutual will have (4) four seminars per year, your record keeper who by law is required to give you education once a year, also receives a letter every year to review retirement goals. Months in-between Grigg could be in a conference room during a lunch hour for anyone who may have questions. The thing that's different is it's a good investment, it's not expensive, but we need to know how to educate our employees. There are (3) three questions to retirement; I can, I can't, or I have to work longer to save more. In the seminars, we talk about budget by design and there's another seminar that talks about Social Security which affects retirement benefits because sometimes you can penalize your Social Security if you start drawing it while you're still making money. We'll talk about different investments like stock funds and how they work. Mass Mutual option is a quality investment.

## Employee Advisory Committee (EAC)

Massie said one of these is our current investment options and what we would have comparable with Mass Mutual.

Grigg said the Nationwide line up is from (0) zero, which is the lowest, to (100) one hundred which is the highest; can receive a copy in HR. Probably (50%) fifty percent of the people participating will put their money into a Target Date Fund and don't worry about it. (25%) Twenty-five percent of the people participating, if there's an advisor available, they'll talk to them. (25%) Twenty-five percent of the people think they can do it on their own but the options going to be there for plenty of education and engagements. There will be assistance in defining risks that the employee is willing to live with; goals for your retirement, how do I get there and stay on track.

Massie said he is a big believer that you need something else besides Social Security if you want to live a good life style after retirement. With the way that cost of living continues to rise and things will be on the rise, you can't have too much money in retirement. There will be changes made prior to enrollment along with having local education here on a daily basis. If we can get half of the employees, especially the younger employees, to get invested in this now than waiting until it's too late.

Wells said every employee should try to put (2) two, (3) three, or even (5%) five percent into a plan like this because the City retirement doesn't pay a COLA. He knows that it's hard to take (20) twenty or (\$40) forty dollars out of your paycheck but once you get use to not having it you adjust and it's sitting out there making money. Having a local advisor will be a big advantage.

Motion to recommendation to have a Retirement Plan Advisor by Denise Ezell with a second by Elton Rogers Ayes: Ezell, Rogers, Kidd, Golden, Franco, Ozuna, Allen, Rolando Nays: None Motion carried.

### B) 6 Month Steps

Massie said he talked to the City Manager, one of the things we would like to look into doing is eliminating (6) six month steps for a couple of reasons. One, it would help alleviate some of the pressure on the budget and two, as we try to be consistent with fire and police's contract as general employees, because they do not have a (6) six month step. There's a (1) one year step from when they start and as we begin to be consistent with fire and police, this is one area that we could make that decision and move to eliminate it.

Ezell said another thing to go with that is a new employee can get a (10%) ten percent raise in a year's time, that's a lot of money at one time; not saying that new employees don't deserve it but it's a lot in one year. Another reason why it's a problem, (2) two years ago we had a step freeze, people who were hired before the freeze received a (6) six month increase.

Ihler said (2) two or (3) three years ago merit steps were frozen and those with (6) six month steps were moved up a letter but they weren't frozen like everybody else. A couple of years ago that shouldn't have been handled that way.

Ezell said they told the new employees during orientation that they would receive it.

Ihler said if we do another merit freeze then time should stop and just pick up where you are at if you are due one. The ones who were in that freeze after (2) two years moved up along with someone who wasn't in that freeze.

Ezell said to her understanding, last year the City didn't give raises.

Ihler said if you want to do away with it this is a good time to do it because we are still frozen until June (30<sup>th</sup>) thirtieth. The only ones who would get a step increase at (6) six months, if we are able to unfreeze them next year, would be anybody who was hired after January (1<sup>st</sup>) first. Anybody before January (1<sup>st</sup>) first, when their (6) six months comes around, it will still be frozen. There are (2) two groups who need to be addressed, new hirers moving forward and the (53) fifty-three who moved back due to the new pay plan. When we did the new pay plan we had moved some people who had received their (6) six month raise from 'A' to 'B' and a (6) six month raise from 'B' to 'C' but there were some 'Cs' that were moved back into an upper grade 'B'. We don't feel that they should get another (6) six month raise.

Massie said we had (3) three start on January (4<sup>th</sup>) fourth, if they make it to their (6) six months.

Ihler said new hirers were told that after (6) six months they would receive a pay raise and changing it wouldn't be fair for new hirers but for those who have already received their (6) six month steps from 'B' to 'C' then back to 'B', that's fair.

Wells said he would go along with whatever the Committee recommends but doesn't feel it's fair for the lower paid.

Ezell asked what defines lower and who decides that.

Massie answered the concern is if you pick that (\$30,000) thirty thousand dollar threshold, what about the person making (\$25,500) twenty-five thousand five hundred dollars.

## Employee Advisory Committee (EAC)

Ihler said general employees are the only ones with a (6) six month raise.

Wells said he believes that general, fire, and police should be the same but not in this case because general doesn't start off at (\$38,000) thirty-eight thousand dollars.

Ihler said one of the reasons why he disagrees with Councilman Wells is if we continue with (3%) three percent for one group and a set amount for another group eventually they'll catch up and the pay plan gets squeezed down. Then when it comes to thinking about someone in the supervisor position when that supervisor leaves and there is someone right below who qualifies but because of the pay plan is squeezed, they might not want the position.

Wells said he disagrees because if everyone above received (\$900) nine hundred dollars the pay in between grades stay exactly the same. They are not squeezing together; it just means the top isn't going much higher. Instead of (3%) three percent of (\$120,000) one hundred twenty thousand dollars which is (\$4500) forty-five hundred dollars, they get (\$900) nine hundred dollars. They just didn't go as high because the spread in between is still the same.

Ezell said what worries her about that is someone being here for (3) three years and another employee has been with the City (1) one year; within a year the other will be making more than the employee who has been with the City the longest.

Ihler said that was something done incorrectly (2) two years ago.

Franco asked if this would take place with new hirers.

Massie answered yes, this would affect all new hirers and all those affected by the new pay plan.

Rolando asked what about the employees who are currently at (5) five months.

Massie answered it's frozen, if they are at (5) five months now their (6) six months won't be until February.

Wells asked what would happen after (6) six months.

Massie answered we would still do (6) six month evaluations because we will still need to document their progress with the City; they just won't receive their step until (1) one year.

Golden asked if this was something the City wanted to implement it.

Ihler answered the longer we wait the more people the City hires.

Ezell asked if we do away with it today will they be told at orientation that they are guaranteed a (6) six month.

Massie answered if it's not frozen.

Ezell asked if the (3) three new hirers would get their (6) six month no matter what the decision of this Committee.

Massie answered yes.

Wells asked if a person is hired December (30<sup>th</sup>) thirtieth and the freeze is lifted July (1<sup>st</sup>) first, when will they receive their (6) six month.

Massie answered July (2<sup>nd</sup>) second.

Wells said by doing away with it the City could end up with the same problem.

Ezell said the City freezes per budget year from July to June, so if you're June (30<sup>th</sup>) thirtieth you won't receive it until the next June (30<sup>th</sup>) thirtieth.

Ihler said if we just stop time when merit increases are frozen and just pick up a year later when the City is unfrozen, everybody will just starts over in January.

Ezell asked if the (3) three new hirers receive their (6) six months no matter what this Committee decides.

Massie answered unless this Committee says 'No, no one is getting it'.

## Employee Advisory Committee (EAC)

Wells said the City can say anyone who was hired December (31<sup>st</sup>) thirty-first before July (1<sup>st</sup>) first, if the freeze comes off, they all can get their step 'B'.

Massie asked if Councilman Wells was saying the City can set a date for those hired after a certain date everyone, who were promised a (6) six month step, will receive it when it's unfrozen.

Wells answered yes.

Massie said the problem is the (6) six month steps.

Wells said Massie would still have a problem with the ones who are due in a year.

Allen asked if just (3) three people would be affected.

Wells answered it could be more people.

Ezell said she just wants to sit down and continue to look this over.

Motion to table Item until further discussion by Denise Ezell - Motion failed no 2<sup>nd</sup>.

Substitute Motion to do away with 6 Month Steps by Albert Ozuna with a second by David Rolando Ayes: Ezell, Rogers, Kidd, Golden, Franco, Ozuna, Allen, Rolando Nays: None Motion carried

### C) To Discuss, Select, & Support One of Ward 7 Council

Ezell said police have made their endorsement and fire will be meeting Thursday for theirs. She wants to ask the Committee to support Gay McGahee because on December (15<sup>th</sup>) fifteen McGahee voted 'yes' on every instrumental item that the EAC had at Council. Her biggest reason is that McGahee supported Massie's decision, which he and his staff had sat down and had given presentation. She believes in doing as much locally as possible but when they spent the time and came to Council with a recommendation which Gay McGahee stood by. Not to have anything against the others to say whether she likes or dislikes any of them but knows that McGahee was there when they needed her.

Rolando asked who was filling in currently for Ward (7) seven.

Ezell answered McGahee was.

Rolando said his people would like to vote for the one who is filling in Ward (7) seven.

Franco asked Massie how does it work as far as City code, are we allowed to do that.

Ezell said she sent it to the City Attorney's office and hasn't received an answer. She thought it was at least ok to endorse someone like the unions do but it doesn't mean we can force a person to vote.

Massie answered he thinks the Committee can go ahead and vote but he still needs to check with Legal because at one point in the City code it reads no.

Motion for EAC Committee to support Ward 7 Candidate, V. Gay Freeman-McGahee by Denise Ezell with a second by Albert Ozuna Ayes: Ezell, Rogers, Kidd, Golden, Franco, Ozuna, Allen, Rolando Nays: None Motion carried

Rogers asked if we were supporting McGahee as a Committee.

Ezell answered yes, as the EAC Committee.

### 3. COMMUNICATION/DISCUSSION

\* Wells said he will be getting with Council to recommend someone to look at our pension plan for new employees starting on July (1<sup>st</sup>) first. Like the first (4) four years, make it mandatory that employees put in (3%) three percent and the City matches it with (3%) three percent. New employees (1%) one percent of their pay would be mandatory to contribute towards pension. If you don't have a pension, better have a plan that you can't get access to until you're (59 ½) fifty-nine and a half years old, so you don't go out there and blow it. You are not going to be able to live on Social Security.

Grigg said Social Security is a sole source retirement which just doesn't work.

## Employee Advisory Committee (EAC)

Franco asked if it was possible to be in the (457) four fifty-seven if you're part time because it's your money that you're putting into it. Massie answered yes.

Grigg said it depends on how the plan document is written. It will take (60) sixty days to get Mass Mutual to write a plans document first.

Rolando asked if this takes place and people sign up, is it an individual or group thing.

Grigg answered it's a group account. Mass Mutual has a website and all of the available options will be on there to change as far as your contribution as an individual. There will be (19) nineteen to (20) twenty funds that will be there at Mass Mutual and all you are paying them for is to keep the records. That's what you're paying a company like that to do.

Wells said it's the employee's individual money that they can put into it.

Rolando asked what happens to it when you leave the City of Lawton.

Grigg answered on of the other seminars that he'd do is have (4) four choices with an employee retirement account when you leave the City. The employee can leave it where it is and when you become (59 ½) fifty-nine and a half draw income off of it. The employee can roll it to the new employer's retirement plan because it's portable where as a pension isn't. The employee can move it to a Retail Plan that puts it into an IRA which is an individual retirement account, all brokers do those. The last option is cashing it out but if it's before you're (59 ½) fifty-nine and a half, you will have to pay taxes like it was regular income plus a (10%) ten percent tax penalty.

- \* Ezell said talking with the people who she represents; the City doesn't have maternity leave and code stated that you weren't supposed to be given a leave bank. Maybe that is something we could look into to see how other cities handle maternity leave.

Massie said it's FMLA.

Ezell asked if maternity leave went to FMLA.

Massie answered yes, FMLA and pay are (2) two separate things.

Ezell said some were on maternity leave and weren't getting paid for it.

Massie said FMLA protects your job and benefits; it doesn't cover your pay because sick leave or vacation is there. FMLA is for the father and mother with maternity leave, they both can take up to (12) twelve weeks. The reason why they have a separation in pay is because the City isn't going to pay someone who is not working for (3) three months. Employees wanted to know where the City was giving away their money and that was one of the areas. The Leave Bank is strictly for unexpected, catastrophic, life threatening event or in the hospital over a week. That's why you accrue your sick leave and vacation for. If you are going to have a baby, you have (9) nine months to save for your leave.

Ezell said short term disability is there but you'd have to pay for it.

- \* Golden asked about the sick pay in lieu of.

Ihler answered he still has the draft on his desk that the City Attorney's office had put together but he is still reviewing it. His intent is that it will be in effect July (1<sup>st</sup>) first for next fiscal year.

Golden said his understanding was the payout was over (576) five seventy-six. Whatever you accrue in that year over that, currently what you have, gets banked.

Wells said (576) five seventy-six would be your maximum accumulation and then next year you'll get (96) ninety-six hours pay.

Golden asked if it will be paid out in June.

Ezell answered might actually be in July because you'll have until the end of June.

- \* Franco said Rogers is leaving the City of Lawton and will no longer be a part of the EAC Committee. He is going to work for Chickasaw Nation.

## Employee Advisory Committee (EAC)

Rogers said he's always wanted what was best for the City which has been his goal since his employment with the City. He will miss everybody. He hopes that we continue to head in the right direction and feels the EAC has the right team in place to get things going.

Franco said his position will be vacant.

Massie said to wait until after January (26<sup>th</sup>) twenty-sixth when the new category positions gets put in.

\* Massie said a proposal brought up to the City Manager is a Retirement Incentive Program. He will be looking at the number of employees that the City has, how long they've been here, age, and etcetera. The City has a lot of employees who have been here for a long time who are eligible for retirement. He asked a lot of them why they were on the fence about it and they were concerned about health insurance because it's so expensive. With this proposal they would have to decide by April (1<sup>st</sup>) first if they would want to retire. Anyone who voluntarily wants to retire by June (30<sup>th</sup>) thirtieth the City would pay (1) one year of health insurance for them. For the employees who would like to retire will first use their terminal leave after that the City will pay (1) one year of health insurance. This does a couple of things for the City and the employee. For the City, it's a cost savings and for the employee, hopefully, a peace of mind. No one would be required to take this. It would be a completely optional (1) one time package that the City would offer to fire, police, and general. This is for anyone who is eligible to retire, if you have (10) ten years invested but you are eligible by age then you can retire as well.

Franco asked when Massie says (1) one year, do they still have to pay their portion of it.

Massie answered we would pay (100%) one hundred percent of employee only. Their family portion will be taken out and they would be responsible for it. The employee will still be on the City's health insurance and everything will stay the same.

Rolando asked if the retirees are still on our health plan.

Massie answered pre- (65) sixty-five.

#### 4. ADJOURNMENT

Motion to adjourn by Judy Franco with a second by Denise Ezell. Motion Carried  
Meeting Adjourned at 11:21 a.m.