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6 **A RESOLUTION AUTHORIZING THE CITY MANAGER TO MAKE CHANGES TO**  
7 **FUTURE FULL-TIME EMPLOYEE BENEFITS, AND FOR OTHER PURPOSES**  
8

9 **WHEREAS**, the City of South Fulton ("City") is a municipal corporation duly  
10 organized and existing under the laws of the State of Georgia; and  
11

12 **WHEREAS**, the duly elected governing authority of the City is the Mayor and  
13 Council thereof ("City Council"); and  
14

15 **WHEREAS**, the City, pursuant to Section 3.10 (b) of its Charter, has the authority  
16 to adopt and provide for resolutions, rules and regulations, not inconsistent with the  
17 Charter and with the Constitution and laws of the State of Georgia; and  
18

19 **WHEREAS**, City Council desire to authorize the City Manager to make changes  
20 to City benefits for full-time employees for greater recruitment, retention of employees,  
21 and morale of employees.  
22

23 **THE COUNCIL OF THE CITY OF SOUTH FULTON, GEORGIA, HEREBY**  
24 **RESOLVES** as follows:  
25

26 **Section 1.** The City Manager, or designee, is hereby authorized to negotiate, draft and/or  
27 enter into an agreement with external benefit service providers for the following revised  
28 benefits beginning on or about January 1, 2022.  
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- 30 a) Offering medical insurance benefits for active full-time employees meeting the  
31 criteria identified to be classified as a retiree (employee only) for the purpose of  
32 this benefit.
- 33 1. Have been employed with the City of South Fulton for ten years and 55  
34 years of age.
  - 35 2. Have been employed with the City of South Fulton for five years and 60  
36 years of age. (Police and Fire employees classified as a first responder)
  - 37 3. The Medical Benefit paid by the city will end at 65 or at the eligible age for  
38 Medicare or other Federal government medical assignment programs.
  - 39 4. In terms of cost, the City will directly contribute \$3,000 annually towards  
40 single medical coverage for full-time employees to the City's selected  
41 insurer. The HR Director will monitor the program annually to ensure that  
42 the city maintains coverage at fifty (50%) of the annual cost of health  
43 insurance for the employee only selection and will provide recommended  
44 changes with the annual city budget.
  - 45 5. Eligible full-time employees would be required to elect this benefit within  
46 thirty (30) days of retiring in good standing from the City of South Fulton.

- 47  
48 b) Request changes to lower the defined contribution vesting period to 36 months  
49 and increasing the City's contribution by 1% at the employee's five (5) year  
50 employment anniversary and another 1% at the employee's ten (10) year  
51 anniversary date.  
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53 **Section 2.** The City Attorney and City Clerk are authorized to make non-substantive  
54 editing and renumbering revisions to this Resolution for proofing, codification, and  
55 supplementation purposes. The final version of all resolutions shall be filed with the City  
56 Clerk.  
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58 **Section 3.** The effective date of this Resolution shall be from the date of adoption, unless  
59 provided otherwise by the City Charter or state and/or federal law.  
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61 **[signatures and voting tabulations appear on the following page]**  
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93 The foregoing RESOLUTION No. 2021-035, adopted on September 28, 2021 was offered  
 94 by Councilmember Willis, who moved its approval. The motion was seconded by  
 95 Councilmember Rowell, and being put to a vote, the result was as follows:

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	AYE	NAY
William "Bill" Edwards, Mayor	_____	_____
Carmalitha Gumbs	X _____	_____
Catherine Foster Rowell	X _____	_____
Helen Zenobia Willis, Mayor Pro Tem	X _____	_____
Gertrude Naeema Gilyard	X _____	_____
Corey Reeves	X _____	_____
khalid kamau	X _____	_____
Mark Baker	X _____	_____

THIS RESOLUTION adopted this 28<sup>th</sup> day of September 2021.

**CITY OF SOUTH FULTON, GEORGIA**

  
 \_\_\_\_\_  
 WILLIAM "BILL" EDWARDS, MAYOR

ATTEST:  
 9/30/21  
 \_\_\_\_\_  
 COREY E. ADAMS, SR., CITY CLERK

APPROVED AS TO FORM:  
 9/29/21  
 \_\_\_\_\_  
 VINCENT D. HYMAN, CITY ATTORNEY

