THE STATE OF SOUTH CAROLINA
In the Court of Appeals

APPEAL FROM RICHLAND COUNTY
Court of Common Pleas

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SC Court of Appeals

Honorable Circuit Court Judge R. Scott Sprouse

Consolidated Cases 2009-CP-40-05680 and 2013-CP-40-05097

Appellate Case No. 2019-000374

Basilides F. Cruz, Joseph A. Floyd, Sr.,
Arthur C. Gillam III, Alma C. Hill,
Barry N. Martin, Charles F. Morris, Sr.,
and Joseph A. Smith, Appellants,

v.

City of Columbia, Respondent.

and

Larry Strickland, Denious L. Dimery and
Bailey G. McClinton, Appellants,

v.

City of Columbia, Respondent.

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VOLUME II OF II

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STATE OF SOUTH CAROLINA

COURT OF COMMON PLEAS

COUNTY OF RICHLAND

2009-CP-40-5680 and 2013-CP-40-5097

Larry Strickland and Frank Cruz, et als

Vs.

City of Columbia

Columbia, South Carolina

December 19-20, 2018

Before the Honorable R. Scott Sprouse

APPEARANCES

For the Plaintiffs: Nancy Bloodgood, Christopher Bryant

For the Defendant: W. Allen Nickles

Reported by: Michael C. Watkins

Official Court Reporter

A Yes, ma'am.
Q And this was the year 2009; is that correct?
A Yes, ma'am.
Q And at that point it was only the people under 65 who had retired that was going to be affected?
A That is correct. At one of the council meetings they had told the people over 65 that it didn't concern them at all, that they would still get theirs for free, it was only the people under 65 that needed to be concerned.
Q So personally what has the city breaking its promise meant to you?
MR. NICKLES: Objection.
THE COURT: Overruled.
A Well, it has meant being here in this courtroom instead of being at home enjoying the Christmas holidays with my grandkids for one. It's just been a very stressful thing. I've spent a lot of time trying to talk to different people and explain to them what was going on. I've been trying to figure out what I needed to do. I contacted different legal representatives and sought legal counsel and --
Q So practically what has been the effect of this change on you, what has it meant to you?
A It's meant a decrease in my income.
Q So how much did you start paying in 2009 that you had not paid before for your premium?

A $33 and something a month. I took a lower plan because I wasn't counting on paying for it all and I was hoping to get the issue resolved expediently.

Q And from 2009 presently have you paid for your insurance, part of the cost?

A Yes, ma'am.

Q And what's your understanding of what's going to happen when you turn 65?

A I will no longer have the same type of a policy, I'll have a supplemental policy instead of a secondary policy and the premiums will go up dramatically.

Q I know you've talked to a lot of people. What is your understanding what this -- the effect that not paying for the cost of retiree's health insurance has on your fellow firefighters?

MR. NICKLES: I'm going to object, Your Honor. He can speak to his own effect but not to others who aren't in the courtroom or I'm able to examine.

THE COURT: I sustain the objection.

Q Okay. Cam, do you know the amount of out of pocket costs that you have paid from 2009 when the city stopped paying the costs until today?

A I believe it's around $4,108.

Q And how did you come to that amount?

A I added up my premiums that I had paid.

Q Have your premiums gone up through the years?
A Yes, ma'am, they have, and the coverage has gone down.
Q And what is it that you want this Court to do?
A I want this Court to make the city do what I believe they promised me and that's provide a high quality health insurance plan with prescription drug coverage that's better than what I would have received through Medicare at no cost to me. I would like them to reimburse me all of my premiums that I have paid, and I would like them to reimburse me the $1,100 I've spent so far on this case and pay the attorney fees.
Q Okay. Hold on one minute.
MS. BLOODGOOD: Your Honor, if I may?
THE COURT: Yes, ma'am.
(Break in proceedings.)
Q All of the newsletters that I've shown you, was it your understanding that these newsletters were authorized by the City of Columbia?
A Absolutely. Many of them have pictures of the council members on them so I'm sure they read them since their picture was in there.
Q And were you regularly in the habit of picking them up when you saw them and reading them?
A Yes. Actually in the last several years of my employment they brought them to my office.

Q And again, the same question with the healthcare booklets that I showed you, and the first ones in the beginning, the first one, which was Exhibit 14, was signed by the city manager, correct?

A Yes, ma'am.

Q Was it your understanding that these health coverage booklets that you received over the years were also authorized by the city?

A Yes, ma'am. Several of them had the city seal on them.

MS. BLOODGOOD: Okay. Thank you. I don't have any other questions but Mr. Nickles may.

THE COURT: Mr. Nickles, your witness.

MR. NICKLES: Thank you, Your Honor.

CROSS EXAMINATION

BY MR. NICKLES:

Q Good morning, Mr. Gillam?

A Morning.

Q Mr. Gillam, you testified that you worked for the city for a number of years, correct?

A Yes, sir.

Q And during that time you received some promotions.

A Yes, sir.

Q Pay increases.

A Yes, sir.

Q And you ultimately retired at age 51, correct?

A Yes, sir.
Q That was a tremendous benefit to you, wasn't it, the ability to retire at such a young age.
A It was. I planned on that from the beginning.
Q And you said that your final position was, I believe, administrative chief; is that correct?
A Administrative officer, yes, sir.
Q And you were making over $71,000 at the time of your retirement, correct?
A Yes. That was what my pay would have been continued for a year.
Q Ms. Bloodgood asked you to look through a number of exhibits, I think there were -- oh gee whiz, all of these things that went back from the 90's up in the 2000's with Inside the City of Columbia or at some point the name may have changed, and y'all went over some of the information in there, correct?
A Correct.
Q But throughout that point in time you understood that when it comes to policy the City of Columbia City Council is the ultimate decision maker, correct?
A I wasn't exactly sure who the ultimate policy maker was, because we had procedures and policies and guidelines that we did that I thought at the time were okayed by the city manager.

Q Well, those are standard operating guidelines within the fire department, correct?

A Correct.

Q And the fire department is just one of many departments within the city.

A Yes, sir.

Q And the fire chief holds the position of a department head, correct?

A Yes, sir.

Q There are many department heads in the city.

A Yes, sir.

Q And there were many in the city at the time that you were employed there.

A There were several, yes, sir.

Q Okay. You knew that the fire chief couldn't pay you anything he wanted to, didn't you?

A That's correct. He had to go to the city manager to get my pay increased.

Q And you new the city manager couldn't go outside the guidelines of city council, didn't you?

MR. BRYANT: Object, Your Honor. Sorry.

THE COURT: Overruled.

Q Didn't you? Didn't city council set the budget every year?

A Yes, sir. We presented a budget to the city council

and they approved it.

Q And even little things -- well, maybe not so little, like buying fire trucks and things like that, that had to do within a budget approved by city council, correct?

A Yes, sir.

Q So when it came to money and spending money it was council who had the authority and the power to approve that, correct?

MR. BRYANT: Objection, Your Honor, legal question.

MR. NICKLES: I'm asking his understanding, Your Honor.

THE COURT: Rephrase the question.

Q Based upon your experience in working for the City of Columbia, isn't it true that city council prepares a budget and that the departments had to operate within those budgets?

A Actually the departments prepared the budget and then the city council approved the budget.

Q If city council didn't approve a budget could the department spend the money?

A Pardon?

Q If the city council didn't approve the budget could the department spend the money?

A No, sir.

Q Okay. Now, you knew -- did you actually read cover to cover each one of these Inside City of Columbia bulletins

when it was handed out over the 20 or so years that Ms. Bloodgood examined you on?

A Probably most of them.

Q Okay. And you knew these were reporting what was happening at the time.

A Yes, sir.

Q Because they were issued, I guess, about monthly, correct?

A They were issued sometimes monthly, I think sometimes quarterly trying to change that up a little bit. They expanded it to more pages to include more information.

Q And sometimes they told you that things had changed or were about to change, correct?

A That's correct.

Q And sometimes they referred you to things like let's say the insurance handbook, I believe you went over some of those things with Ms. Bloodgood.

A Yes, sir.

Q They would say it's available to you, correct?

A Yes, sir.

Q When you were talking with Ms. Bloodgood about the city's insurance program, didn't you know that you were part of a group? It was not the Cam Gillam insurance program, it was for the entire active employees and retirees?

A Yes, sir, that was my understanding.

Q All right. So you don't claim, do you, that you have been treated any differently than any other similarly situated employee or retiree?

A No, sir. I believe they lied to all 195 of us.

Q So the answer to my question is you were treated the same, correct?

A Yes, sir.

Q And if you look at, for example, Exhibit Number 14 in the plaintiff's exhibits. Let's see, I think they might be out of order here. I hate to put something on the Bible but I might have to. And Ms. Bloodgood asked you to read one paragraph on the first page of that document, correct?

A Yes, sir.

Q She pointed out the third paragraph from the bottom. But that's not the only information on that page, is it?

A No, sir.

Q In fact, in the second paragraph it talks about that it's important to try to control the escalating costs of healthcare, correct?

A That's correct.

Q And that the city is doing things to try to effectuate that and explain some of the things that they're doing, correct?

A That's correct.

Q And it says, and this is to all our full-time and

retired employees, that's who it's directed to, correct? You would have been an employee at the time.

A Yes, sir, I would have.

Q It says, "By practicing costs containment with your medical expenses you, the insured," that's you, correct?

A Yes, sir.

Q "Play the greatest role in helping to slowdown the every increasing costs to health insurance. You," Mr. Gillam, "keep your insurance affordable by always using the benefits wisely and this decreases the possibility of contribution increases," correct?

A That's correct.

Q So this is telling you, is it not, Mr. Gillam, that there is the possibility of contribution increases due to the escalating costs of health insurance?

A We have increases in contributions quite often on family coverage. They would send us things that would say it has gone up five percent, it's gone up 15 percent, it's going up 10 percent, it's the same, but it never ever changed for people who were retired already.

Q But this does not say you by practicing cost containment for your family decrease the possibility of contributions, it is speaking to you, is it not?

A Yes, sir.

Q And not everybody has family coverage, do they?

A No, sir.
Q A lot of people had single coverage, correct?
A Yes, sir.
Q And they got the same notice as you did, correct?
A Yes, sir.
Q So did you ever go to anyone and say, "Wait a minute, this is saying there's a possibility of contribution increases?" Did you go to city council and say, "What do you mean by that?"
A No, sir. Back then I would not attempt to go to city council and question their plan.
Q But you received that notice, correct?
A Yes, sir.
Q And you received it repeatedly while you were employed and after your retirement, correct?
A I don't know that I received this repeatedly after I was retired.
Q You retired in what year?
A In 2007.
Q And that's the year that you got your letter from Ms. Holiday.
A Mona Holiday.
Q In which she says under current policy the city pays retirees a portion of the health premium, correct?
A That's correct.

Q So Ms. Holiday is informing you that this is a policy, correct?

A That's correct.

Q And you know policies are subject to change, you witnessed policies being changed during your employment, correct?

A Certain policies could change, yes.

Q Well, you've already mentioned that health insurance changed during the course --

A Once I retired policies to me no longer affected me. Once I retired I had done my part of the bargain so I was already there. It's kind of like you go to the store, bread is on sale, you buy a loaf of bread, you leave the store, they don't tell you later on give me more money for that loaf of bread, we changed our mind.

Q So when you signed the application for being a member of the city's health insurance program, and that application, one of the exhibits, number 24 I believe Ms. Bloodgood submitted, I have some as well, show that you are a member of a group plan and you're going to be subject to the same terms as everybody in the group, you didn't think that applied to you?

A Yes, sir, I did. That group isn't receiving their insurance for free.

Q Well, one of the provisions of the group plan after

2009 was that you pay a small premium, correct?

A That was definitely a change.

Q Okay. And you continued to sign those applications since the premium change and you've continued to be a member of that plan, correct?

A I did because I wanted insurance. I couldn't afford to not have insurance.

Q Now, Mr. Gillam, you said that you received notice before the city voted to charge a premium to all participants in its group health plan, that it was in the works, correct?

A Yes, sir, I saw where it was in the works.

Q And you said that you took a number of steps including, I believe, you attended council meetings, correct?

A Yes, sir.

Q You were actually a member of a committee that worked with a council member, correct?

A Later on, yes, sir.

Q Okay. And that was all prior to the vote by city council to make this change, correct?

A The committee with the insurance was Natasha Taylor and Missy Caughman and Daniel Rickerman, that group was afterwards.

Q Okay. You had the opportunity to speak to council, I believe you actually spoke to council.

A That is correct.
Q Now, when you were working for the city as a firefighter and you mentioned that people talked to you about what would be available to you once you retired, all of those folks were expressing what was then the policy of the City of Columbia, weren't they?
A They were expressing what the benefits were at that time, yes, sir.
Q And those benefits were part of the city's policies as they related to their employees, correct?
A They may have been.
Q Okay. Now, you mentioned that you want not only to be reimbursed for whatever you have laid out, $4,108, but that you want the city to give you a different better plan than everybody else now has.
MR. BRYANT: Objection, Your Honor, he did not say different, it's just a mischaracterization of his testimony.
Q Well, didn't you testify --
THE COURT: Ask him what he said.
Q Didn't you testify, Mr. Gillam, that you wanted to have a better plan at no cost?
A I think I said a high quality plan at no cost I believe is what I said with drug coverage. I can't say whether the one we have now is good or not, and it's changing in January, which may or may not be better than what we have

today.

Q So you just don't know, is that fair to say?

A I don't know what the city plans, no, sir.

Q So you're not asking this Court then to carve out for you a different individual healthcare plan.

A The city told me I would have a high quality health insurance plan, I don't care how they do it, that's what I expect.

Q Would you agree with me that the terms high quality could mean different things to different people?

A I would say they would mean relatively the same thing. There could be some small differences but relatively they would mean the same thing.

Q So you know what that term high quality means to all of the other participants in the city's group health coverage, all of those thousands of people?

A I can only compare it to things like what Daniel Rickerman told me when he said if you want insurance for free we'll give you free insurance but it won't be worth anything because it won't pay anything. To me that would be a low quality as compared to one that pays your bills, and that would be a high quality.

Q So you don't have a plan to substitute now, you haven't brought one with you for the Judge to examine to determine whether it is higher quality than the one that you currently

have.

A No. But there are plenty of insurance books there that have the policies in them that we used to have.

Q But you understand the you're the plaintiff in this lawsuit and it's your responsibility to establish your loss, correct? You understand that.

A Yes, sir.

Q But you haven't brought anything today to allow the Judge to determine what that loss may be if you are comparing current policy versus high quality policy, correct?

MR. BRYANT: Objection, Your Honor. It speaks to damages, not loss.

THE COURT: I don't understand your objection.

MR. NICKLES: I think it's semantics.

MR. BRYANT: It speaks to the --

THE COURT: Counsel approach.

(A bench conference was held.)

Q Just to be clear, Mr. Gillam, you have brought with you no alternative group health plans for this Court to examine nor have you costed any other group health plans that you would present as alternatives to the one that you currently are a member of?

A We're getting ready to have a new one in January through the state.

Q Mr. Gillam, if you would simply answer my questions without -- it was a very simple one, okay? Have you brought with you today any alternative group plans and affiliated costs with any other group health plans?

A No, sir.

Q Did any of those folks who talked to you about future benefits tell you, "Cam, I am going to guarantee you no matter what happens that when you retire I will make sure that you will get free health insurance for the rest of your natural life." Did anybody tell you that?

A At those seminars?

Q Yeah.

A No, sir.

Q Or the fire chief didn't tell you that. The fire chief didn't personally guarantee it, did he? He didn't say, "I'll pay for it."

A No, sir.

Q And Mona Holiday didn't say, "I've got a billion dollars over here and I'll pay for it." Nobody told you that, did they?

A No, sir.

Q Okay. Now, you mentioned to Ms. Bloodgood that you may have stayed longer or you may have done this or that if you had known that two years after your retirement the city would change its policy.

A Yes, sir.
Q But, in fact, you retired at age 51 with a monthly benefit, correct?
A Yes, sir.
Q The city contributed significantly to that pension benefit, correct?
A Yes, sir.
Q And you have been receiving those pension benefits for many, many years, correct?
A Yes, sir.
Q And during those years you have not been compelled to get up at a certain time and put on a uniform and go to work and do the job and come back, you had other things that you could do, correct?
A Yes, sir.
Q And there's a value to that, is there not?
A There is.
Q Now, while you were working for the city at least for part of the time you also worked for a landscaping company, correct?
A That's correct.
Q But you didn't apply for any other full-time jobs during that period, did you?
A No, I did not apply for other full-time jobs.
Q And you weren't offered any other jobs during that

time, were you, full-time positions?
A Not full-time, no, sir.
Q Now, when Mona Holiday talked to you and wrote to you, when the fire chiefs talked to you about what retirees receive they were telling you what was actually the policy at that time; isn't that true?
A That's correct.
Q But you know as an adult that things do change, correct? You know they change.
A Yes, sir. That's what Sam David said.
Q Well, I mean, you have experienced change in policy, you experienced change when that the health insurance provided all while you were employed by the city and thereafter, correct?
A I have definitely experienced that after.
Q Well, while you were employed as well, correct? Weren't there -- you've got premium books -- or not premium books, policy books every year, didn't you have to -- didn't you receive those?
A Yes, sir.
Q Well, you talk about them.
A Yes, sir.
Q And you examined them, right?
A Yes, sir.
Q You presented them to the Court. So you knew that it

Part D, correct?

A Correct.

Q So what you're asking for is what was promised, a plan as good as what the city employees have under their group insurance policy because --

MR. NICKLES: Your Honor, I hate to interrupt, but this is leading, much more detail than even a non-jury proceeding should be permitted.

THE COURT: Overruled. Go ahead and ask the question.

Q So the plan that you were -- is referred to in the Mona Holiday letter is a plan that is -- acknowledges that it's better than Medicare part D, correct?

A Yes, ma'am.

MS. BLOODGOOD: Hold on one minute.

(Break in proceedings.)

MS. BLOODGOOD: That's all the questions I have, thank you.

THE COURT: Anything further from this witness?

MR. NICKLES: If I might be indulged.

THE COURT: Yes, sir.

RECROSS EXAMINATION

BY MR. NICKLES:

Q Mr. Gillam, when you received that letter at the time of your retirement Ms. Holiday was describing something that was in existence at that time, correct?

A That's correct.
Q Now, you and Ms. Holiday may have had expectations as to the future but neither of you have control of the future, do you?
A That's correct.
MR. NICKLES: Thank you. No other questions.
THE COURT: Thank you, sir, you can step down. Counsel, approach.
(A bench conference was held.)
THE COURT: We'll break for lunch and start back at 1:30.
(A lunch break was taken.)
THE COURT: All right. Plaintiff call your next witness.
MR. BRYANT: At this time plaintiffs call Larry Strickland.
The witness, LAURIE "LARRY" STRICKLAND, was first duly Sworn and testified as follows:

DIRECT EXAMINATION

BY MR. BRYANT:
Q Good afternoon, Larry.
A How are you doing?
Q All right. Mr. Strickland, where do you live?
A Lexington, South Carolina.
Q All right. How long have you sort of been in this

A Yeah. Matter of fact that's how I hurt my back.
Q You hurt your back on the job?
A Yeah.
Q So over the course of your almost 24 years, about 24 years, was it your understanding that when you retired you would earn these --
A It's an earned benefit. I felt like they were going to keep paying my health insurance for the rest of my life is what I was told.
Q All right. So over the course of those 24 years you probably got to know quite a few firefighters.
A Right.
Q And some of them started before you?
A Before me, after me.
Q After you. And the ones that started before you retired, some of them retired, right?
A Right.
Q And it's my understanding firefighters are kind of a close knit group.
A Uh-huh.
Q And did you continue to communicate with some of those people afterwards?
A Yes, I did, yeah.
Q And what's your understanding about whether those firefighters who retired before you received their -- had

Q So how many years had you received your healthcare benefits, how many years had they been paid?

A About 20 years they paid for it.

Q Okay. So if someone tells you that they're going to do something until you die and they do it for 20 years, do you think it's reasonable to believe that they're going to do it until you die?

A Yeah, I thought that.

Q Before the time you retired and at anytime after you retired until they took it away, took your insurance away, did you ever go out --

MR. NICKLES: I'm going to object to that, no insurance has been taken away from these individuals.

THE COURT: Rephrase it.

MR. BRYANT: I'll rephrase the question, Your Honor.

Q From the time you retired until the time that your full premium for your health coverage stopped being paid, did you go ever go out and look for other health coverage for yourself?

A No.

Q And why didn't you go out and look for other health coverage?

A I was told it was paid for so there was no reason to look for other coverage.

Q So while you were working you believed that you were

told that this would happen in retirement by city managers and chiefs, right?

A Yes.

Q And you saw other people getting --

A These benefits, yeah.

Q And you yourself received what you believe you had been promised for about 20 years after you retired.

A Right.

Q If you had known back in 1969 that that the city could take this -- I'm sorry, let me rephrase that. If you had known back in 1969 that the city could stop paying the full retiree benefits at any point in time, they could tell you one time and then stop at any point in time because it was only the current policy, would you have done anything different?

A I could have, yes.

Q All right. And what would you have done differently?

A Well, I might have went with Southern Railroad for one thing.

Q That job you had offered.

A Right.

Q And that job you stayed as a firefighter because they told you how good the benefits were.

A Right, they told me that.

Q And one of the good benefits was this --

A Health insurance. Paid-up health insurance.
Q Until you died.
A Right.
Q All right. So since the full amount of your health premium has stopped being paid for, have you had to come out of pocket for anything?
A Oh, yeah. The premiums, yes.
Q The premiums. And I know that you sat down and looked at -- or have you sat down and looked at how much you came out of pocket?
A Right. Approximately 19,000.
Q And that's from 2013 until now.
A Yeah.
Q And do you know how you sort of came up with that calculation?
A Well, yeah. I looked at my old tax returns and my W2 forms and my old stubs.
Q Okay. Now, as you sit here today and the city does not resume paying these health -- I'm sorry. Do you expect to continue to incur similar out of pocket costs for the rest of your life?
A Yes.
MR. BRYANT: I don't have anymore questions for you, Mr. Strickland, Mr. Nickles or the Judge may. Thank you.
THE COURT: All right. Mr. Nickles?

A I was a tailboard fireman still.
Q You hadn't gone up the ladder at that point.
A No.
Q But you didn't seriously pursue that job, did you?
A Well, I got talked out of it. I was probably going to take it but I got talked out of it.
Q Well, let me ask you about that, you never compared the benefits offered by the railroad to those offered by the city, did you?
A No. It didn't go that far after I decided to stay.
Q In fact, you don't know whether that railroad paid vacation or sick leave, holiday time, paid it up at the end of your work, don't know that, do you?
A Well, my brother-in-law worked there so he got all of those benefits.
Q Well, your brother-in-law actually approached you about possibly taking that job, correct?
A Right.
Q But he wasn't the president of Southern Railway, was he?
A No.
Q He was doing pretty much supervising what you were going to do, right?
A Right.
Q Which was maintenance work.

A Right.
Q Which would require you to go around the railroads from place to place and repair --
A Track, right.
Q -- track. That sounds like that would be a pretty physically demanding job as well.
A Right.
Q So you can't tell us if you had taken that job at Southern that you would have been more successful career, you would have been able to qualify for retirement or if you could have gotten free health insurance for a day much less 20 years.
A That's right.
Q You know that your lawyer showed you a couple of -- may I approach you?
A Yes.
Q -- showed you a couple of booklets, and maybe he was confused, but it does say employee and retiree health coverage, correct?
A Right.
Q You knew that retirees and the employees had the same group plan, correct?
A Right.
Q The only difference was, I believe, dental, right?
A Right.

Q Which was a different plan.
A Right. You had to -- it wasn't offered after you retired, it was only offered if you were employed.
Q That was separate. And you're not suing the city for dental insurance, are you?
A No.
Q Just to make sure. And when you got these things you had the opportunity to read them, correct?
A Yes.
Q Do you remember if you actually read them?
A Probably the older I get I got in-depth reading them. When I first went there you were kind of young and you don't think about things like that until you get a little time in.
Q And this says to all our full-time and retired employees, so they're talking to you as an employee or retiree when they say that, correct?
A Right.
Q It's directed to you, correct?
A Right.
Q And it also says among other things that you know that healthcare is -- cost is escalating, everybody in America knows that, right?
A Uh-huh.
Q It's been rising for decades, right?
A Uh-huh.

Q Is that correct?
A Yes.
Q When you were hired back in 1968 or '69, do you think the cost of your healthcare was higher or lower for the --
A It was lower then.
Q Yeah, much lower for the city. But even as it rose throughout your employment the city continued to pay not only a part of it but all of it.
A Right.
Q Have you ever calculated, Mr. Strickland, how much you would have paid in health insurance those 20 years that you retired and paid nothing, how much do you think you would have paid for health insurance if you hadn't had it from the city?
A I'm not sure. I don't know how I would have calculated it.
Q Well, do you think it would have been a little or a lot?
A Well, it would have fluctuated every year and it probably would have went up every year.
Q It would have fluctuated every year because things change, correct?
A Right.
Q And you noticed, I believe, in responding to your attorney that things changed even in the health insurance as

being offered by the city.
A Uh-huh.
Q Is that correct?
A Right.
Q And I suppose that's one reason why they didn't give you just one book when you walked in the door and said, "This is it, these your benefits." You knew they changed from year to year to year to year, correct?
A Right.
Q And when they changed from year to year to year, were you aware during those years that city council was responsible for adopting a budget to run the city?
A City manager and the council.
Q Well, the city manager recommends and the council adopts, correct? Is that your understanding?
MR. BRYANT: Objection, legal, but --
A I didn't get into that.
Q If you don't know you can say you don't know.
THE COURT: He can ask him his understanding.
Q Yeah. Did you ever attend any council meetings?
A Yes, I did.
Q Did you ever -- were you ever there when they were talking about money?
A Yes.
Q Because that's one thing councils talk about a lot.

A Yeah.
Q And in that process, did you ever observe that council would debate an issue and then eventually vote on it?
A Yeah.
Q And that's the way that council operated to the best of your observation, correct?
A Right.
Q During your many years of service, did any of these fire chiefs ever say to you, "You know, Larry, I wish I could get you more money but I just can't do it?"
A I don't think it was left up to them unless they promoted me.
Q Because you knew that it had to come in within a budget, correct?
A Right.
Q And you knew that those fellows couldn't go outside that budget, correct?
A Right.
Q And you also knew that even though you were a firefighter and you took certain risks that there wasn't a special firefighter or a special Larry Strickland insurance program, was there?
A No.
Q It was for everybody. It was for the secretaries and the custodians and the city manager and the assistant city

manager and the fire chief --

A Right.

Q -- and Larry Strickland, all of you together, correct?

A Yes, sir.

Q Now, these fire chiefs that talked to you about the benefits, when they said that retirees get free health insurance, that was absolutely true at that time, wasn't it?

A It was when I worked there and when I retired, yes.

Q Because that was consistent with the policy, wasn't it?

A Right.

Q But the policy ultimately changed. I know you didn't like it --

A Uh-huh.

Q -- and probably those folks wouldn't have liked it either, but it changed, didn't it?

A Yes.

Q And you weren't treated any differently than former city managers or former fire chiefs or former custodians or former secretaries, were you?

A No.

Q The same way.

A Yeah.

Q Part of a group, correct?

A Right.

Q Now, back when we talked years ago I asked you what you

thought you were entitled to if you won this case.
A Right.
Q And you said to me, "I don't think I'm entitled to the same insurance as when I retired," you thought you should get the group coverage and just not have to pay for it, correct?
A I'm not sure exactly what I said.
Q Okay. Well, it's a part of the record, and we'll let the record speak for itself, I'm not going to bother you with looking at something old, okay?
A All right.
Q So you had the free insurance for 20 years, you haven't calculated what that value is. You haven't tried to compare what the benefits would have been at the railroad versus the city, is that fair to say?
A Right.
Q When you said $19,000, did you have anybody else on your health insurance?
A No, not at that time -- after I retired because I was divorced then.
Q I understand. After you retired were you single coverage only?
A Right.
Q So you figured this $19,000 from your tax returns as being your expenditures since 2013, the last five years.

A Right.
Q Think you would have spent a whole lot more than $19,000 over the 20 years that you got the health insurance free?
A I'm not --
Q There's no way of knowing, is there?
A I don't know.
Q No way of knowing.
A I don't know.
Q And all of that time you were receiving not only social security benefits but also state retirement benefits.
A Right.
Q And you don't know, do you, that you if you had gotten hurt on the job at Southern Railway whether they would have been paid -- you wouldn't have been eligible for state retirement, would you?
A I think they had their own retirement system.
Q Do you know what they paid?
A No.
Q No way of knowing, is there?
A I didn't go into it further after I decided -- they talked me into saying.
Q And after you stayed you had a successful career.
A Right.
MR. NICKLES: Thank you very much, I appreciate it.

Q Okay. And you started in 1969 and you retired in 1993?
A Right.
Q And a lot of things changed between 1969 and 1993, is that fair to say?
A Yeah.
Q Lots of policies changed in -- healthcare costs changed, you had lots of different presidents, I was born somewhere in there --
A Uh-huh.
Q -- but throughout that time, did the retirees who had fulfilled the requirement receive their health insurance benefits paid?
A Yes.
Q All right. So real quick, last line of questioning here. So after you retired you had this horse -- what was it called?
A Hideaway Farms.
Q And you mentioned that you had an individual there that you had a barter relationship --
A That took care of things mostly.
Q How would that work? You gave --
A I gave him free rent for cleaning stalls and doing different things, repairing a fence and whatever.
Q And is it fair to say that you promised them that you would give them free rent if they did the work?

A Right.
Q Do you still operate that?
A No.
Q And while you operated it, did you give them free rent?
A Yes.
Q Did they do the work?
A Yes.
Q Now, did you offer them free healthcare?
A No. Most of them had other jobs, too.
Q So the fact that you didn't offer it to them doesn't say anything about whether there's a promise there.
A Right.

MR. BRYANT: That's all the questions I have for you, thank you.

THE COURT: All right. Anything further from this witness?

MR. NICKLES: Just a very couple.

RECROSS EXAMINATION

BY MR. NICKLES:

Q Mr. Strickland, now you knew when you were employed even if you didn't go you could have gone to council meetings, right?
A I could have, yes.
Q Nobody stopped you.
A We were usually busy working a second job.

Q Making money.
A Right, trying to make some.
Q Making money, right?
A Right.
Q And when you had somebody working for you, were you the person who was responsible for either paying them or giving them a benefit? You were the person, correct?
A I was, yes.
Q You were in control, correct?
A Right.
Q But you knew that police -- that fire chief was not in control of your salary, right?
A Not in control of my salary.
Q And not in control of your benefits either, was he?
A No.

MR. NICKLES: Thank you.

THE COURT: Thank you, Mr. Strickland, you may step down.

MS. BLOODGOOD: Your Honor, we took the deposition of Steve Gantt and at this time we would like to read portions of his transcript into the record. And I could ask questions and Chris could go up there if that's the best way to do it for you.

MR. NICKLES: However they want to do it, but I'll stipulate the record says what the record says and I'm happy

A September 30th, 2003.
Q And so from 2003 until 2009 the city paid the full costs your retiree health insurance, correct?
A I think that is correct.
Q And then in 2009 did you have to start paying premiums for your -- for part of the cost for your health insurance?
A I think that is correct also.
Q And when did you turn 65?
A Well, I'm 69 now, so I approximately four years ago, June 1st, 2014.
Q And June 1st of 2014, did you then have to start paying part of your Medicare costs?
A Absolutely.
Q If you'd known in 1978 that the promise of paid-up retiree health insurance was something that could be changed or broken at any point, would you have done anything differently?
A I can't say that I would or I would not have, but it would certainly have entered into the equation.
Q Could you have worked longer than you did at the city?
A Absolutely.
Q You have a general contractor's license?
A Yes.
Q Could you have gotten a job as a general contractor that offered insurance?

A I never went so far as to see what kind of insurance was offered, but, yes, I could have done that. And there was insurance there but I just can't tell you how good of insurance it was.

Q And since 2009 when the city stopped paying the full cost of your premium, and then again in 2013 when they stopped paying for Medicare for persons over the age of 65, have you calculated your out of pocket that you would not have had to pay but for the city breaking the promise?

A Yes, ma'am.

Q And how did you do that?

A With insurance stubs. There's actually only six months of calculations that I don't have and I just had to negotiate those from the previous year, but from any figures it's $18,815.90.

Q And you calculated that by just adding up your out of pockets costs.

A That's correct, and I have the documents to support that.

Q And do you expect to have similar expenses the rest of your life?

A Yes, or maybe higher.

MS. BLOODGOOD: I have no further questions, Your Honor.

THE COURT: Okay. Mr. Nickles?

MR. NICKLES: Yes, thank you.

CROSS EXAMINATION

BY MR. NICKLES:

Q Good afternoon, Mr. McClinton.

A Hey Mr. Nickles, how are you?

Q I'm doing well, I hope you are. I don't know that we'll need to refer to it but I just want to put your deposition up there in case you want to refer to it.

A Okay.

Q And I'll give you the opportunity if you wish. Mr. McClinton, now, you were asked a question whether there was any hint that there could be an increase in or a change in your contributions to the health insurance program, do you remember saying not a hint?

A Yeah, but it wasn't to that particular question. I said not a hint, but it was whether it was going to be done away with.

Q Okay. Well, you looked at two of these booklets, and I imagine you have more than two during your many years with the city.

A I've seen a bunch of them.

Q But they all seem to have something in common, and it is directed to full-time and retired employees, is that your reading of it as well? Do you see it?

A Yeah. I can read it good enough if you hold it that

far away.

Q I'll let you put your glasses on if you want to. In this among what they're telling you is important to read it says, you, Mr. McClinton, keep your, Mr. McClinton, insurance affordable by always using benefits wisely and this decreases the possibility of contribution increases. Isn't that at least a hint things can change?

A Is it a hint?

Q Yes, sir.

A Yeah, I think things change.

Q It's at least a hint.

A Right.

Q All right. Now, fair to say that you didn't price with Craig Construction how much insurance would have cost you if you had gone to work for them.

A No.

Q Craig Construction is a private business, correct?

A Correct.

Q They rarely give things away, do they?

A I would say you're right.

Q Okay. And you said well, you feel that you were paid low. Did you bring anything to court today to show that during the time that you were employed, that if you looked at the benefits you were receiving at that time and the pay you were receiving at that time and the promotional

opportunities you had at that time, that you would have done better somewhere else?

A No. With the benefit package that was promised to me I think I did very well, one of them was the insurance.

Q And I'm talking to you about what you actually received, not what you wanted to get or expected to get or believed you were going to get, what you actually got.

A Right.

Q And what you actually got was very valuable, wasn't it?

A It was.

Q And you know that life is a gamble, you're an adult, you know that, right?

A Yes.

Q You even told that to me back those years ago at your deposition, correct?

A I think so.

Q And you know that there is not just one factor that makes a job attractive, there are many, are there not?

A That's correct.

Q The opportunity for attention, the opportunity to do other work like as you'd had with your shift work, you could work for Craig Construction or do your own subcontracting.

A Right.

Q And that was a valuable commodity, you made money doing that, correct?

A That's correct.
Q And many of your fellow firefighters did as well, correct?
A All of them.
Q It was common. And so you were to what some folks call moonlight while you were on your 48 off shift, correct?
A That's correct.
Q You told me back when your deposition was taken, and that was back in 2015, that you had not explored any other insurance options. Have you done that since then?
A Yes.
Q So you didn't explore them until after you were deposed; is that correct?
A That is correct, about six weeks ago.
Q Did you ever talk to your lawyer about supplementing your responses to interrogatories or anything like that?
A No.
Q All right. When all of these folks were talking to you, the fire chiefs and the battalion chiefs and the assistant chiefs, you have heard the question before, you knew they didn't come out of pocket for your benefits, they weren't paying for it, correct?
A Correct.
Q And so you knew that what they were reporting to you was what council had approved when they were talking to you,

correct?
A I knew it was coming from a much bigger authority, city council. That's one of the reasons I counted on it.
Q And you knew that council was made up of politicians, correct?
A I'm afraid so.
Q And you know that politicians change their minds from time to time.
A I'm afraid so.
Q Okay. And that was something that wasn't started in 2009, that's been since the dawn of time, isn't it?
A Since the cave man.
Q So those councils back in 1970's, 1980's and up to the 2000's, they annually budgeted for the benefits to be paid entirely by the city, did they not?
A I think that's correct, and that's a good point.
Q But in 2009 after a period of study and debate they decided to stop doing that, correct? And that's why we're here.
A Yeah.
Q All right. But you knew that the city continues even today to pay a substantial amount toward your health insurance, correct? You're not paying the whole thing.
A Mr. Nickles, that's debatable. I would agree that they are paying, when you put substantial that changed that. I

agree that they're paying some.

Q All right. They have never not paid something for your health insurance, correct?

A That's correct.

Q And when you were talking to Ms. Bloodgood about your health insurance and paid-up and so forth, you knew that you were not getting an individual policy, you were part of a big group of people, correct?

A Sure.

Q Just like you've heard other people say, you knew it was not only the fire department, it wasn't a special benefit for the fire department, was it?

A No.

Q It was for all of the employees. And you signed the agreements, the applications when they came around to you when there was any change and so forth, you signed off on the dotted line, did you not?

A No, sir. We didn't sign as to whether we're agreeing with the changes in the policy, we were signing as to whether we received the booklet or not.

Q No, I'm not talking about that. There's a document that has been introduced into the record by the plaintiffs, and maybe you didn't get one of these but I would be surprised. Oh, here it is, Number 24, and it's part of a membership application, this happens to be to your friend --

Q So you did see these documents and they did say you're being a part of a group, correct?
A Yes.
Q And you knew that, correct?
A Yeah.
Q And it said that you would receive your benefits in keeping with those provided to the other members of the group, correct?
A Yeah.
Q Did you attend any of those council meetings where they were debating as to how they were going to change or not change the health insurance programs?
A Yes, sir, I spoke at one.
Q So you were aware that there was an active political debate about this, correct?
A Yes.
Q And you participated in that political process, correct?
A Yes.
Q And you disagreed with the outcome. They voted and they didn't vote your way, correct?
A Yes, I think that's right.
Q Did you live in the City of Columbia at the time?
A No. I lived in the City of Columbia at the time of employment but I left the city a long time ago.

Q All right. So since you have left the city you couldn't vote the rascals out of office.
A No, sir. I would have though.
Q And that's one way that you respond to actions by a governmental body that you disagree with, correct?
A That is correct.
Q And that's the democratic way to do it, correct?
A Yes, sir.
MR. NICKLES: Thank you. No other questions.
THE COURT: Redirect?
MS. BLOODGOOD: I just have a few, Your Honor.

REDIRECT EXAMINATION

BY MS. BLOODGOOD:
Q Mr. McClinton, first of all, did you ever tell your lawyer you were looking into other insurance policies?
A No.
MR. NICKLES: Your Honor, I'm not trying to cast any dispersions on Ms. Bloodgood or Mr. Bryant.
THE COURT: So noted.
Q There was a question about your construction company not giving away anything for free. The city doesn't give away anything for free either, does it?
A Absolutely not.
Q And you in the beginning of your deposition said you don't like the word free because you earned the benefit,

didn't you?

A I don't even like it when you use it.

Q I know that, you told me that. Because it's not free, was it?

A No, ma'am. We paid for it through 25 years of low salary, injuries. While in my 25 years two men died in the line of duty, they will never get any insurance.

Q Mr. McClinton, you also -- there was some questions about county -- the city council and what they can do. The city council, no individual on the city council made you the promise in those 25 years that you were working that you were going to get the retiree health insurance.

A Personally?

Q Yes.

A No, ma'am.

Q Those promises came from the city manager and your chiefs, correct?

A That's mostly correct. I mean, there were other chiefs, too, but those were the two highest up, yes.

Q Right. Your promise --

A And the HR director, which I originally went to.

Q So the promises came all from people who worked for the city manager or the city manager, correct?

A That's correct.

Q You don't work -- you didn't work for city council, did

you?

A No.

Q Okay. And then when you stood up and complained about the city changing its policy in 2009, you had already been receiving that promise for six years, correct?

A That's correct.

MS. BLOODGOOD: Thank you, that's the only questions I have.

THE COURT: Anything else from this witness?

MR. NICKLES: One thing, your Honor, if you don't mind.

RECROSS EXAMINATION

BY MR. NICKLES:

Q Mr. McClinton, you don't like the word free, I don't like the word promises. Let's see if we can agree on something.

A Okay.

Q When those folks were talking to you in all of these years about retirees getting health insurance that was -- the city paid for, they were telling you a fact that existed at that time, were they not?

A Yes.

MR. NICKLES: Thank you.

THE COURT: All right. Thank you, Mr. McClinton, you can step down. We'll take a short break.

(A break was taken.)

year and a half or two years because the city paid the supplement plan. I went on Medicare and the city paid my supplement so I didn't pay anything for about a year and a half or two years, and then the rules changed and now I'm spending about 200 bucks a month.

Q And just so I understand how that -- and correct me if I'm wrong, I just want to make sure I followed that correctly, you retired and for about eight years the city -- you had the paid-up insurance benefit.

A Right. I think I paid a supplement then to cover the copay, things like that.

Q Okay. And then when you turned 65 you didn't pay anything.

A I didn't pay anything.

Q And then after it changed again for those over 65 you started paying 200 a month.

A Right.

Q And did you do any sort of calculations to sort of figure out what you've come out of pocket that you wouldn't have come out of pocket if there was a paid-up --

A Yeah. I did something for Nancy Bloodgood and I think I came up about $13,000.

Q Do you remember how you came up with that?

A I looked on my Medicare payments and my checking account where I wrote checks, I had my checkbook and then my

stubs, Medicare stubs.

Q Okay. So almost through this here. So you started in 1977.

A Yes.

Q All right. And then retired in -- I've got dates --

A 2001.

Q 2001. And over that time period you saw people -- you believe that if you worked a certain numbers of years you would have paid-up health insurance.

A Yes, I did.

Q You saw people who met those qualifications receiving that paid-up health insurance before you retired.

A Yes.

Q That's fair?

A Yes.

Q And you didn't even have any thought that it would change until 2009.

A No.

Q If you would have known back in 1978 or 1995, or 1990 that they could -- this could change at any time, would you have done anything differently?

A I thought about that when you asked the others. One thing I would have probably done was when I got my 20 years in, because I had bought some time when I could afford it, and so I would have had 25 years to retire, but I had my 20

BY MR. NICKLES:

Q Mr. Morris --

A Yes.

Q -- afternoon. Mr. Bryant asked you a bunch of questions about what you woulda, coulda, shoulda done. But you don't know whether you would have done X, Y or Z, do you? I mean, you're talking about possibilities and not things that you actually explored at the time, correct?

A I didn't need to.

Q But please answer my questions, you didn't explore any of those options at the time, correct?

A No.

Q And did you ever -- you said you did some calculations for Ms. Bloodgood, when did you do those?

A The last ones I did was a couple of months -- well, about a month ago, I think.

Q Okay. And when did you give them to her?

A I guess in the last month or so.

Q Mr. Morris, you said you did some calculations about what it has cost you over this period of time. Did you do any calculations as to the value of 35 years of health insurance that you didn't have to contribute to?

A No.

Q When you say yours was paid-up, who paid it up and how?

A Well, my working at a low salary basically earned --

that was -- the way it was presented at one time was that was our supplement for the low salary.

Q Well, did you look around to see if you could get a job at higher salary?

A Not really.

Q So you didn't try to balance off what you were being paid and what you were being provided.

A Well, I'm not complaining about the pay, you know, because it worked out to where it was for my benefit being a single parent to work one day and be off two days.

Q And also allowed you to do other things for profit as well if you wanted to.

A Well, no. I was a single parent, I didn't work a lot.

Q You chose not to do that. Your other firefighters may have done that but you chose not to, correct?

A Yeah.

Q Although it was time that was available to you to use as you saw fit.

A Correct.

Q And that was a value to you as a single parent, correct?

A Uh-huh.

Q Is that a yes?

A Yes.

Q That's something that might not have been available to

you had you been working at a tax office or working at H.H. Gregg or being a salesmen or any of those other things that may have happened, correct?

A Yeah.

Q And you knew when you talked with Miles Hadley that he worked for somebody too, he worked for city council, correct?

A That's right.

Q And ultimately that's who you worked for also, correct? That's who cut the checks.

A Yes.

Q Although you were a firefighter your entire career you also knew that you were a member of a group plan that included all employees, not just firefighters, correct?

A That's correct.

Q And in terms of these other folks who you've spoke with and you referred to in responding to Mr. Bryant, you knew that those folks weren't going to come out of their pocket to pay for your health insurance, correct? The money had to come from the budget; isn't that right?

A That's correct.

Q All right. And you knew those politicians on council are the ones who determined what the budget was going to be from year to year to year, correct?

A I understand that, yes.

Q All right. And you knew that even if they didn't like it Miles Hadley, your chief, other department heads, all had to operate within the budget that was approved by the city council, correct?

A Yes, I understand that.

Q Okay. And in terms of your work for the fire department, there wasn't any bargain where you can negotiate your salary or your benefits, they were what were being provided at the time, correct?

A That's correct.

Q Because there's no collective bargaining for public employees in this state, you're aware of that.

A Uh-huh.

Q Is that correct?

A That's correct.

Q As you were working you noticed that even when you became a captain and worked your way up and had a successful career, correct?

A Correct.

Q That there were policies and things like that coming down from outside the fire department that impacted you and others, correct?

A Correct.

Q And even if your chief didn't agree with them he could complain or he could go to council, but he couldn't make a

A Right.
Q Is that right?
A That's right.
Q Now, in terms of your benefits with the city I'm going to show you some documents that I believe you will recognize.
MR. NICKLES: And Your Honor and counsel, this is Defendant's Exhibit Number 2, tab eight.
Q And do you mind if I show those to you? Page A is simply a new employee that tells us that you were hired in January 1977.
A Uh-huh.
Q And you filled it out and that was just a standard form, correct?
A Correct.
Q You had a deduction authorization. I believe that you got over the course of your career those folks issued new booklets from time to time, correct?
A Correct.
Q You got one right when you came on the 1977 version of what we have here, Plaintiff's Exhibit Number 14. It was a booklet that looked something like this, wasn't it?
A Yes.
Q And these booklets were pretty consistent in what they were telling you about the availability of health insurance,

correct?
A Correct.
Q And every one of them that has put in evidence here, this one happened to be in 1988 while you were still an employee, correct?
A Yes.
Q Tells you that there is a possibility of a contribution increase. Now, doesn't it make sense, Mr. Morris, that as the costs of running the city and the costs of providing health insurance increased that there have to be adjustments made?
A Yes. My assumption, of course that's just an assumption, but my understanding was that the increase would be on the family plan, I never imagined --
Q Of course, it doesn't say that in the booklet.
A It doesn't say that.
Q So that would be at a minimum an ambiguity, wouldn't it?
A Since we weren't paying anything for our policy an increase of nothing is nothing, but an increase of a family.
Q Well, an increase over nothing is something, isn't it? You can't get lower than nothing.
A Well, if you increase zero by 50 percent it's still zero.
Q It doesn't use percentages here, does it? You're

playing word games with me, aren't you, Mr. Morris?

A We were playing word games.

Q You also -- I don't want to belabor the point, but these are matters that are already in the record. I want to see if you recognize your signature here, it's on tab eight letter I. Would that be your signature at the bottom of the page? It's kind of small. Charles Morris, is it Junior?

A That's my son's name.

Q Oh, that's his name? You were destinating him as a beneficiary.

A Yeah, beneficiary.

Q But that relates to you, correct?

A Yeah, uh-huh. That's my writing.

Q You filled it out.

A Yeah.

Q And you knew at least they were giving you the opportunity to know that you're only going to be treated the same as everybody else who is a member of this group, correct?

A All right.

Q And although you object to being charged any premium, you don't know of anyone who was treated better than you, do you?

A No.

Q Whether they have to be a current employee or a retiree

they've been treated the same, correct?
A I hope.
Q All right. And when you left the city back in 2001, I believe Jack Jantzen was the chief; is that correct?
A That's correct.
Q And you wrote him a very nice letter, didn't you?
A No use in burning bridges.
Q Well, were you being honest in telling him that you had -- it has been a pleasure to serve and you wish the best and you pray that God will give him wisdom? Maybe he needed a little wisdom?
A Amen.
Q But that you said it was a pleasure working for the city, correct?
A That's correct.
Q And you got a lot of gratification not only out of a paycheck you took home but the service that you provided and the opportunities you had to be with your family, correct?
A Correct.
Q Hard to put a dollar figure on that, isn't there?
A That's right.
MR. NICKLES: Thank you.
THE COURT: Any redirect?

REDIRECT EXAMINATION

BY MR. BRYANT:

THE COURT: I understand your position.

Q Did you care how the city funded the promise that it had made to you to pay for your retirement after you retire?

A No, ma'am.

Q Did you also see the booklets on health that were for active and retired employees concerning healthcare benefits?

A Yes, ma'am. On occasion I would, yes.

Q Over the course of years that you worked, did you see your supervisors, other chiefs or assistant chiefs retire and receive the benefit that had been promised?

A Yes, ma'am, and a lot of other employees.

Q And did you know of any particular older employees who received this benefit until they died?

A Assistant Chief Don Davis received it. Claude Stewart, one of the assistant chiefs, he received it. A number of employees that I worked with.

Q All right. If you would have known back in 1982 when you started working that this promise of paid-up retiree health insurance was something that could be taken away at any time, that the city would come in and say this is just a policy and we're going to change it, would you have done anything differently?

A Yes.

Q And what would you have done differently if you would have known?

A I probably would have seeked another avenue, because at that time I was raising a family and I would have seeked another avenue of income that included and would benefit me when I got to retirement age. And --

Q And since you've stopped receiving health insurance, have you had to come out of pocket --

MR. NICKLES: Object to the form.

MS. BLOODGOOD: I'm sorry.

Q Since you have stopped having the city pay in full for your retiree health insurance, have you had to come out of pocket for the cost of part of that insurance?

A Yes, ma'am.

Q And did you calculate that amount?

A Roughly about $8,124 and some change I think it is, the best of my calculation.

Q And that's because you're not eligible for Medicare yet, correct?

A No, ma'am.

Q And how did you calculate that?

A I went back through my old tax records and recalculated what I had paid for healthcare because that's part of tax records.

Q And then you also have paid for some costs associated with this case, correct?

A Yes, ma'am.

Q Do you know the total amount paid?
A I think it's about $1,100 right now out of my pocket.
Q When will you be eligible for Medicare?
A I'm 58 now, so about another six years I'll be ready.
Q And do you expect that you will be on Medicare and paying for Medicare after your age 65?
A Yes, ma'am.

MS. BLOODGOOD: All right. I don't have any other questions but Mr. Nickles may.

THE COURT: All right. Mr. Nickles?

MR. NICKLES: Sorry, Your Honor.

CROSS EXAMINATION

BY MR. NICKLES:

Q Mr. Hill.
A Yes, sir.
Q I just have very few questions for you. Ms. Bloodgood asked you some questions about turning back the clock and what you may have done had you known then what you know now, do you remember that series of questions? Can you turn back the clock?
A No, sir.
Q And you really don't know what would have been available to you, whether it would have been better than what you received at the City of Columbia, do you?
A No, sir.

Q You said you gave, I believe, about $8,124 is what you've spent thus far on health insurance, that is from the date that you were employed back in 1982 to the date that you retired to when, recently?

A Repeat the question again, now.

Q What period of time does that $8,124 encompass?

A It encompasses from the time I had to start paying my healthcare, my single coverage healthcare July 1 of 2009 until most recently.

Q Now, can you tell me that if someone told you in -- when did you come in -- in 1982 that you could get insured from 1982 to 2018 for $8,000, that would have been quite a deal, wouldn't it?

A For a single person, yes.

Q Very good deal.

A I had a family at that time.

Q Well, you've already admitted, as have your fellows, that active employees and retirees had to pay through this period of time to have their dependents covered, correct?

A Yes.

Q Is that yes?

A Yes, sir.

Q You didn't include any of that in your $8,124 calculation, did you?

A No, sir, because I didn't have any dependents at that

time.

Q Okay. So ever since you've been retired you've been just single coverage, correct?

A Yes, sir.

Q Any single coverage while you were actively employed?

A Sir?

Q Were you on single coverage at anytime that you were actively employed?

A It seems like the last part or so of my career, because up to that point I had my daughters on the family coverage because they were in college and so forth.

Q At least some time during your career you were single covered, correct?

A Yes, sir.

Q And Ms. Bloodgood and others have made repeated references to these employee and retiree health coverage booklets. Would you agree with our colleagues that these things came to you with some regularity?

A Yes, sir, on a regular basis.

Q And you noticed I'm sure because you said you were paying attention to it that it says to you, you were a full-time employee there, that you keep your insurance affordable by always using your benefits wisely and this decreases the possibility of contribution increases. Now, that wasn't just sent out just to people who had families,

was it?
A No, sir.
Q Wasn't sent out just to people who have wives and children who were covered, was it?
A No, sir.
Q It was sent out to you the active employee and retiree, correct?
A Yes, sir.
Q So they're talking to you about the possibility of contribution increases, correct?
A Yes, sir.
Q While you were employed and you talked about Ms. Mona giving you this letter and you went to some of these retirement sessions, when you were there and the full time that you were employed by the city, what those folks were telling you was in accordance with city policy, wasn't it?
A In accordance with city policy at that time, yes, sir.
Q At that time. And you knew that city council had the opportunity to change its policies, correct?
A Myself, I didn't get into what the city council done, that was not in my scope of my job and I didn't pay a whole lot of attention to that.
Q You attended some council meetings at least after you retired, correct?
A A couple of them, yes, sir.

Q But you had the opportunity to attend them throughout your career.
A If I would have wanted to but I never had no desire to.
Q All right. And when Ms. Bloodgood showed you that document that you signed that came from the HR department, I believe it was number 25, do you have still that with you?
A Yes, from Ms. Natasha Taylor.
Q Yeah. That was after Ms. Holiday had left the job I believe.
A I believe she had, yes, sir.
Q And we talked a little bit about this, it does use the word current, doesn't it?
A Yes, sir.
Q And you know that current means now, correct?
A Yes, sir.
Q. It means as we speak.
A Yes, sir.
Q Because current is not future and is not past, it's what happens when she gives you this letter, correct?
A Yes, sir.
Q Although you provided Ms. Bloodgood this calculation of costs to you, you've not done any comparison or pay or benefits with regard to other positions of employment, have you?
A No, sir. Not since I got employed by the City of

Columbia, I had no need to.

Q And you got to be a battalion chief in 2007, which is a very responsible position, correct?

A Yes, sir.

Q But you knew as battalion chief that you could not personally guarantee someone as to their future, could you?

A No, sir.

Q Over the course of the years I believe you started out making 14,000 a year, as battalion chief you were making considerably more than that.

A Yes, sir.

Q And there's no guarantee, is there, Mr. Hill, that if you had gone to work for the state or for some other public entity that you would have ended your career as successfully as you did, is there?

A Are you talking about for somebody giving you something or you're working for it?

Q I mean, there's no guarantee if you would have gone to work for somebody else that you would have ended up in a job more responsible, more meaningful and more important than battalion chief.

A I don't know that.

Q You don't know that.

A No, sir.

MR. NICKLES: Thank you very much. Those are all of

the questions I have.

THE COURT: Any redirect?

MS. BLOODGOOD: I just have one, Your Honor.

REDIRECT EXAMINATION

BY MS. BLOODGOOD:

Q Al, would you have stayed with the City of Charleston when you were going through those tough times if it had not been for the retiree free insurance?

MR. NICKLES: I believe you mean the City of Columbia.

Q City of Columbia.

MS. BLOODGOOD: What did I say?

MR. BRYANT: You said Charleston.

THE COURT: You're in the wrong city.

Q Let me rephrase that. When you were going through those tough times, would you have left the City of Columbia if it were not for the offer of the free retiree health insurance?

A No, ma'am.

Q Did you say that you were talked into staying by some of these chiefs?

A Yes, ma'am.

Q So did you consider leaving at that point?

A I had considered it, yes. Not for the sake of my coworkers is what my decision was, I was going through a traumatic time during that time in my life.

times in my career that you were vested at ten years and then 15 and then 20, and I think it's 25 now since I left, or they changed it right before I left that you had to have 25.

Q So my question is when you were going through those tough times, was the promise of free retiree health insurance something that was a factor in you staying with the City of Columbia?

A Absolutely, yes, ma'am.

MS. BLOODGOOD: Okay. Thank you.

THE COURT: Any question in response?

MR. NICKLES: Just very briefly.

RECROSS EXAMINATION

BY MR. NICKLES:

Q Now, Mr. Hill, you're not telling this Court that the only reason that you stayed with the City of Columbia is because somewhere out in the future you may receive health insurance that you don't have to pay for, that wasn't the only reason, was it?

A I enjoyed my job.

Q And you also had 14 years in the police officers retirement system; isn't that right?

A Yes, sir.

Q You only had to work ten more years and you could retire with full benefits.

A Yes, sir.
Q If you walked away you would have been giving away a lot?
A Yes, sir. And that's why I was told I would have been stupid to do it.
MR. NICKLES: Thank you, those are all of the questions I have.
THE COURT: Thank you, Mr. Hill, you may step down. We will just go ahead and break and start at 9:30 in the morning.
(Court recessed for the day and resumed at 9:30 a.m. On Thursday, December 20, 2018.)
THE COURT: We're back on the record with Strickland and others case versus City of Columbia. As I understand it we're going to take a defense witness out of order by consent because that witness is not available for later; is that correct?
MR. NICKLES: That's correct, Your Honor.
MS. BLOODGOOD: Yes, sir.
THE COURT: All right. Is there anything -- any other matters we need to take up before we go back into the testimony?
MS. BLOODGOOD: Not from the plaintiffs, Your Honor.
MR. NICKLES: Only to hand you something that has been marked by consent Defendant's Number 6. And I'll explain,

TESTIMONY OF STEVE GANTT

Q About how long have you been doing that?
A Since 2013.
Q Were you previously employed by the City of Columbia?
A Yes, sir.
Q When did you first come to employment with the city?
A November of 2001.
Q In what capacity?
A Special projects. I was responsible for construction of the convention center.
Q Did you have a supervisor?
A I worked directly for the city manager.
Q How long were you in that job?
A About four months.
Q What happened then?
A I was promoted to assistant city manager.
Q What were your duties in general in that position?
A I responsible for all of the development corporations and -- I can't remember all of the other, but three or four other departments within the city.
Q Did you have a supervisor in that position?
A Again, it was the city manager.
Q Now, in your position as assistant city manager, did you have occasion to examine from time to time the ordinances of the city and to attend city council meetings?
A Yes, sir.

Q In that position, were you responsible to report directly to the city manager?

A Yes, sir.

Q Did you have any authority beyond that of the city manager?

A No, sir.

Q And in that position, did you have any understanding of an authority to make promises or guarantees on behalf of the city?

A No, sir.

Q What next position did you hold?

A After the assistant city manager with Ms. Plaugh I became the assistant city manager for Charles Austin.

Q How long were you in that position?

A A year and a half or so.

Q And you mentioned Ms. Leona Plaugh, did you work directly with Ms. Plaugh?

A Yes, sir.

Q In what capacities?

A As an assistant city manager and as a special projects administrator.

Q And was she city manager at anytime while you were an assistant?

A The entire time.

Q There's been some discussion by some of the plaintiffs

in this case about Ms. Plaugh's involvement in objecting to the city's decision to discontinue free health insurance for employees and retirees, were you aware of that?

A Yes, sir.

Q How did you become aware of that?

A Well, I knew that she had retired from the City of Columbia and then had been elected to city council, so she was basically on the state retirement -- the city's retirement program.

Q And when she left the city, was it in a position of city manager?

A Yes, it was.

Q And was that a voluntary departure?

A No, sir.

Q Was it contested by Ms. Plaugh?

A Yes, sir.

Q And did she ultimately not prevail in that contest?

A That is correct.

Q Once Ms. Plaugh left the city then she was receiving the retiree health insurance benefits; is that correct?

A Yes, sir.

Q And would you say she was a vocal advocate of maintaining those benefits?

A Yes, sir.

Q Was she later elected to city council?

A Yes, sir.

Q And as a member of city council, was she permitted to participate in the debates and discussions regarding the retiree health benefits?

A She initially was involved in it. I reached out to the state ethics commission just to make sure that that was an appropriate situation, they strongly urged that she recuse herself from that discussion. I think she consequentially called the state ethics commission as well and I think they gave her the same information.

Q Ultimately did she recuse herself?

A Yes, sir.

Q Now, after Ms. Plaugh left Mr. Austin was the city manager, correct?

A Yes, sir.

Q Did you also work directly under him?

A Yes, sir, as the senior assistant city manager for the city.

Q And as the senior assistant city manager, did you have any responsibilities or authorities beyond those of the city manager?

A No, sir.

Q Did you have the ability to commit or guarantee to employees or retirees or any third parties that city council would act in one way or another?

A Absolutely not.
Q What other position did you hold after that?
A I became city manager, I believe, in 2007.
Q And in that capacity, did you report directly to the city council?
A Yes, sir, I did.
Q Did you attend city council meetings?
A Yes, sir, on a weekly basis.
Q And were you aware in that capacity and perhaps in other earlier capacities of any rising concerns regarding the cost of employee and retiree health benefits?
A Yes, sir.
Q Was this something that occurred overnight or did it happen over an extended period of time?
A I think it was an extended period of time.
Q Okay. Did you have interactions with other department heads regarding concerns relating to employee/retiree health benefits?
A Yes, sir.
Q Ultimately were there consultants retained and committees formed to examine this issue?
A Yes, sir.
Q And was information conveyed to city council concerning the various costs, programs and so forth that were alternatives for council to consider regarding employee and

TESTIMONY OF STEVE GANTT

Q Was the city's health plan for active and retired employees in excess of $10,000?
A Yes, sir.
Q Were the benefits paid out as a result of that plan routinely greater than $10,000?
A Yes, sir.
Q And was the cost to the city for the implementation and provision of that group plan considerably more than $10,000?
A Yes, sir.
Q During the course of your employment, did city council reserve to itself alone the authority to determine what the benefits would be to active and retired employees?
A Yes, sir.
Q They never gave that to you.
A No, sir.
Q And you never gave it to anybody else.
A No, sir.
Q In fact, you couldn't give it to anybody else, could you?
A No, sir.
Q Let's look at tab number two. And these, Mr. Gantt, are minutes of a work session in January of 2009. Tell us what a work session is.
A It was normally held in the conference room instead of the council chambers, and it was actually a session where

TESTIMONY OF STEVE GANTT

Q The next is October 18th, it's tab number 6, October 18, 2011. If we look at page number four where it says entry number 11. And once again, council is asked to approve the renewal of the retiree Medicare supplemental plan that had been previously adopted, do you see there?

A Yes, sir.

Q So were these in your experience acted upon on at least an annual basis?

A Yes, sir, fiscal year basis.

Q I mean, under the operations of the city the budget was for a specific period of time, correct?

A Yes, sir, fiscal year July 1 to June 30.

Q And you as city manager, could you spend money that was not approved by the budget?

A No, sir.

Q Did you approve any of your department heads to commit funds that were not approved within the budget?

A Not within that 12 month period, no, sir.

Q And to the best of your knowledge was that known and communicated to the department heads?

A The department heads certainly had to know that because they had to present their budgets annually to the budget committee.

Q There were quite a few department heads while you were city manager, correct?

A Yes, sir.
Q One was a fire department head, correct? Another was a fire chief.
A Correct.
Q But there were others over other operations of the city, correct?
A Yes, sir.
Q Do the department heads with the fire department have anymore authority to commit the city to future plans than any other department head?
A No, sir.
Q You testified you didn't have the authority to commit the city to future plans, correct?
A Correct.
Q All right. Look at tab number seven very briefly if you would.
A Yes, sir.
Q This is a January 10 of 2012 meeting. If you look at page four, item number six, who was Mr. Bill Ellis?
A Mr. Bill Ellis was our finance director at that time.
Q And was he generally responsible for trying to keep the city solvent?
A Yes, sir.
Q At that time were there concerns about the solvency with the city?

A Yes, there were.
Q And did Mr. Ellis from time to time express those concerns to council?
A Yes, sir.
Q That was his job, was it not?
A Yes, sir.
Q And has Melissa Caughman here, budget director, did you know Ms. Caughman?
A Yes, sir.
Q And did you interact with her?
A Yes, sir.
Q It says that among other things that Ms. Caughman reports that human resources identify health exchange insurance for post 65 retirees. Is that something that would be within the authority of the human resources department to explore?
A Yes, sir, and bring their findings back to council.
Q Could the human resources department implement anything without the approval of council?
A No, sir.
Q The next council minutes are tab number eight, they are from October 2nd of 2012. And on the first page there's a discussion about retiree premiums and Ms. Pamela Benjamin is providing some information. Who was Ms. Benjamin?
A She was the human resource director.

Q And to the best of your knowledge does she remain in that position?
A Yes, sir.
Q So did she work under your supervision as the human resources director?
A Yes, sir.
Q In fact, did you hire Ms. Benjamin?
A Yes, I did.
Q Did you ever give Ms. Benjamin the authority to commit the City of Columbia to provide benefits into the future?
A No, sir.
Q Did you work with her predecessor, Ms. Gilliam?
A Yes, sir.
Q Did you ever give her such authority?
A No, sir.
Q Do you know who Mona Holiday is?
A I believe Ms. Holiday was in the human resource department when I first came to work for the city, I'm not sure how long. She retired at some juncture while I was with the city.
Q Well, if she was the benefits coordinator or the benefits staff person, would she have the authority to commit the city to future benefits?
A No, sir.
Q And you say on the second page of this exhibit tab

eight that there's a motion made by Mr. Newman, he was a council member at the time.

A Yes, sir.

Q Seconded by Mr. Runyan who was a council member at the time.

A Yes, sir.

Q To approve a plan -- alternative plan to cap the city's contribution for a post 65 retiree, do you see that?

A Yes, sir, I do.

Q And was action ultimately taken to cap the city's contributions?

A Yes, sir.

Q I believe you said you left the city in 2013.

A Yes. I handled one council meeting in January of '13 and then retired after that.

Q. Let me ask you to turn to tab number 27 in this exhibit. It's the very last one. It's a rather dark employee handbook, not a contract as of 2002 is the cover. And let me just ask you, Mr. Gantt, in the third block of this document in the -- can you see what I'm talking about, a second page?

A Yes, sir.

Q It says, "No personnel manual can anticipate every circumstance or question about policy. As the City of Columbia's operation continue to grow we reserve the right

to revise, supplement and rescind any policies or portions of the employee handbook from time to time as it deems appropriate in its sole and absolute discretion. Employees will be informed as quickly as possible the revisions." Do you see that?

A Yes, sir.

Q This statement, who makes policy for the City of Columbia?

A Council.

Q Nobody else.

A No, sir.

Q Was that the case even before you became city manager?

A Yes, sir.

Q Are you aware of a time when city council did not reserve to itself the responsibility of making policy?

A No, sir.

Q I'm going to ask you to look at something that has been marked as Exhibit Number 6. And Mr. Gantt, I will publish to you that under the ordinances that were in effect at the time this case began preceded 6/21/16, that's after your time.

A Yes, sir.

Q There was reorganization numbers, some modifications, but to the extent that you need your recollection reflected or refreshed we could look at this with that caveat, is that

okay with you?

A Yes, sir, that's fine.

Q I'm going to ask you a question first, and that is under the ordinances that existed at the time of this case, it stays, "The duties of city manager shall be chief executive officer of the city and head of the administrative branch of the government." Did you as chief executive officer of the city have the authority to administer the policies adopted by city council?

A Yes, sir, I did.

Q Did you have the authority to make policy for city council?

A No, sir.

Q Did you have the authority to deviate from policy adopted by city council?

A No, sir.

Q "City manager shall perform and exercise such duties and responsibilities prescribed by law for this office and such other duties and responsibilities as described by the city council." Was that your understanding of your job as city manager?

A Yes, sir, it was.

Q Okay. Now, looking at number six. Section 2.1 is actually just a paraphrase of the law, it says of code section 1979 11-101, this law has changed since '79, "The

city shall be governed by its council manager form of municipal governments prescribed by the law." Was that the case while you were the city manager?

A Yes, sir.

Q If you look at the bottom of this, section 2.5, it says legislative powers, matters of policy. If you turn over to the next page, "All legislative powers of city and determination of all matters of policy vested with city council with each member, including the mayor, having one vote." Does that accurately describe how council operated while you were employed by the city?

A Yes, sir.

Q Turn to page -- at the bottom is page nine of 29, it's the third page in. And that's now section 2.32, city manager?

A Uh-huh.

Q Is that yes? Do you see that?

A Yes, sir, it's there.

Q And sub A, is that -- you read, is that consistent with what your duties were while you were city manager?

A Yes, sir, it is.

Q Okay. And it's consistent with what I read to you earlier, correct?

A Yes, sir.

Q And so B says, "The city manager may with financial

limits imposed by the budget approved by city council take certain actions." Do you see that?

A Yes, sir, I do.

Q Were you always limited by the budget?

A Yes, sir.

Q Look over at the bottom and you'll see it says 17 of 29 and it's section -- it was article three of the code, current code.

A Two of 29?

Q Seventeen of 29, the bottom, if I can help you locate it.

A Got it.

Q All right. Article three relates to directors, department heads and employees, correct?

A Yes, sir..

Q At the time that you were city manager, were the salaries of the employees determined by a classification paid plan approved by council?

A Yeah. (Inaudible) case study and then a plan was initiated from that and approved by council.

Q Did you have the individual authority just to pay anybody whatever you felt they were worth?

A No, sir.

Q Did you have the authority to negotiate individually with employees about their future benefits?

A No, sir.
Q During the time that you were city manager, were employees eligible to be a part of a group health plan?
A Yes, sir.
Q And at that time the city fully funded that plan, correct?
A Yeah, we were self insured.
Q Except for spouse and dependents who made some monetary contribution to the plan, correct?
A Yes, sir.
Q And that was available both to employees and retirees, correct?
A Yes, sir.
Q Were retirees ever carved out of that plan? Was there ever a separate retiree health benefit plan while you were employed by the city?
A I don't believe so, no, sir.
Q So the same terms and conditions applied to employees and retirees to the best of your knowledge, correct?
A Yes, sir.
Q Including whether or not there would be any premium paid, correct?
A Yes, sir.
Q If you look two pages in it has a reference to the director of human resources, section 2.122. I believe that

was 2.2-125 at the time that you were there.

A Right.

Q And while you were there was -- did the human resources director operate subject to your supervision?

A Yes, sir.

Q Did the human resources also have administrative supervision over matters, including employee and retiree benefits?

A Yes, sir.

Q Did the human resources director, or anybody under that human resources director have the authority to commit to future benefits or compensation?

A No, sir.

Q While you were employed as city manager, did there seem to be any mystery or misunderstanding about the authority of council and the limited nature of city managers and department heads?

A No, sir.

Q And certainly the department heads themselves, including the fire chief, would have been made aware of those limitations, correct?

A Yes, sir.

Q If you look at page 22 of 29 it is now section 2-151, it talks about department heads created, the department heads, administrative regulations procedures. You'll see

participation in group health, was it accurate for a department head to tell an employee the policy is that retirees receive free healthcare?

A Yes, sir.

Q Was it accurate for Ms. Holiday or someone in the HR department to say currently the policy is retirees receive free healthcare insurance?

A If that was the policy during that fiscal year, yes, sir.

Q Or whatever they call it without charge.

A Right.

Q If that was the policy at the time. Are you aware of any representation by any fire chief, supervisor, HR department where they made a personal promise to an employee to say whatever happens the rest of the time you will get free health insurance for your entire lifetime?

A I'm not aware of that personally, no.

Q If somebody had said that and it had been brought to your attention, would you have corrected them?

A Yes, sir.

Q So when these newsletters go out, are you familiar with the newsletters that went out from time to time called Inside Columbia? You know, there are a bunch of them that are part of the record in this case, I'll just show you a few if you don't mind my standing near you. These go way

back. Were these intended to tell employees what's going to happen in the future?

A I don't believe so.

Q Were they reporting what was then currently happening?

A Yes, sir.

Q Now, if let's say there was a letter sent out, I'll show it to you, Plaintiff's Exhibit Number 22. This is a letter to Mr. Gillam at that time, it says Mona Holiday was benefits administrator, it's on the City of Columbia letterhead, do you see that?

A Uh-huh.

Q And it talks about under current policy, then has in bold, "When you become eligible for Medicare you are expected to take out part A and part B." Was that what the law was at the time, when you would take out Medicare you were expected to take out part A and B?

A I don't think so.

Q Okay. It says, "It will not be necessary for you to participate in part D, the drug coverage since ours has been shown to be as good or better at no cost to you." Now, could Ms. Holiday promise to someone 14 years down the road that that would be the case?

A No, sir.

Q Could she tell them that that is currently the case?

A Yes, sir.

working weren't able to meet that requirement?

A There were several people. You know, firefighting is not for everybody. People come in and go and they -- just the stress and the mental aspect of the job, just people don't meet the requirement. Now, some come into the department late and they don't meet that requirement. Chief Jantzen didn't meet that requirement. I had a conversation with him, and he was -- it was a conversation that was pretty personal, he was upset that when he came to the department it was ten years and he would have met the requirement, but they changed it to eventually 15 to 20 and he said he was upset, he said, "You'll meet that requirement but I never will." And he was one that didn't meet the requirement. And there were others over the years that if they didn't get those years in they didn't meet the requirement and that was not a benefit for them.

Q But if they retired and they had met the requirement at the time they got that benefit.

A Absolutely, it goes without saying. You know, the city had a long history of providing that benefit, a precedent so to speak for over a half a century, this is what they did, and I had no reason in my mind to ever doubt that the city would ever go back on that commitment. I had no reason to believe that they ever would. And even once I retired after I had met that requirement, I had fulfilled my obligation to

the city of 28 years of service, met that requirement, more than met that requirement, I fully expected that that benefit would be there for me free of charge until the day I die.

Q Now, you mentioned Chief Jantzen, he recognized that he was not going to get that benefit, right?

A Yes.

Q But are you aware of whether Chief Jantzen also used that as a recruiting tool for new recruits?

A Well, he told me to. He was fully aware of that. I made sure that everybody in the chain of command above me was fully aware of what I was saying or what I was doing.

Q Now, in your time, your 28 years while you were there, is there a time where you ever considered leaving to go to another job?

A Well, not once I got my time in.

Q And when you say got your time in, what do you mean?

A Well, once I had got my 25 years and I had met the insurance requirement, but there were times that I actually did apply for other jobs, Asheville, Summerville.

Q And were these also fire department jobs?

A They were, they were chief jobs. A lot of that was I kind of wanted to test the waters, you kind of want to validate yourself in career, are people really interested. Asheville was one that came down to a few candidates but I

Columbia, so I had a total of 30 years.

Q 30 years of firefighting service.

A Right.

Q And over the course of the those 28 years with the City of Columbia Fire Department, it was your understanding that you had earned these health insurance benefits when you retired. You would have paid-up, as we've heard before, health insurance for you, single coverage for you.

A Yes.

Q And in your role as assistant chief over HR you told recruits about this benefit, correct?

A Absolutely.

Q All right. And you expected them to take that into consideration when they chose to join?

A I did. I had no reason to believe that that promise, that commitment of healthcare, free healthcare from the city would be taken away, I had no reason to doubt or disbelieve that.

Q So in those 28 years before you got to know -- or before you retired, did you get to know the firefighters that you worked with relatively well?

A Yeah.

Q All right. And people say it's kind of like a family, you get a lot of time together?

A Yeah. I mean, I love these guys.

Q And there's more folks that you've met that aren't in this room today, that's fair to say?
A A lot.
Q And over that time period that you worked there were people who started before you maybe who you saw retire, is that fair to say?
A Yeah, there were a lot. I would say over the course of my career and until now with just the City of Columbia there were probably hundreds of guys that came before me that retired from the department with this benefit.
Q And it was your understanding that the entire time you were there they were receiving that benefit in retirement.
A They were.
Q All right. So you retired in 2005, right?
A Yes.
Q And so in 2006, did you have your health insurance benefits paid?
A Yeah, I did, up until 2009.
Q So you had no reason to think in 2006 or 2007 or 2008 that this was something that would go away.
A No, I never thought it would. I was quite -- I was really surprised. I learned through Cam, that's how I learned about it, he said they were talking about having us pay.
Q So this is Mr. Gillam who testified earlier and he said

Q And I hate to sound insensitive to jump right back to money here --

A Okay.

Q -- is it your understanding -- you talked about cost. Is it your understanding that you will continue to need to pay these costs until you die?

A Yes. Well, yeah. It's -- I kind of -- Steve Gantt said forever, so it was not forever, one day I'm going to die. Whether it's tomorrow or whether it's ten years from now, 20 years, 30 years from now, hopefully I do live a long good quality of life. For some those guys back there, I know one of them, his days are not too long on this earth, and I hate to see that we're fighting this battle, or he's fighting this battle in the last days of his life. So --

Q Have you sort of done any sort of calculations about sort of the money that you've spent out of pocket so far?

A Yeah. It's all total with the fees, you know, the $1,100 that we paid y'all and what I've paid in premiums, the cost of out of pocket for me is right around 94 or $9,500. And, of course, the potential of that is -- the potential that that could skyrocket is there.

Q And so the expectation you have is when you turn 65 you might have to pay more?

A Right.

Q Okay.

Q You already had a couple of years under your belt so you stepped in, but when you retired those, I guess, 28 years later you had elevated through the ranks.

A Yes, sir.

Q And you were making 68 grand, right about that amount at that time.

A That's right.

Q So your work life with the City of Columbia resulted in some, you said, personal gratification, correct?

A Right.

Q And elevation in your pay and your position, correct?

A Yes, sir. It was a good career.

Q And you also, even though you were experiencing promotions and so forth at the city you candidly said that you applied for other jobs, right?

A I did.

Q And you applied in Asheville, I believe. You said that that was before you had made your time, correct?

A I believe so.

Q Well, if you would like I can show you your deposition --

A That's fine.

Q -- and we can talk a little bit about it, it's not that big a deal. Here we go, page nine.

A Okay.

Q It says -- and it's just to refresh your recollection at this point.

A Okay.

Q It said, "Did you apply for any other positions while you were employed with the city?" And you said, "Yes, I did," right?

A Right.

Q "Do you remember when they were that you applied? Asheville, North Carolina," right?

A Right.

Q "Around when would that have been?" And we're at page seven at your deposition beginning at line 11, actually it's on page nine, isn't it?

A Well, Summerville page nine, James Island.

Q So there were quite a few, right?

A There were a few, yes.

Q And at the time that you were applying for those you were thinking about advancement because those were more responsible positions, correct?

A Yes, they were chief --

Q Chief positions.

A That's right.

Q And at that time even though you had not made your time you were willing to put yourself out there in the marketplace in order to advance your career, correct?

A Partly. Again, like I said earlier I was testing the waters to see what would be out there, and again, kind of some -- to kind of validate myself and what I was doing with Columbia.

Q But at least at Asheville you were actively pursuing and they turned you down, right?

A Yeah, they did.

Q They didn't hire you, it wasn't your choice.

A Well, yeah. I was never offered the position so I really never had the opportunity to make the decision to go or not.

Q Yeah. All right. So at any rate you observed folks in your career who joined the City of Columbia Fire Department and they left voluntarily before they hit their 20 year or their 25 year, correct? Went other places.

A There were those that did that, went to other jobs.

Q And when you were at the West Columbia Fire Department, it's a much smaller fire department, correct?

A Yes, it is.

Q Would you say the opportunities for advancement there were more limited than in the City of Columbia Fire Department?

A That's right.

Q Were they members of the state retirement system?

A Not the policemen's retirement, they were members of

the regular state retirement system.
Q Okay. So that's a five years difference.
A Yes, sir.
Q That's significant, isn't it?
A It is.
Q Okay. Because when you came to the city you retired at 49 but you could have retired at 47, right?
A I could.
Q So you have been retired since you were 49 years of age and you chose to retire according to the record, correct?
A Yeah. Let me just add to that. You know, I was seriously thinking about retiring at the age of 25 years, but then 911 happened, and I felt that along with others that it wasn't -- I had a lot of knowledge and experience that I could offer, you know. It was the feeling that was going through the country that I need to play my part.
Q That's a laudable sentiment. But the fact of the matter is that two years later you retired at the age of 49?
A I did.
Q Which is not many people, including yours truly, are able to do that. That's a huge benefit, is it not?
A It is. But when you consider the fire service, the wear and tear that you take on your body over the years, there's a reason the policemen's retirement and firemen's is 25 years is because we do take that wear and tear, we do

take that wear and tear on the bodies and mentally also.
Q And the city during that period of time was contributing even more than you were towards your pension, you were you aware of that, right?
A Absolutely, that was part of the benefits.
Q That's a big benefit, right?
A Yes, it was.
Q All right. You stated, if I heard you correctly, that you felt like it was perhaps wrong for you to be considered, you and your fellow firefighters, to be considered a part of the same group as all of the other city employees, did I hear you right?
A I can only speak to the firefighters because what I'm saying is that the sacrifices that they make. The fire department is unique in that you're putting your life on the line everyday to perform a service, that makes us unique from other departments in the city, and so from that aspect we do stand out.
Q But you understood from day one of your job with the city that there wasn't a separate Joe Floyd insurance policy, there wasn't a separate fire department policy, it was all the active employees and the retirees and they were all eligible to participate in the same plan, correct?
A Right. To me there's a distinction, though, between employees and retirees. Employees are still employed,

they're working, they're subject to the current policy. Firefighters, they -- I mean retirees, are -- we have fulfilled our obligation, we have done what the city has asked us to do in staying long term, and that's what it is. It's 20 or 25 years now for a reason because they want you to commit long term and we stayed long term, we fulfilled that obligation, and on the day I retired I had met that obligation and I was no longer a current employee.

Q Let me ask you this, Mr. Floyd, you said that you have calculated about 94 or $9,500 in what you have paid thus far for health insurance --

A Yes, sir.

Q -- based upon your employment with the City of Columbia. So you were employed with the city for 28 years in 2005, now we're almost 14, we're 13 years past that, so that's 40 something years, okay?

A Yes.

Q It would be a pretty good deal to pay $9,500 for 40 plus years of health insurance, wouldn't it?

A Like I stated earlier --

Q No, please answer my question.

A I'm going to answer it, give me a second.

MR. NICKLES: Well, the answer is yes or no, Your Honor.

A It's a good deal. But the potential there also is that

it can go higher and higher and higher and we didn't plan on that, we didn't plan on the unknown and that's what we have here is the unknown.

Q Well, you mentioned to me you have a big family, correct?

A I do.

Q And you know that life is full of uncertainties, correct?

A Absolutely.

Q Sometimes things happen the way you want to, sometimes they don't, correct?

A That's right.

Q You knew that when you were employed by the fire department that policies changed, you knew that sometimes y'all wanted to get raises that you didn't get, right?

A That's right.

Q You knew that maybe it was Jack Jantzen, maybe it was somebody before him would go to city hall, try to get stuff, try to get pay for the fire department, it didn't always pan out, did it?

A That's correct.

Q Because you knew that city hall, the people on council had the ultimate say so in monetary matters, correct? You knew that.

A Yeah.

Q Now, there was some discussion earlier about the books here that you were issued, I want to make sure you got them. Here is one from 1992. You would have been employed by the city in 1992, correct?

A Yes, sir.

Q And you got these coverage books, right?

A Yes, sir.

Q We're talking about Exhibits 15, et cetera, they're all familiar to you, right?

A Yes.

Q And you knew that these coverage books were describing a plan available to you, right?

A Correct.

Q There is nothing in these coverage books -- in fact, if you look at the table of contents these coverage books don't mention how much it cost for anybody, including spouses or dependents or anybody like that, this just describes what you can get when you go to the doctor or the hospital, right?

A Right.

Q Okay. It was never intended to be anything more than that, was it?

A Yeah. That's --

Q That's what it's for.

A Yeah.

Q When did Ron Cunningham retire, do you remember?
A I don't remember when he retired. I know there was -- Gillam came after he did --
Q It's been quite awhile, hadn't it?
A Oh, yeah.
Q And that was when you were working with the HR in the fire department when Ron was there?
A Yes, sir.
Q Okay. Ron was a nice guy, wasn't he?
A Yeah, I like Ron.
Q And when Ron told you that you could tell folks that retirees continued to have access to health insurance and there's no charge from the city, he was telling you what the policy was at that time, wasn't he?
A Yes.
Q He wasn't trying to lie to you.
A No. I think everything Ron told me he truthfully believed in, but I can't get in his -- I don't know exactly what was -- he was authorized to do. I know he was authorized, but exactly what all he was authorized to --
Q You knew that Ron didn't have a private stash of money that he could go to if city council decided to charge a premium, that wasn't his responsibility, right?
A No.
Q Now, I asked you in your deposition if you remember

what you wanted out of this lawsuit, do you remember that?
A I do.
Q And you said then what you wanted was exactly the same coverage that you got on the day that you retired without charge. Do you remember telling me that?
A I do.
Q Have you changed your mind?
A Well, I thought about it over the nine years now, I've thought about it. And yeah, I still want what the city said that I would have, that's what I worked for, that's what I felt my benefit was.
Q Okay.
A And I didn't want anything less than that, but if the city improves upon that that's fine, I'll take it.
Q What you actually told me if I recall you told me, and you correct me if I'm wrong, is, "I want exactly what I had with no charge." I said, "Well, you know, Mr. Floyd, people retire on different days, how can we have plans for everybody at the date that they retired?" And you said, "That's not my problem," right?
A I did say that.
Q Okay. But now you're saying, well, that's really not realistic, is it? It's not realistic, is it?
A Well, no. I think it can be realistic, you know, thinking back on things. Because, you know, sure, the city

kind of has this group plan, but how they treat different aspects of people in that plan, like retirees, we're different from those who are working because we've met an obligation so the city should take that into account and figure that out how it works.

Q But you've been retired since 2005, right?

A Yes, sir, that's right.

Q And you continued to get communications from the city about what your health coverage was after you retired, right?

A Yes, I believe I did.

Q Okay. And you knew that even after you retired because the group plan changed your plan changed, because you're not just Joe Floyd, you're a member of a group, right?

A That's right.

Q And you have never been provided the opportunity to receive health insurance on the basis that is less favorable than anyone else in your situation, right?

A I'm not sure if I understand the question.

Q Well, nobody reached out and said, "I'm going to take something from Joe Floyd," there was a change in a group policy that applied to you, correct?

A There were changes -- yeah, there were changes in the group policies that applied to me. But we're talking about -- we're talking about the policy, we're talking about

how it's paid for, that's why we're here.

Q And your objection today, as I understand it, is that even though you've been a member of this group and you agreed to be a member of the group and you continued to be a member of the group you don't want to pay what the other members of the group pay, correct?

A By virtue that I met my obligation that the city asked me to meet.

MR. NICKLES: Thank you.

THE COURT: All right. Any redirect?

MR. BRYANT: Two quick points, Your Honor.

REDIRECT EXAMINATION

BY MR. BRYANT:

Q Mr. Nickles just asked you about being a member of a group.

A Right.

Q And it's your understanding that in your 28 years as a City of Columbia firefighter --

MR. NICKLES: Well, I'm going to object to telling the witness what his understanding is.

MR. BRYANT: I'm sorry. I stated it as a sentence, I meant to ask it as a question, I'll redo that.

THE COURT: Rephrase your question.

Q Is it correct that you were a City of Columbia firefighter for 28 years?

Q Okay. And you weren't telling a tale, you really believed that this was the truth, correct?
A I've always believed it.
Q If you had known back in 1973 when you had started that the city was not going to keep its promise after awhile, would you have done anything differently?
A I can't really answer that. I may have and may not have, I just really don't know.
Q Could you have worked longer before you retired?
A Yes, ma'am. As long as my body and my health allowed me to.
Q Did you put any money aside in case the city decided they were going to stop paying your insurance?
A No, ma'am.
Q Could you have done that?
A Put money aside?
Q Yes.
A I probably could have put a little bit aside.
Q And then since the city has stopped paying your insurance, all of your insurance, retiree insurance, have you had to pay out of pocket for some of the premiums?
A Yes, ma'am.
Q And have you calculated how much you have had to pay?
A I think it comes with the health insurance and the other fees, it's about 92, $9,300.

Q And the other fees you're referring to are costs that you've had to pay?
A Yes, ma'am.
Q When are you going to turn 65?
A Next October.
Q Okay. At that point are you going to incur more significant charges for your health insurance?
A Yes, ma'am.
Q Why is that?
A I'll be going on Medicare, and that's $200.38 a month as of right now, I don't know what it will be next year.
Q Okay. Did you do any financial planning to determine when you could afford to retire?
A Yes, ma'am.
Q Tell me about that.
A My wife and I saved over the years what we could and we invested and that's the reason that I decided to retire in 2006, that we could do it. And I also went to the retirement board at that time before I retired to see what my income was going to be and the lady told me, and based on what she told me my wife and I made a decision for me to retire.
Q And did you factor the fact that you were going to have free retiree health insurance into that calculation?
A Yes, ma'am.

MS. BLOODGOOD: Okay. Thank you. I don't have any other questions.

THE COURT: Mr. Nickles, your witness.

CROSS EXAMINATION

BY MR. NICKLES:

Q It's always a pleasure to talk to Mr. Smith.

A Good to see you again, Mr. Nickles.

Q Good to see you again, Mr. Smith. Mr. Smith, you said you were making a pittance when you were first employed by the city, correct?

A Yes.

Q But you ended up making over $78,000 a year, right?

A Correct.

Q And your pension is about $60,000 a year, correct?

A About that before taxes.

Q When you were planning for retirement, did you think you could afford a cup a coffee a day?

A Say that again.

Q When you were planning to retire did you think you could afford a cup of coffee a day?

A Yes.

Q And that's about what you pay for health insurance now, right?

A Right now? Yes.

Q About a cup a coffee a day, right?

A Yes.
Q Okay. The city still pays a heck of a lot more than you do for your insurance, doesn't it?
A Correct.
Q Now, Ms. Bloodgood asked you some questions about these booklets. I know you probably have got a bunch of them over the course of your career, right?
A Yes, I did.
Q Because there were changes in the health insurance plan over the course of the year, correct?
A Yes.
Q And you were aware of that. Let's see, I think she said number 19.

MR. NICKLES: Is that the number you gave me?

MS. BLOODGOOD: Yes.

MR. NICKLES: What pages?

MS. BLOODGOOD: 25.

Q Now, Mr. Smith, when you got these booklets did you read them?
A Yes.
Q Did you read just one page?
A No.
Q Because it says to everybody, the participants in this, that you keep your coverage affordable by always using your benefits and this decreases the possibility of contribution

increases, correct? Do you remember that language?

A Rephrase that again, sir.

Q Sure. You keep your coverage affordable by always using your benefits wisely and this decreases the possibility of contribution increases.

A Okay. May I ask you a question?

Q No, sir, you may not.

A Okay.

Q After we finish with our exchange here you can ask me anything. But Mr. Smith, doesn't that tell you where they keep reminding you that there could be contribution increases, that's coming directly from the Bible here, right?

A Yeah.

Q The coverage book. You try to believe things in the Bible, right?

A I try to believe that, too.

Q Okay. And it said contribution increases are possible, right?

A Correct.

Q Now, when you were speaking to folks and listening to folks talking about health insurance and how it will be handled after retirement, all of those folks were describing what was the case at that time, correct?

A You're talking about the policy.

Q Yes, sir.
A Right.
Q And did any of those folks ever say to you, "Now, Rusty, whatever happens with the rest of the world I will personally promise and guarantee to you that you will never have to pay for health insurance for the rest of your natural life, I will pay for it myself." Anybody ever say that to you?
A No, sir.
Q And you weren't promising to personally pay for health insurance for anybody else when you were talking to them, were you?
A No, sir.
Q And nobody at HR was personally making that promise to you, were they?
A Mr. Nickles, with all due respect, when I handed in my paperwork to Ms. Mona Holiday and I asked her the point blank question am I going to be covered, am I going to be able to take my health insurance and it's going to be paid for by the city after I retired she told me, yes, it was.
Q And that was the case at the time, correct?
A Correct.
Q And you knew Ms. Mona didn't have the power to predict the future, correct? She didn't keep a crystal ball with her in her desk in her office, correct? You knew that.

A I knew that. But according to the letter I got she was somewhat predicting it, telling me not to take Medicare D or whatever because the city's was better, and that was several years on down the road.

Q Well, I think I hit it right on the head. It's a prediction, maybe an expectation, but it's not a promise, is it?

A I took it as a promise.

Q Where is the word promise?

A It's not in there, but for the 33 years this is what we were told.

Q I hear the word promise and I've heard the word promise until it's bleeding out my ears, but there's not a word in any of these documents that your lawyer has presented that says promise. Have you ever seen the word promise?

A Not the word promise, but I've seen it and been told that the city would pay for the health insurance when we performed and met our 25 years.

Q Now, Mr. Smith, you know that what the city was representing to you what was available not just to you and not just to the people you supervised, and not just to the people in this room, and not just to the people in the fire department, but everybody who chose to be a member of the city's group health plan, correct?

A Correct.

Q And that was something you could do or not do but you elected to do it, correct? And for many, many years, for 36 years the city paid the entire cost of that health insurance, correct?

A Correct.

Q And although you've put a value on the last few years of paying a cup of coffee a day for health insurance, can't you imagine -- how much money do you think the city paid over those 36 years to cover you for health insurance? It had to be a lot, didn't it?

A It had to be a lot, but I believe in my own opinion, personal opinion that I've earned every bit of it.

Q And I'm not suggesting you didn't earn a single dime of it, I wouldn't insult you by suggesting that, but I want you to acknowledge that that was something that was not free for the city at all --

A No, somebody had to pay for it.

Q Right, somebody had to pay for it. And you knew from your experience that city council ultimately had to make decisions about money, right?

A Correct.

Q And they have to make decisions not only about Rusty Smith and your colleagues, but everybody working, retired and citizens, that's what they're supposed to do, whether they do it or not that's what they're supposed to do,

correct?
A Yes.
Q Is that yes?
A Yes.
Q Okay. And you knew that neither your chief nor you nor the city manager nor anybody else could spend a dime that council didn't budget and allocate, correct?
A Correct.
Q In specifics with regard to you, and I know you got a lot of paperwork over the course of your many years of working with the city, sometimes it seems like you get more paper than anything else, but I want you to look with me -- and this is Defendant's Exhibit Number 2, tab nine. I was going to show you some things that were in your deposition that are exhibits, and I will give it to you in its entirety, but Rusty, what I'll show you is it's got A, B and C and so forth at the top and I'll direct you to the ones I want to look at if you don't mind.
A Okay.
Q Now, going back to 1973 you started getting booklets that describe health insurance, correct?
A Correct.
Q And they were -- if they weren't exactly these booklets they were pretty dog gone close, weren't they?
A Yes.

Q And even from the beginning they were telling you the possibility of a contribution increase, that was something from your hire you were being made aware of, correct?

A Right.

Q Is that yes?

A Yes.

Q Look at -- and you looked at -- look at O here, I believe, that Ms. Bloodgood showed you a sample, she may have shown you yours. This is the letter that Ms. Holiday routinely gave folks or sent out to folks usually because it just says Mr. Smith, it doesn't have your address on it, you probably picked it up at the HR office, correct?

A Yes.

Q And not to beat a dead horse, it does say under current policy, doesn't it?

A Yes.

Q When you retired back in 2006 you hoped, as I do, that you would get to a point where you could obtain Medicare, correct?

A I hope to get there.

Q You can join the club. But you didn't know that you would get there, did you?

A Nobody knows that.

Q And Ms. Holiday didn't know that at that time, correct?

A I would -- she made the statement, that's all I can

say.

Q All right. You mentioned to Ms. Bloodgood that you were going to have to pay $238, is that to the federal government for Medicare?

A $200? That's for Medicare next year.

Q That's to the federal government, that's not to the City of Columbia, is it?

A No.

Q So we can scratch that. You don't want to see the city pay what you pay Medicare, do you?

MR. BRYANT: Objection, Your Honor.

A Can I rephrase that?

Q Yes, sir, please do.

A I'm thinking correctly that my portion that I will be paying to the city will be $200.38.

Q If that's the case I stand corrected. I wanted to be clear because I didn't know whether you were talking about --

A I did, right. That would be my portion that I will be paying the city.

Q Look at page G in this document, please. And this one happens to be from does it say '92? '92. Are you familiar with this enrollment form?

A Yes, sir.

Q And this is sort of a template that's used when you

either change or there's a new policy issued or whatever when they want to have a record that you have agreed to the provisions of the plan, correct?

A Correct.

Q And it's got a certification here at the bottom, "I understand upon acceptance of the application by this insurance company so long as I meet eligibility requirements of the contract I will be provided with coverage specified in the group contract made between my employer, City of Columbia, and Blue Cross/Blue Shield." So you knew that you were part of a group that was sponsored by the City of Columbia, correct?

A Correct.

Q And you understood that you were bound by whatever that contract was between the city and Blue Cross/Blue Shield, you signed your name to that and agreed to it.

A Correct.

Q So when you were accepting the benefits of the plan you were also responsible for any of the contributions that may be charged, there were none charged from you until 2009, correct?

A Correct.

Q Did you ever cover anybody else?

A I believe when I first joined I had my daughter on it.

Q And you paid some amount of money for her.

A Yes.
Q And that was in keeping with the plan as well, the plan that changed from year to year to year to year, correct?
A Yes. And eventually I took her off of that coverage later on.
Q Mr. Smith, I appreciated your answer to Ms. Bloodgood's question about what would you have done had you known, because none us know what we would have done in different circumstances, do we?
A No, I wouldn't.
Q And did you have a fulfilling career at the City of Columbia?
A I had a fulfilling career minus the few injuries I had that has messed me up.
Q Were you eligible for worker's compensation?
A Did I get something from worker's comp? Yeah, I got a little bit.
Q Well, that's life, isn't it?
A That's life, that comes with the job.
MR. NICKLES: Thank you very much, Mr. Smith.
THE COURT: Redirect?
MS. BLOODGOOD: Just two short questions.

REDIRECT EXAMINATION

BY MS. BLOODGOOD:
Q Rusty, I'm going to say two things and then I'm going

which is the -- Columbia is broken up into four sectors so there was four battalions long. And from that position I went to division chief, which made you the head chief in the operations level at the lower level for the fire department for that shift.

Q And that's the same thing as a shift commander?

A It's a shift commander.

Q Okay. And with the shift commander, what were some of your responsibilities being a shift commander?

A The day to day operations of shift, which is a 24 hour shift, is being responsible for fire ground operations, the in betweens of the administration between the operations and the administration. Doing -- a little bit of a block -- when the employees are first hired and they're brought into the shifts I would do the orientation for the new employees, and at that time in my last years I worked under Chief Smith, who just spoke a little bit ago. And during those orientations I would go over their benefits, their holidays, the insurance, disciplinary issues, the schedules, and before they were disbursed to the individual stations we tried to cover as much administrative information as we could as far as they were.

Q So during that sort of orientation thing that you just described, what, if anything, did you tell the new hires about the retirement health insurance?

A I just reiterated what we've been talking about here, that if they were to complete the 20 years minimum in the fire service that they would be entitled to -- I'm not going to say free healthcare because I don't think it's free either, but they were entitled to healthcare, part of their pension.

Q Now, did you ever consider leaving the City of Columbia Fire Department for another job?

A I did, there might have been several occasions. Within my first two years I applied for a job at Westinghouse, which is a job that -- it was a hazmat job, which kind of related to the fire department because we did hazmat at a lower level within the department. Theirs was more involved because that's what they dealt with in the Westinghouse nuclear section of what they had. It was a job that actually paid more than twice as much as what I was making as a firefighter in Columbia. I also -- I was in the Marine Corps reserves when I joined the fire service, and during that time I was serving on my weekend duties I started to have some serious issues with the fire service and the Marine Corps, because the scheduling part caused a scheduling issue because we worked 24 hour shifts, and every third day I wasn't always available for my drills on the weekend. And as I made the complaint at the upper level on the federal side my commanding officers were involved in the

upper echelon of the state, which they had some powerful jobs, the officers that were in charge. Well, they made complaints to the city. In turn the city called the fire department, and then I was called in by the officers, my direct captain and the chief of the department and basically told that I had to make a choice at the time. And during that time there weren't many -- I don't think there was anybody else in the fire department that was in the Marine Corps reserves. A lot of people were in the guard and that was kind of cliquish, I mean, because it had been going on for so long, it might have been some people in the Navy Reserves, I don't know, I was the only one at that time. And when I was told to make the decision on whether I wanted to continue to be a marine or be a fireman, I chose to go with the fire department considering -- even though the military offers the health insurance if you stay a certain amount of time also, the fire department was offering the same deal, which was health insurance for life. And growing up in the service, my dad did 27 years, they never backed down on giving health insurance to my dad or my mom, who has been involved for 45 years or 50 years as a widow, she still gets free service from the military.

Q And so in your decision -- would you say then that the fact that you believed that there would be this health insurance benefit played a role in your decision to stay

with the fire department?

A Definitely.

Q Now, you spoke a little bit about the Westinghouse job.

A Yes, sir.

Q Whatever happened with that?

A I chose not to -- I spoke with my supervisors at the time in the fire service. And even though -- at that time I think I was making around $10,500, Westinghouse was offering $24,000 at the time for that job, I went through a couple of the application processes, I was supposed to do an on the job kind of training kind of process. I was getting so much fulfillment from being a fireman that I just couldn't compare that to working in a factory, it's just a totally different environment.

Q I get that. So you spoke -- heard other people speak a little bit about this family type environment, would you characterize it in a similar way?

A I mean, comradery within the fire department, certainly. These guys were my brothers, it was like a family. One third of my live was spent at the fire department. They encouraged me actually, which was kind of odd, some of them told me I was crazy to stay at the fire department.

Q Why did they say you were crazy?

A Because a lot of people back then thought about money.

I've never -- I mean, I like having money but my life is not about that, it's about being happy and comfortable and being secured, and that's what the fire department offered me was security.

Q And when you say the fire department offered you that, you're not talking about going in fires, that's not security.

A No, sir. If we want to go down that line then I can tell you about the stress, the injuries, how much I suffered, how hard physically it was for me to make 25 years. I prayed all the time that I would not have something physically happen to me where I couldn't complete the 20 years. I mean, I really prayed on that, I prayed for the guys. I supervised guys at big fires that were risking their lives and doing things that the average person just wouldn't dare do, and at the same time I could just give them a pat on the back. There wasn't no money to give them, there wasn't raises, so the career is not one bit about money. What I made at the end of my career does not equate to even half of what I went through to earn it. I earned it. It wasn't given to me. My promotions were not given to me, nothing in my job was given to me, I earned it. I walked away from there with an agreement that I was going to be entitled to my health insurance. Now, for the city to turn their back on me like that is an insult and slap in the

face.

Q So you started in '92.

A In '82.

Q In '82. And you worked until 2000 --

A It was 25 years, you know, if you do the math. I wanted to stay -- my retirement date was a couple days after 25 years exactly. Now, at 20 years my back was so bad and I wanted to complete my retirement, my 25 years. I knew I could have left at 20 years with my health with some disability compensation but I wanted to complete my commitment to the city and do my 25 years in order to earn my retirement also. I didn't want anything for free. Nothing was given to me for free. I can't imagine anybody sitting in this court saying that something is for free. They all earned it, every one them. I mean, look at them physically what they look like. There's not a man outside the fire department that can describe to you what it does to you emotionally or physically to do that job for 25 years.

Q Over those 25 years you saw other people who maybe had started before you retired, is that fair to stay?

A Retire, yes, sir, and I saw people leave.

Q The folks that retired and had put in their 20 years, was it your understanding that they were receiving their health insurance?

A I knew they were getting their health insurance. I

never thought of it that anybody was giving them anything, I thought it was an entitlement that they earned. It was part of a pay package is what it was.

Q And based on the fact that you had sort of seen this happening around you, you had been given these representations, did you believe that this is what you would have happen when you were in retirement?

A I'm sorry, could you --

Q That was a bad question, I can take that back.

A Okay.

Q So you saw some people retire before you --

A Yes, sir.

Q -- and they received -- they had their health insurance paid for --

A It was their pension and health insurance.

Q And their health insurance was paid for, their single coverage premium.

A Yes, sir.

Q And you had this representation to you from when you joined in '82 that this was going to be the same for you.

A I knew it was going to be that way, I knew it. I'm not -- I'm not normally a naive person who is fooled very easily or lied to very easily or cheated, but it's happened, it's happened. I'm being cheated right now.

Q Now, while you were a shift commander, maybe this was

something the city could take away at anytime, would you have stayed with the fire department like that?

A I don't think so. I loved my career, I loved my life but I have to take care of myself and my family. I certainly would have looked elsewhere. It's not like I'm just a high school dropout who decided to go to work somewhere and say, "I'll take whatever comes at me." I thought about the future from the beginning. I watched my dad raise five kids on a military income, which wasn't a lot, but the government did tell him "We'll take care of you, you're going to have a pension and we're also going to pay for your health insurance." Now, he never got rich and I never wanted to be rich in my life, but the agreement that I had is I was going to stay there -- I wouldn't have stayed there without the health insurance. I'm a smart enough guy to know that there are many options in this world that I could have gone somewhere and made more money, I didn't have to stay in Columbia and suffer physically and emotionally like I have. Now, I don't regret what I did, I enjoyed my career and I enjoy my life, but what I don't enjoy is the fact that I'm sitting right here today dealing with my insurance. I think that's a slap in my face.

Q So since 2009, July of 2009 to now, have you had to come out of your pocket to pay?

A Yes, sir. I can only give you a guestimate because I

was trying to look at it, in the beginning it was so much and then -- I think it's somewhere between seven and $9,000, somewhere in there is what I've paid. Now, I know it's getting ready to go up because I've already gone to the meeting. I'm getting a new insurance -- they're getting ready to send out the new bills and I'm going to be somewhere in that $200 range. Now, I mean, come on, from free to 200? There's nothing free about that.

Q It's $200 a month?

A Next month when I get on the new plan with the PEBA mine is going to be a little costlier.

Q Now, do you expect to have costs like that for the rest of your life?

A I expect them to be worse, a lot higher through my life if I make it that long. I'm fortunate. I've got to explain something to you. When I started with the fire department you just -- you look up at all of these guys and they're your officers, you can only believe everything they tell you. But by the time -- from the time I was a firefighter to the time I was a captain there wasn't one officer alive still that I worked with. I didn't think my life would even last ten years past my retirement. And I know a lot of it has to do with the job -- the protection that they used back in the early years of firefighting, but to know that Captain Jeffcoat, Chief Douglas, Chief Stewart, all of those guys

others, as others, correct?

A I want what you promised me, how about that?

Q Well, I asked you the question in your deposition do you want to be treated more favorably than others and you said, "No, I don't," okay?

A I want to be treated like a firefighter should be treated.

Q Well, sir, but this wasn't a firefighter plan, was it?

A But I worked for the fire department, I did not work in the street division or the plumbing or whatever, I worked for the fire department. I did not go to city hall every time you turned around. I never went past city hall because I worked directly under people that had the authority coming from city hall.

Q I understand, Mr. Cruz, but my question is this, are you aware of any plan, policy or procedure that applies specifically to the fire department with regard to healthcare that didn't apply to every other element of the city?

A Can I ask you something? Well, no, I'm not going to ask you something, I'm going to tell you something. I worked for the fire department. What plan they had in the garbage department and the plumbing, in the sewage had nothing to do with me. They didn't come and bring me their plans. I looked directly to the chief for him to give me,

you know, whatever. I did not go to the city, and if I had gone to the city saying I don't like what they're doing over in street division, they would have probably fired me. They would have said, "Who in the hell do you think you are?" I don't have nothing to do with street division. I worked for the Columbia Fire Department and I had an agreement when I got hired that y'all were going to take care of me.

Q Well, I know you've been a part of this lawsuit for a long time, correct?

A That's correct.

Q And you know that you asserted that there was a contract between you and the city, you believed that.

A It was an agreement, there was an agreement.

Q And the South Carolina Court of Appeals said, no, there is not a contract between you and --

A I didn't sign a contract. But if I got you to rake my yard right now and I told you I'm going to pay you $10 and when you got done you came up to me and said, "Where's my $10?" And I said, "I don't have $10." Now, wouldn't you be disappointed.

Q If you had this situation just as you explained, would you have -- you're promising your own money, correct? You're promising your own money.

A I'm promising my money, not you promised me something.

Q Now, was Chief Jantzen promising you his own money?

A Chief Jantzen worked directly under city council.
Q Did any of the other folks who talked to you about this, were they promising their own money?
A I wasn't promising the new recruits at the fire departement my own money either.
Q Because you were telling them what was in existence at the time, correct?
A I was telling them what was factual at the time, not in existence but what was a fact.
Q And a fact is not a promise, is it, Mr. Cruz?
A A fact is not a promise?
Q A statement of fact as what exists today is not a promise.
A I'm going to tell you something, sir, the difference between a fact and a promise, there is no difference. There is no difference. If I tell you I'm going to do something I'm going to do it, I'm not going to turn around tomorrow and back down on you.
Q Well, if you read these documents, and I know you have and I know you're a very intelligent man, Mr. Cruz, but the documents are all written in the present tense, aren't they? This is what exists today.
A I left the fire department already so what does the document have to do with me?
Q Well, the documents that you receive that were telling

you, "Hey, these things can change," that has something to do with you, correct?

A I would say that once I completed my agreement and I walked away from the fire department after my 25 years and completed my 20 years minimum, that the agreement I had was that I was taken care of, not that I had to come back and look at a -- your guideline here or your books. I was so fed up with those books when I worked there.

Q I think we're talking at cross purposes.

A I don't think so.

Q You're talking about handbooks.

A I don't care whether it's a handbook or a policy book or whatever, I had an agreement for insurance, that's all I'm here for.

Q And you still have that insurance, correct?

A I'm paying for my insurance, no, I don't have the same insurance.

Q Well, you're not paying completely for your insurance, are you? Are you?

A Well, let's put it this way --

Q No, please answer my question.

A What I earned I'm not getting anymore, let's put it that way.

Q You earned $72,962 --

A I don't think my salary has a thing to do with my

insurance right now.

Q Well, I'm just pointing out in response to your statement, Mr. Cruz, and I don't want to elevate your blood pressure anymore than necessary --

A I don't think you could elevate it any higher.

Q So you did say that there are many factors involved in choosing a career, correct?

A Yes, sir.

Q And you're a man who had some options. You perhaps could have gone to Westinghouse, we don't know because you withdrew your application, correct?

A I did.

Q They may have paid you more money. We don't know what the benefits would have been. We don't know how long you would have stayed. We don't know whether their retirement system would have been what yours is. Westinghouse is in the private sector. There are a lot of variables, are there not? Can we agree on that, Mr. Cruz?

A Certainly, yeah.

Q So there are a lot of things that take place during the course of our lives where if we take it a step to the side it may have made all the difference in the world, correct?

A You could die on that side over there.

Q Right. So, Mr. Cruz, can we agree you have despite your many objections, and I understand them, you today are

fire department from the time I can remember with the City of Columbia Fire Department. I've always been around the fire department. My daddy did 25 years and then I did 35 years after him. He says, "You're going to have insurance, you're going to have a retirement, you stay there and don't leave and you'll be all right." Well, I went down and applied for the city. I told B.P. Barber and them that I was going to apply and --

Q You said that your father worked for the fire department for 25 years. Did he get free retiree health insurance?

A Yes. He received the insurance, the retirement all of his life until the day he died.

Q So you saw your father get the promise that was made to you too.

A I saw many men. I knew all of the old fellows, I knew everybody. Like I told you, I was raised in that place. All of them got it, that was the thing. Most of the men back then, they didn't retire until they were 62 years old. Most of those guys, they were older guys, they had been to war like daddy, World War II and a lot of those other guys and got back later in life and they got a job there and they worked until they were 62 and they got their insurance and all.

Q Okay. And how about when you started working, did you

also hear the same promise that your father had gotten?
A Yeah.
Q And who were the people when you started working who told you that?
A Well, I don't -- when I first started you go to city -- back when I did you went to city hall and you had to get an application, take it and fill it out, then they brought you in a room and they measured your height and weight, you had a height and weight requirement and all of that, you had to meet that. Then they explained the benefits to me and this, that and the other and all and what the job would entail and all, what I would have to do. And I would have -- you know, you would have retirement, you had insurance. I was also required to join the South Carolina Firemen's Association, I was required to do that yearly. We had to pay that, that was a requirement.
Q And when you talk about insurance, are you talking about insurance while you're employed or insurance when you retired, or both?
A This is just a set up. It's not union, it's just a South Carolina Association, I guess the city fire department -- we had to join that.
Q When you applied and started working and you said you were told about all of the benefits, do you recall if you were specifically told that if you work here a certain

phone company. So the phone company called me and told me, I talked with them and I told them I had just got a job two week ago, that I had insurance. They didn't have what you call a real retirement, though, you had to put money in kit like a 40K (sic) thing, they didn't really have that so I just stayed where I was at and committed myself. I done like my daddy said, he said don't leave, so I didn't.

Q Okay. And then in 2009 you had to start paying out of your pocket for this.

A Right.

Q And have you added up how much you've had to pay since then, because you're not 65 yet, right?

A Right. I've paid around $5,400 in premiums and I spent about $1,100 in legal fees.

Q Costs. You haven't paid any legal fees yet, have you?

A Right, no.

MS. BLOODGOOD: Thank you. Okay. Mr. Nickles may have some questions for you, okay?

THE COURT: Any questions, Mr. Nickles?

MR. NICKLES: Not many, Your Honor.

CROSS EXAMINATION

BY MR. NICKLES:

Q Good to see you again, Mr. Martin. Good to see you again, sir.

A Yes, sir.

Q Now, Mr. Martin, you testified that you rose from the back of the truck --

A All of the way through.

Q -- to being a battalion chief.

A Yes, sir.

Q You had a successful career.

A Yes, sir.

Q And you don't know if you had gone anywhere else whether you would be better off, about the same or worse off than you are today, do you?

A I can't guarantee that. But like I told you I done pretty well at surveying and they made offers to me and they even recommended -- and I was 18 years old. I done well.

Q How long ago was 18 years old?

A Oh, that's a long time ago. Like I said, I didn't -- I did the phone company, SC&G and that and then came up, and I didn't pursue no more because I had it, I was doing well.

Q But it's fair to say that you've never compared the city's health insurance program to other health insurance programs.

A I mean, the only one I can see, my wife has Blue Cross/Blue Shield also through her employee and that's the only thing I know about is what she's got and what I got.

Q And she worked for the phone company?

A Uh-huh.

Q Well, but it's been in effect since, what, the 80's?
A Now you've got to remember, you're saying they're off 24 hours. These guys, now they've got to rest some and they've got to have time to spend with their families, all of them can't go to work. And some of them are single parents, they have to be with their kids, they can't get somebody to watch their kids everyday of the week.
Q And I understand, but that is an element in a decision.
A Yeah.
Q And it can be one of many, many factors, correct?
A You can make good choices or bad choices.
Q And when you were looking at your career I know you told me back years ago --
A Well, you'd better remind me.
Q -- that you checked around a little bit but you decided to stay and one of the reasons you did is it because of the retirement system.
A Yeah.
Q That you put a lot of value in that.
A Yeah, I do. And I put value on my insurance, too.
Q And you probably got some of that from your dad, too.
A Yeah. My dad -- you know, he had his retirement, he had his insurance.
Q Just so the record is clear, Mr. Martin, the city has never canceled your health insurance, have they?

you ever go out and look for other insurance?
A Never did, no.
Q Why?
A Well, I didn't feel like I would ever need it, you know. After I went under Medicare that was my primary, and the secondary was being paid for me by the city for what I earned.
Q And then before you went onto Medicare were you ever paying anything out of pocket?
A Never.
Q And what's your understanding of how that was paid?
A I didn't understand you.
Q What's your understanding of how those premiums got paid?
A What was my understanding of how the city premiums got paid?
Q You didn't pay it, right?
A No, I didn't pay it, the city was paying it.
Q Okay. Now, if you would have known back in 1968 or 1975 or 1980 that this retiree healthcare, free retiree healthcare, paid-up retiree healthcare was something that could be taken away, it wasn't something for the future, it was just something that might change from year to year, do you think you might have done anything differently?
A I think I would have.

Q Why?
A Why?
Q Yeah. Why do you think you would have done something differently?
A Well, I thought I had something that was promised to me and I had no reason to doubt that it wasn't being fulfilled for the things that I seen as time progressed. But to answer your question, I probably would have done something different had I known -- knew that things were happening like it is today.
Q So since you stopped receiving the premium being paid for you, have you had to come out of your pocket for anything?
A Yes, I have.
Q And have you sort of looked at what that would be?
A Well, I've been paying since January of 2013 and it's almost $20,000.
Q Okay. And the reason why -- I know we've heard some things that are close to $4,000 or $7,000, but what's your understanding of why yours is so much higher at 20,000?
A Well, that's the United Health and the Medicare combined, that's the figure I gave you.
Q And it's because you're over 65.
A That's correct.
Q And I know you called yourself a spring chicken a

Q Well, good, good, I'm glad that we can do this easily. You have been here and you have the advantage of nine people --

A Nine of us.

Q -- saying pretty much the same thing, correct?

A All right.

Q So I don't want you to be a ditto, I want to give you the opportunity as well.

A Well, I will tell you before you start with your books like Mr. Cruz, the books were not in my tenure.

Q No, sir, I'm not asking you about the books that were issued to employees.

A Okay.

Q I'm asking you about the books that talk about health insurance.

A Okay.

Q And you've -- I don't know whether you've read them --

A No, I have not.

Q -- but you had the opportunity, correct?

A Well, I wouldn't say I have or hadn't. I don't recollect any book you hold in your hand.

Q All right. Well, they've been issued before and after your employment, and quite frankly, Mr. Dimery, these are not things that I brought into the courtroom, they're things that your lawyers brought into the courtroom.

A Okay.
Q And usually when your lawyers bring something in the courtroom it means that they want to present it in your favor, okay?
A Okay.
Q So they brought it into the courtroom to present it in your favor and it says here among other things -- and I'm not going to pretend it's the only thing that it says --
A Okay.
Q -- it says you, which would have been you who were covered, and you've been in the group plan for decades, correct?
A Yes, sir.
Q And it says you, the covered person, keep your coverage affordable by always using your benefits wisely, and I don't suggest for a minute you have not done that, okay? "This decreases the possibility of contribution increases." And you've heard me repeat that over and over and over again until both you and I are tired of it, okay? But it's in there, isn't it?
A Right.
Q Isn't it in there?
A Yes, sir.
Q Okay. And so while these folks were telling you the truth for all of those years that it hadn't got to the point

where the contributions needed to be made, somebody, city council in 2009, decided it had gotten to that point and they charged you, not you because you were 65, they charged some of your colleagues $33 a month. And then in 2013 because you were of an age you started being charged for the Medicare supplement; is that correct?

A That's correct.

Q But up until that point in time whoever was making the decisions about whether the contributions needed to be made had decided to continue to carry the full nut, correct?

A Yes, sir.

Q And you knew that that was not a single individual, it was not a fire chief, it was not HR director, it was a group of elected officials, the members of city council, correct?

A Yes, sir.

Q And you even attended some council meetings and I know that people expressed their opposition to this, didn't they?

A That's right.

Q And you personally were offended by it, outraged by it and wanted them not to adopt this, correct?

A That's correct.

Q But we live in a democratic society and those men and women voted that it was in the best interest of all concerned, although you might disagree, everybody in this room might disagree, but they voted that it was time to

increase the contributions under this policy, isn't that what happened?

A That's what happened, but they reneged on the promise that was promised to me back in 1968.

Q Well, the statement that was made to you in 1968 and all the way up until 2009 to I think Mr. Hill, I believe, retired in 2009; is that correct? Yes. So we have folks retired from 1991 until 2009. The one thing you all have in common is that at that time of retirement the folks responsible for making those decisions had decided to assume the full cost and they did, correct?

A That's correct.

Q And thereafter they imposed some portion of the cost on the participants, both the active and retirees, correct? That was their decision.

A Right.

Q You disagreed, correct?

A I disagree.

Q Okay. Now, you were asked questions about would you have done other things and so forth, but honestly, Mr. Dimery, as we look back, can you say with certainty that if you had taken another course of action that you would have been in a better position today than you are?

A No one will ever know that --

Q Thank you.

A -- okay? But that's not the choice I made based on what I was told and that's what I relied on 100 percent.

Q And you never compared retirement benefits offered by other employers while you were out in the work force, did you?

A Never, no.

MR. NICKLES: All right. Very good. Thank you, Mr. Dimery, I appreciate your time.

THE WITNESS: I would like to ask you a question before you leave.

MR. NICKLES: No, sir, I'm sorry, the Judge won't let me answer questions.

THE COURT: You can't ask him any questions, Mr. Dimery. All right. Anything further from this witness?

MR. BRYANT: No. That's all, Your Honor.

THE COURT: All right. Thank you, Mr. Dimery, you may step down.

MS. BLOODGOOD: We don't have any other witnesses, Your Honor.

THE COURT: All right. Plaintiff has rested. Is the defense ready to proceed? It's 4:00. You have two witness?

MR. NICKLES: I have two. I would ordinarily move for a direct verdict but I will proceed with my witnesses.

The witness, PAMELA BENJAMIN, was first duly sworn and Testified as follows:

TESTIMONY OF PAMELA BENJAMIN

DIRECT EXAMINATION

BY MR. NICKLES:

Q Please state your name.

A Pamela Benjamin.

Q Ms. Benjamin, where are you employed?

A For the City of Columbia.

Q What is your position there?

A I am the chief of staff and HR director.

Q How long have you been employed with the City of Columbia?

A Since July of 2011.

Q So you came to the City of Columbia at a time when there had been a charge imposed for group health insurance; is that correct?

A That's correct.

Q Where did you work before coming to the city?

A I worked for the department of parks and recreation and tourism is my most recent employer.

Q And is that in the state retirement system?

A Yes, sir.

Q You are fresh as a rose, but how many years do you have in the state retirement system?

A I have 23 years in the state retirement system.

Q All right. So when you came to work for the City of Columbia was the continuation of that retirement service a

factor in your decision making process?

A Yes, it certainly was.

Q Have you found as human resources director that the availability of retirement benefits is a factor often considered by applicants whether coming directly for the first time to the city or from other locations?

A Yes. It is certainly one of the factors, yes.

Q And is it fair to say that also benefits packages are a factor?

A Yes, they are a factor.

Q And compensation is also a factor.

A Absolutely.

Q And duties are also a factor, correct?

A That's correct.

Q How about work environment?

A Yes. There are lots of factors that determine whether someone wants to work for an employer or not.

Q And have you found that to be the case throughout your career as a human resources professional?

A Absolutely.

Q How many years have you been a human resources professional?

A Twenty-three years.

Q Now, in this particular matter, were you employed at the time that city council was considering imposing any of

Q Does that continue to be the case today?
A Yes.
Q So would it be fair to say that if the city represented to employees that it was making a cash contribution toward their health insurance benefits that has been truthful throughout this process?
A Yes, absolutely.
Q Okay. Ms. Benjamin, when you administer a program such as benefits or other elements of your job, does that give you the authority to bind the City of Columbia to anything other than has been approved by council?
A Absolutely not.
Q And was that the way it was explained to you when you first got to the city?
A Yes, and prior employers.
Q Okay. So it's not unique to the City of Columbia.
A No, it's pretty routine.
Q And do you have interactions with colleagues and other municipalities or public entities that are wrestling with healthcare costs?
A Yes, sir, absolutely. All of my colleagues are having the same debate --
Q Okay.
A -- whether that would be public sector or private.
Q All right. And, in fact, some entities have decided

just to no longer offer health insurance to retirees; isn't that true?

A That's absolutely correct.

Q But the city has not taken that measure, correct?

A Not so far.

Q Okay. Ms. Benjamin, other than the group health insurance benefits that are offered retirees and employees encapsulated over the years in various booklets, are you aware of anyone whose had the authority to say no matter what happens in the future I'm going to guarantee this for you?

A No. No one has that authority.

Q Now, I know that you've listened to some of the testimony. In order to become a retiree from the City of Columbia, is it necessary that you have been an employee of the City of Columbia?

A Absolutely.

Q And turn to tab number 27, it's the last tab in that Exhibit Number 1, and just look with me at the third block, just read that to yourself. It has to do with changing policies in its sole and absolute discretion. Is it the City of Columbia city council?

A Can you repeat that, Al?

Q Yes. We're talking about its absolute discretion to change policy in the third block. Who has the authority to

change policy in the City of Columbia?

A The city council.

Q Do you?

A No, sir.

Q And in your other experiences and interactions with other human resource professionals, is it your experience that those folks likewise administer programs, they don't create policy, they administer policy?

A Yes, sir. In any organization I've worked in there's been a governing body, or a legislature when I worked for state government, that created those policies and the HR office is responsible for administering them.

Q So like when you worked for the state the general assembly would adopt a budget and the general assembly may even have a line item for the state's group health insurance program, correct?

A Yes, sir.

Q From time to time governors, budget control boards, PEBA, have tried to interfere in that budgetary process, have they not?

A Yes, sir, they have.

Q And who has the ultimate authority?

A The legislature.

Q And in the City of Columbia who has the ultimate authority?

A That would be city council.

Q And has there ever been to your knowledge any doubt about that?

A Not to my knowledge.

MR. NICKLES: That's all of the questions I have at this time, thank you.

THE COURT: Mr. Bryant?

CROSS EXAMINATION

BY MR. BRYANT:

Q Hello, Ms. Benjamin. Now, you'll have to forgive me, I was getting settled when you got started so I missed what your title is, can you remind me and let me know what that is?

A Sure, it's chief of staff and HR director.

Q So chief of staff -- are you chief of staff to someone?

A To the city manager.

Q To the city manager. And your HR director, that's of a separate department, so you kind of operate in both departments.

A Yes.

Q And did I correctly write down that you started in July of 2011?

A That's correct.

Q So you have no -- do you have any firsthand knowledge of what happened before July of 2011?

A I oversee the facilitation of the city's budget process, and the program management side means I manage a team of business analysts and project managers who help facilitate different projects in the city.

Q Okay. How long have you held that position?

A This particular title four years.

Q And before that?

A Before that budget director, budget administrator, management, budget analyst.

Q When did you first come to the City of Columbia?

A I started with the city in January of 1998.

Q Okay. And have you been employed by the city continuously since that time?

A Continuously.

Q In your current and former capacity were you involved at all in the city's attempt to deal with escalating healthcare costs?

A Yes, since my first arrival at the city.

Q And when was that?

A 1998.

Q And has it been a part of your responsibilities ever since?

A Yes, it has.

Q Take you back in time just a little bit to the middle two thousands. Was there a time when city council was

considering charging a financial contribution for health insurance to its active employees and retirees?

A Yes.

Q And did you participate in studies and committees and go over mounds and mounds of information in an attempt to provide some guidance to city council?

A Yes. I facilitated most of those discussions.

Q And would some of those discussions appear in the minutes of city council meetings?

A Yes.

Q But that would be like the tip of the iceberg I take it.

A Correct.

Q Hundreds of thousands of hours spent on this issue, correct?

A Yes.

Q Now ultimately as we've heard there was the decision in 2009 to impose a charge for active and retired participants under the age of 65, do you recall that process?

A Yes.

Q Did you participate in the lead-up to that process?

A Yes, I did.

Q Did you provide financial information to the city council?

A Yes, I did.

Q Did the city council ultimately make a decision on how to deal with that problem?
A Yes, they did.
Q Okay. And did you have the authority to make that decision?
A No, sir.
Q Did any employee of the City of Columbia have the authority to make that decision?
A No, sir.
Q Since 1998 is it your experience that city council has annually and regularly examined its health insurance programs?
A Yes, especially starting in the mid-2000's.
Q Okay. And when there is a material change in that program whose responsibility is it to make that change?
A To make the change?
Q Yes.
A City council.
Q All right. In 2010, '11, '12 and '13 were you involved in questions and debates about whether or not there should be some change in the manner in which post 65 retirees participated in the city's group health plan?
A Yes.
Q And once again were there discussions, debates, committees, budgets and so forth involved in that process?

A Yes.

Q And did some of those appear in city council records?

A Yes.

Q Ultimately did city council make a decision as to that group of former employees?

A Yes.

Q Former employees, you anticipated my question, and city council did.

A Yes.

Q Did anybody else make a decision?

A No.

Q As an employee of the city, were you affected by the decision to impose a premium on active employees?

A Yes, I am affected.

Q Okay. And as a potential retiree could you be affected by that into the future?

A Yes.

Q In carrying out your duties with regard to budgets and so forth, did you attempt to bring the best information that you could to city council so that it could make an advised decision?

A That is my job, yes.

MR. NICKLES: Thank you. I don't have any other questions for Ms. Caughman.

CROSS EXAMINATION

INSIDE COLUMBIA

VOL. XV No. 9 September, 1991 A Capital Place To Be

1

United Way

It Brings Out The Best In All Of Us

It's that time of the year again, when as employees we are ask to make a contribution to the United Way Campaign.

You may ask, "I make my donation every year. Why are you bringing this up again?" It's because we need to be aware of the importance of the United Way.

The United Way and the City have been involved for many, many years.

With over 1,700 employees we need to continue the tradition of contributing to this umbrella agency and providing them with desperately needed funding.

"As a result of our present economy there are a lot of people who may need services provided by United Way agencies. We are trying to make up for the expected shortfall this year for what problems people have already experienced because of the recession," said Miles Hadley, city manager. "We think it would be in everybody's best interest to continue to strongly support the United Way, especially since many of our own employees have benefited from their services."

United Way assists agencies such as the American Red Cross, the Boys and Girls Club of the Midlands, the Harvest Hope Food Bank, the Salvation Army and the YMCA of the Midlands. Without assistance, emergency services such as those provided by Red Cross personnel and volunteers may not be available when an event like Hurricane Hugo happens.

Another example of how your donation helps is the distribution of food through the Harvest Hope Food Bank.

Also consider the children who have a place to receive quality recreational, educational and inspirational opportunities through programs offered at the YMCA of the Midlands.

All of these examples show how your donation, no matter how large or small, can provide a better environment for someone to live.

Many City employees have taken advantage of the services provided by the agencies funded through the United Way. Consequently our contributions are a way we return some of the benefits received by our co-workers.

Jackie Craft, senior secretary for Public Information, uses the example that giving up one soda per week could make a difference in someone else's life. "Fifty cents per pay period totals $13 a year that will give a little extra help to someone who really needs it," said Craft.

Making a contribution through payroll deduction isn't the only way to give to United Way. Both of these methods put your money directly into the United Way budget. From there, the money is distributed accordingly to their agencies via budget proposals. Or if you like, you can designate which agency receives your money wether it is a United Way agency, or any other charity that may not be directly affiliated with their organization.

Donating your dollars is ultimately your decision. Listed below are some facts that may help you decide for sure.

Last year, contributions made to the United Way of the Midlands..

- Helped 256 abused, abandoned and neglected children find a safe haven.
- Provided 4,311,000 pounds of food to needy people in the Midlands.
- Provided intervention and referral for 12,963 people in crisis.
- Provided vocational and academic training to 80 developmentally disabled adults.
- Helped 1,198 children and adults to be matched as big brothers and big sisters.
- Provided health care to 2,312 low-income men, women and children.

These are only a hand full of the areas your contributions made a difference.

Every penny counts and your pledge will make a difference.

United Way is an essential part of the Midlands and through your decision you can make COLUMBIA more of A Capital Place To Be and help bring out the best in all of us.

COLUMBIA
A Capital Place To Be

Police Department Charts A New Direction

Chief Austin has charted a new rection for the Columbia Police epartment. After his appointment Chief, he met with the staff to scuss the future course of the epartment. All involved concurntly decided to move in the rection of community based olicing.

As part of that concept, the epartment was decentralized lacing police officers back into the ommunity.

"Currently, I feel that I have people in positions who will advocate and sell the community oriented policing concept. Over the last 11 months, I have chosen people with good supervisory and management skills who will serve as strong proponents for the community based concept and who will serve as the nuclei both externally and internally in getting the community and officers geared toward the same idea."

Another area of change for the department was the splitting of the Operations Division into two separate sections. This was done primarily to balance the work load thereby making the division more manageable. The division was divided into north and south regions of the City with Captain Swisher overseeing District 1 and 2 (North) and Captain Burke over District 3 and 4 (South).

Quite a few promotions have been made over the last few months and are as follows:

Lieutenant Charles R. Clark and Lieutenant Lewis S. Slaimpert promoted to Captain. Captain Clark currently heads up the Investigation Division and Captain Slaimpert is over Police/Administrative Services.

Sergeant I.P. Greene and Sergeant K.J. Mooney to Lieutenant. Lieutenant Greene works in District I and Lieutenant Mooney is in Investigations.

Investigator K. W. Parrish and Investigator R.B. Dozier promoted to Sergeant. Sergeant Parrish was assigned to Crime Prevention and Sergeant Dozier went to District IV. Corporal T.H. Dodson, E. Jordan and J.R. Ballentine were promoted to Sergeant. Their assignments are Sergeant Dodson and E. Jordan to District I and Sergeant Ballentine to District II.

The following squad leaders were promoted to Corporal and assigned these duties: M.J. Hendrix and J.L. Romine to District I Operations; T.A. Monahan and T.G. Blevins to District II Operations.

S.K. Koon is assigned to District III Operations and P.J. Mead to District IV. R.D. Martin was transferred to Police/Administrative Services and R.L. Sumpter is responsible for District Operations and Community Housing Police.

And finally, S.B. Destrochers, S.O. Rice, E. Smith and R.L. Tyler were promoted to Investigator I effective September 16.

Autumnfest

Autumnfest '91 will open for its ninth season September 27, 28 and 29 in Columbia's uptown historic district.

The festival will be held on the grounds of the Robert Mills House, Hampton Preston Mansion, Seibels House and Richland School District One.

The three day festival will include a street dance Friday Night and three stages of entertainment Saturday and Sunday with more than 75 arts and crafts exhibitors from around the southeast. Historic re-enactments and tours will be available throughout the festival as well as a family funland and an array of food treats.

Something new that will be featured at Autumnfest this year is "Oktoberfest at Autumnfest". The Historic Columbia Foundation and the Golden Crown German Restaurant are co-sponsoring the celebration Saturday, September 28, 10 a.m. - 6 p.m. and Sunday, September 29, 1 p.m. - 6 p.m. in the Seibels House Garden located at 1601 Richland Street. This celebration will be a traditional Oktoberfest complete with authentic German food, drink and music.

For more information on Autumnfest, call the Columbia Action Council at 254-0253.

Bowling Party

The City's Parks and Recreation Department has arranged with AMF Major League Lanes on Bush River Road to host a FREE BOWLING PARTY for all employees, relatives and adult guests Tuesday, September 17 at 7 p.m. Included in the party are bowling, shoes and light refreshments. Plans are to form a City bowling league, although there is no obligation. According to Willie Washington, athletic supervisor for Parks and Recreation, "There are approximately 20 people interested in the league already."

To sign up or for more information, call Willie at extension 8331.

Moore Keeps Municipal Court In Check

Phyllis Moore has been with Municipal Court as a computer operator for 14 months and has become a valuable asset to their daily work force. Her enthusiasm and hard work to keep things moving in Municipal Court are the characteristics that helped her garner Employee of the Month for September.

Phyllis's responsibilities include keying in traffic tickets, booking reports and warrants, maintaining the docket for court sessions and finally, keying in the disposition from the court docket after court is held.

Inputting traffic tickets is a time consuming part of her job that requires a lot of information. For the court docket, each ticket must have the person's name, sex, date of birth, license number and state, tag number and state, the charge, the officer's name and employee number and the original date of court. Just for one ticket, all of this must go on the docket.

Mondays are always busy for Phyllis because she has anywhere from 150 to 300 tickets to put into the computer. First she must hand separate them by date and time. Criminal warrants or tickets also require all of the above information, as well as the warrant or ticket number, the booking number and the case number. The dockets are run Monday for court Thursday and Thursday for court Monday. When Phyllis completes these dockets, she sends them to the clerk for proofing before court day.

The booking reports aren't as bad in

Phyllis Moore

number figures explained Moore because they come straight from the jail and are handled two days before each court date. Copies of the criminal docket are proofed the day before and one copy of the docket goes to the jail so they will know who to bring to court.

These particular responsibilities of her job can be very taxing at times because when Municipal Court gets the bottom copy of the ticket they can't always read the necessary information.

Aside from these major responsibilities of her job, Phyllis helps people who need to continue their court date. She helps co-workers run preliminary dockets, keys in the scheduled time payments for payees from their court session and occasionally helps run a disposition for proof for assessments. She also remands charges on tickets if they are reduced in court, keeps up with new officers names, employee numbers and payroll numbers in case she or others in Municipal Court can't read the names on tickets. And finally, she receives a copy of the officer's court dates from each district via Sgt. Howell, the liaison for the Police Department and Municipal Court. This helps keep everyone informed of what's happening in Municipal Court.

Phyllis, along with her co-worker, Vonda, are the only two computer operators at Municipal Court who handle these activities. They have both designed several forms to help court personnel maintain accuracy.

Born in Baltimore, Maryland, Phyllis graduated from high school there and moved to Chester, South Carolina with her family in 1969. Since that time, she attended nursing school and obtained her LPN license. She worked as a nurse from 1969 until 1985. At that time, she moved back to Chester from Columbia and attended York Technical College in the secretarial science field. She graduated from there in 1989 and was on the dean's list for two quarters. After graduation, she headed back to Columbia and worked for temporary agencies until a friend told her about the opening in Municipal Court.

Her outside interests include knitting, crocheting, listening to music, walking, getting together with friends and traveling when she gets a chance.

Phyllis will receive her awards at the City Council meeting Wednesday, October 16.

City Pet Licensing Enforced

If you live in the city and you haven't licensed your dog or cat yet, Animal Services will soon be tracking you down. Animal Services is obtaining the names of owners who have gotten rabies shots for their pets and matching those names against residents who have already licensed their pets.

If the name of a city resident who has gotten a rabies vaccination for their pet does not appear on the list of residents who have licensed their pets, the resident will be notified of the oversight. The list of owners is being obtained through local veterinarians.

"This new system will help us to ensure all City residents are complying with the licensing ordinance," said Eloise McMillan, animal services' director. Under the ordinance, all residents are required to license their pets with the City. Failure to license can result in a $200 fine.

In addition to helping enforce the licensing ordinance, Animal Services has also entered into a "partnership" with Woolworth's Department Store to help promote pet adoption.

Woolworth's has a pet department that recently put up a poster advertising some of the pets available for adoption at the shelter. The poster has pictures of the various dogs, cats, puppies and kittens at the shelter and has the slogan "Columbia Cares...We Care."

Happenings

Joe Ballentine

New Employees

Animal Control

Ireneusz Zabka, *Kennel Worker*

Parks and Recreation

Trent Dash, *Building and Grounds Maintainer*

Police

Jean Parris, *Clerk III;* Rose A. Watts, *Clerk II*

Promotions

Fire Department

John Reich, *Fire Inspector* to **Chief Fire Inspector**; Evelyn Jefferson, *Clerk II* to **Clerk III**; Ann Graham, *Clerk III at CPD* to **Divisional Secretary**; Donald W. Caulder, Leroy M. Coad, Jr., Walter E. Gordon, James E. Jacobs, Dean Ray Jumper, Steven P. McCullum, Charles Steven Mitchum and Brian K. Raines, *Firefighter* to **Relief Fire Equipment Operator**; Herbert Barnett, James R Bouknight, *Relief Fire Equipment Operator* to **Fire Equipment Operator**

Parks and Recreation

Michael Addison, *Building and Grounds Maintainer* to **MEO I**

Police Department

Scott C. Jackson, *Police Cadet* to **Police Officer**; T. G. Blevins, M. J. Hendrix, S. K. Koon, R. D. Martin, Paul J. Mead, T. A. Monahan, J. L. Romine, R. L. Sumpter, *Police Officer* to **Police Corporal**

Sanitation

Eric Isaac, Calvin Roberts, James L. Vance, *Laborer I* to **Sanitation Truck Driver I**; Donald Johnson, *Sanitation Worker* to **Sanitation Truck Driver**; Johnny L. Brisbon, Charlie English, Dwight Stoney, *Sanitation Truck Driver I* to **MEO III**; Vernia Taylor, *Sanitation Truck Driver I* to **Recycling Driver**; Alfred Turnipseed, *Sanitation Truck Driver II* to **MEO III**

Sewer

Norman Davis, *MEO I* to **MEO II**

Utilities & Engineering

Jimmy I. Robinson, *Utility Worker I* to **Utility Worker II**

Water

Ernest Lee Boykin, *Laborer I* to **Laborer II**; Calvin Mack, *Laborer II* to **Utility Worker I**

Walk For Life

Baptist Medical Center is sponsoring a Walk For Life - Steps Against Breast Cancer Saturday, October 12 beginning at 9 a.m.

This walk is a celebration to raise money and awareness in fighting breast cancer through education, early detection and patient support.

The entry fee for the walk is a $15 minimum contribution.

If you wish to participate either by walking or volunteering your time to this cause, please call 771-5065.

Congratulations:

.....to Laura Coleman with Communications on her recent Golden Poet Award. She was chosen for her poem titled DAD HAS MADE HEAVEN HIS HOME.

She was also invited to attend the annual poetry convention in New York over the Labor Day weekend to formally read her poem before her peers at the Golden Poets Round-Robin presentations. Laura was one of less than ten percent who were chosen of the World of Poetry's constituency eligible for a presentation of her poem at the convention.

Laura was also invited to appear on John Campbell's television show "Poetryland-The Wonderful World of Poetry to read her poem.

Although she was unable to attend the convention, she states "I was thrilled about winning the award. I wrote the poem honoring my father. It was the first award I have ever won for writing and it has inspired me to continue to write."

Corrections:

The employee of the month article in the August issue incorrectly stated that Richardo Lee is one of eight telecommunicators when he is actually one of 21.

Donors Wanted

Donors are greatly needed for the platelets or white blood cells of healthy people.

Pheresis is a special method of blood collection in which a large number of platelets or white cells are taken during a single donation using special equipment.

Great accomplishments are being made in the treatment of patients suffering from leukemia, cancer or aplastic anemia becau of this process.

If you would like a more personal account of pheresis giving, contact Julie Baker at extension 8221 or you can call th American Red Cross office at 251-6086.

Etc.

.....Effective July 1, 1991, the retiree participation requirement is 15 years of Ci employment, not 10 years as stated on pag 15 in the City Health and Retiree Coverag Booklet.

.....An organizational meeting for those interested in a Singles Winter Bowling League will be held Sunday, October 6 at 6:30 p.m. at Parklane Bowling Alley in West Columbia. The season lasts through mid-April. For more information, call Gig Gouveia at 8313.

Sympathy:

.....to Antonio McFadden (Fire) on the death of his father August 31.

Inside Columbi

EDITOR: Camille Plyler Edens

Inside Columbia is a monthly publication containing information for and about City of Columbia employees

The City of Columbia is an Equal Opportunity Employers.

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PERSONNEL DEPARTMENT NOTES

YOU ARE COVERED WHEREVER YOU GO!

You will soon be receiving a new Blue Cross/Blue Shield card in the mail along with a brochure.

Your new card will have a little suitcase in the upper right corner and the letters PPO. This lets our providers, the doctors and hospitals, know what type of coverage you have and that it travels with you wherever you go. The alpha prefix on your ID number also identifies the type of coverage you have.

If you are an active employee, this one card is all that you need for both health and dental coverage. Please destroy all other Blue Cross cards in your possession.

Mark your calendar for September 19, 1996. Our Blue Cross/Blue Shield representative will be available at 10 a.m. on this date to answer your questions concerning our health and dental plan in council chambers.

As always, if you have any problems or questions about your coverage or bills that you have received, please don't hesitate to call Mona Holliday at extension 8541.

UPCOMING CALENDAR

- **LABOR DAY** — MONDAY, SEPTEMBER 2. CITY OFFICES CLOSED. GARBAGE AND RECYCLABLES WILL BE COLLECTED.
- **GRANDPARENTS DAY** — SUNDAY, SEPTEMBER 8.
- **ROSH HASHANAH** — SATURDAY, SEPTEMBER 14.
- **JUBILEE HERITAGE** — SATURDAY, SEPTEMBER 14. MANN-SIMONS COTTAGE. CALL 252-1770 FOR DETAILS.
- **FIRST DAY OF AUTUMN (AUTUMNAL EQUINOX)** — SUNDAY, SEPTEMBER 22.
- **YOM KIPPUR** — MONDAY, SEPTEMBER 23.
- **FALL FOLKLIFE FESTIVAL** — SATURDAY, SEPTEMBER 28. MCKISSICK MUSEUM & USC HORSESHOE.

The Employee Special Activities Committee has added a lapel pin to their logo item inventory. Rectangular in shape, the pins have a white background with a blue logo and are outlined in gold. Cost is $2. To buy one, go to City Hall, Public Services or 1225 Laurel Street logo sale locations.

For more information, call Robert Anderson at extension 8456.

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CITY OF COLUMBIA

INSIDE COLUMBIA

SEPTEMBER 1996

Unique promotions propel United Way campaign

A series of innovative fund raisers have already brought in thousands for this year's City of Columbia United Way campaign and more such promotions are planned — including two large barbecues. The city's Public Services Department will hold a chicken barbecue September 26 and a pork barbecue will be hosted by the Fire Department October 18. Between the two events, the goal is to raise $5,000. Tickets for the barbecues are $5 each and must be purchased in advance. United Way coordinators, ESAC representatives and select employees from Public Services and the Fire Department are selling them.

Employees in the Community Development Department are getting in the spirit of the United Way with a special Friday promotion. The department is selling cones or cups of ice cream for $1 a scoop every Friday from 11 a.m. - 3:30 p.m. for the remainder of the campaign.

Meanwhile, raffles of all sorts are continuing in departments citywide. To date, parking spaces, cakes and vacation days have been raffled off with vacation days having the the most takers. Vacation day raffles alone have raised $1,400 for United Way. The final free vacation day will be raffled off September 6. The $1 tickets are available through your department's United Way coordinator or by contacting Maria Melonas at extension 8256.

Other United Way initiatives have included the sale of hot dogs, popcorn and doughnuts. Municipal Court raised more than $200 dollars and sold 100 dozen doughnuts at an August 16 sale. Both Municipal Court and Utilities and Engineering are now selling tickets for cake raffles. Call those departments for information or to purchase a ticket.

A boat cruise on the Southern Patriot featuring beautiful views and heavy hors d'oeuvres is planned for Sunday, September 22. The cruise offers an evening of music and dancing and will depart from the Lake Murray Marina. Cost is $20 per person with $2 of each admission being donated to the United Way. Call Peggy McMurray at extension 8225 or Pam Ferst at extension 8526 for details. The last day to purchase tickets is September 6.

Susan Susbice, this year's City of Columbia campaign chairperson, is encouraging departments and divisions to use their imagination in developing additional promotions to raise money for the United Way. "These special events are generating dollars but in a less pressured way," she said. "Employees seem to be enjoying the fun revolving around this year's campaign."

All money raised through the city's efforts will be used locally to assist area United Way agencies. The United Way of the Midlands provides funding to 44 member agencies that address a broad range of community concerns including health issues, spousal and child abuse, drug use, adult literacy and crime. Employees have the option of designating which agency or agencies their donation will assist.

DOUBLE DIP: Peggy ice cream sales at 1225 Laurel Street are doing double duty by giving employees a treat and the United Way campaign a boost. The sales, sponsored by the Community Development Department, are from 11 a.m. - 3:30 p.m.

Record 638

CATCH THE EXCITEMENT!

City participating in group discount program for USC football tickets

The City of Columbia will share the excitement of 1996 Gamecock football with its employees through a special group discount program that saves $8 off the price of tickets for groups of 20 or more individuals. Tickets are only available at this special price if 20 or more tickets are pre-ordered for a particular game.

Tickets are available for $12 per person to the following home games:

- Central Florida — September 7
- East Carolina — September 21
- Mississippi State — September 28
- Arkansas — October 19

There is no pre-designated group seating in Williams-Brice Stadium. They will be assigned the best possible seats when the order for tickets is received by the USC Athletics Department. These seats are generally in the east upper deck of the stadium and the south end zone upper deck.

For more information on this program or to order tickets, call the Public Information office at extension 8728.

Explorer Post #193 excels in SCALE Competition

The Columbia Police Department's Explorer Post #193 achieved excellent results at the SCALE (South Carolina Association of Law Enforcement Explorers) Competition in Summerville, SC July 24 - 28.

In the individual category, Melron Kelly won first place in legals. Melron is a sophomore at South Carolina State University and a Major in Explorers Post #193. Taurus Senders won third place in legals and third place in accident reporting. He is a Captain in the Explorers Post and attends USC where he is a sophomore. Post winnings were as follows: 1st Place - Courtroom Reporting; 3rd Place - Building Search; and The Post of the Year Award.

WINNING EFFORT: Columbia's Explorer Post #193 earned numerous awards in the state competition.

Approximately 100 youngsters, representing 10 posts from around the state, participated in the annual competition. Explorer Post #193 was represented by 23 youngsters from the Columbia area. Explorers expose youngsters 14 - 20 to careers in law enforcement and also provide first hand experience and training in many aspects of law and corrections.

EMPLOYEE DAY AT STATE FAIR

Opening Day honors City of Columbia employees

City employees and their immediate family members will be admitted free to the State Fair on Opening Day, Thursday, September 5. Employees must show their City of Columbia ID at the ticket window.

If an employee needs an ID card, they should check with their department/division secretary for the required form and go to the Public Services large conference room Thursday, September 5 from 3 - 4 p.m.

Opening Day's Grand Stand appearance is country superstar Wynonna. The free show begins at 7:30 p.m. All seats in the Grand Stand are general admission.

The State Fair runs from Thursday, October 3 through Sunday, October 13.

Workers' Compensation now handled by outside company

PHT Services, Ltd. began administering the Workers' Compensation Program for the City of Columbia September 1. An employee from each department and division has been designated to report on-the-job injuries to PHT. Call the Personnel Department at extension 8264 if you need to know who your designee is.

Senior Claims Adjuster Dawn Warren is the city's primary contact with PHT. Warren can be reached at 731-5300. For injuries occurring after regular business hours or in the case of extreme emergencies, the 24-hour, toll-free number for PHT is 1-800-849-8010.

August Employee of the Month makes a measurable difference

"Just when I thought there was no way we could ever do without Melissa in the front office, she took a position as a kennel worker in the shelter. She loves animals and soon I was amazed that she could provide such quality care for the shelter animals (creature comforts like dog treats, extra blankets, special diets, etc.) and still manage to assist in the front office to make things work smoothly."

TOP NOTCH: Melissa Light, honored as the August Employee of the Month, provides top notch care as a kennel worker at Columbia's Animal Shelter.

That comment from, Animal Services Director Eloise McMillan explains why Melissa Light makes a measurable difference and why she was selected August's Employee of the Month.

Melissa was employed as an office clerk in Animal Services in 1992. She quickly added to her clerical duties, and within a few short months, was handling radio calls, answering the telephone 200 times a day, and dealing with 30 - 40 shelter visitors daily. Melissa also efficiently handled record keeping for the more than 12,000 animals that come through the shelter yearly.

When the position of kennel supervisor came up, McMillan said she urged Melissa to apply for the job. In her current position, Melissa oversees the care of shelter animals, cleans the shelter, orders supplies and equipment, and performs record keeping for drugs and animals. She also supervises kennel workers, volunteers and community workers and still manages to help ensure things flow smoothly in the front office.

"Sometimes I think there's nothing she can't do. I always wonder what we did without her. The greater her responsibilities, the happier she is," added McMillan.

Asked how she felt about her recent honor and the attention and praise she is receiving, Melissa said, "I was stunned, but very pleased to learn I had won considering all the terrific employees here. I do appreciate the award."

In her spare time, Melissa is busy contributing her energy and enthusiasm to the Pelion community and the Pelion United Methodist Church where she is the Sunday School superintendent. She and her husband Keith have three dogs, four cats and two ducks. "These are my children," she says laughingly. In her spare time, Melissa babysits animals for vacationers. She also fosters animals from the shelter until they are old enough for adoption.

In summing up her feelings about Melissa, McMillan said "Melissa is one of those special people who enriches everyone's life while asking for nothing in return. It was truly a lucky day for us in July 1992 when she walked into my office for what office clerk's interview."

EMPLOYEE PICNIC PLANS NEARING COMPLETION

The Employee Special Activities Committee has spent the last few weeks confirming details of this year's picnic set for Saturday, October 26 at Capital City Stadium. The picnic will run from 10 a.m. - 5 p.m. with lunch served from 12 - 2 p.m.

Aside from the usual food and recreation, there will be a moonwalk and a petting zoo for children. The moonwalk will be available for children to play in all day. The petting zoo will be open from 1 - 5 p.m. It will consist of a pot belly pig, a baby calf, sheep, goats, geese, ducks, chickens and turkeys. "We feel these children's activities will be a wonderful addition to our employee picnic," said Howard Lederfind, ESAC chairman.

Tickets can be purchased from your department/division representative for $1 each.

WELCOME NEW EMPLOYEES!

Community Development Department—Tina Beraglo, *Community Development Analyst*

Environmental Health Division—Jerry Taylor, *Vector Control Worker*

Municipal Court—Marion Hanna, *Associate Municipal Judge*, Lori Winston, *Warrant Clerk*

Parks & Recreation Department—Felicia Woods, *Part-time Data Entry Operator*

Police Department—George Adams, *Police Officer Candidate*, Stacy Bryant, *Part-time Data Entry Operator*, Jason Jennings and Mary R. Sumter, both *Police Officers*

Solid Waste Division—Willie Palmer and Lorenzo Williams, both *Labor I*

Utilities & Engineering Department—Lawrence Curtale, *Wastewater Treatment Operator I*

Wastewater Treatment Plant—David Byerly, *Utility Worker II*

CONGRATULATIONS ON YOUR PROMOTIONS

Columbia Canal Water Plant—Stephen Wilkens, *Water Plant Operator I to Lead Operator*

Parks & Recreation Department—Bobby Goodwin, *Recreation Program Specialist to Athletic Program Supervisor*, Clarence Stewart, *Customer Service Administrator (Customer Service) to Parks Superintendent*, Barry Wells, *Foreman III to Parks Management Supervisor*

Police Department—Robert J. Hall, *Police Officer to Master Police Officer*, Paul J. Nelson, *Police Officer Candidate to Police Officer*

Solid Waste Division—George M. Chavis, Anthony A. Fogle, Jerry Green, Clifford A. Johnson, Elmer L. Jones and Edward Perry, all *Truck Driver I to Laborer I*

Traffic Engineering Division—Mark Cummings, *Senior Electronic Technician I/Radio to Communications Supervisor*

Utilities and Engineering Department—Clemon Lee Walker, *Maintenance Technician II to Wastewater Treatment Plant Operations Supervisor/Incineration Specialist*

Water Division—Marshall Morriseue, *Utility Worker II to Foreman II*

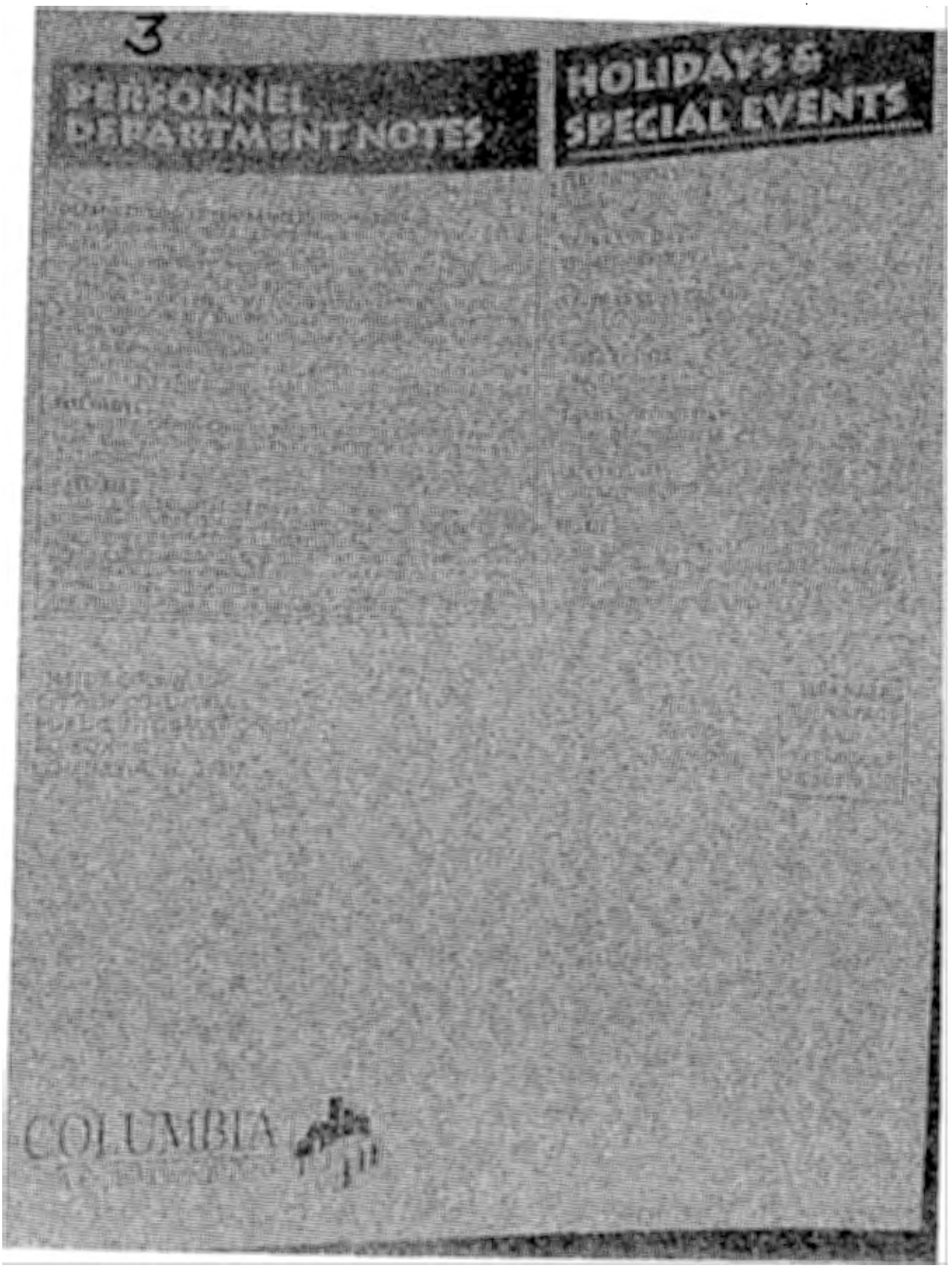
CONGRATULATIONS TO...

...Galena Lavoris Hodge (Municipal Court) and Charlie James Alford on their August 17 marriage.

...Flavian Coleman (Business License) for being honored with an Outstanding Volunteer Service Award at Lyon Street School for the 1995-96 school year from Richland County School District One.

CLASSIFIEDS

HOUSE FOR SALE BY OWNER: Three bedroom brick house, 1,200 square feet, central air, tile bathroom, hardwood floors, large master bedroom. $38,000. Call Hung Huynh at 776-5952.


3
PERSONNEL DEPARTMENT NOTES
HOLIDAYS & SPECIAL EVENTS
COLUMBIA

4

June 1998 City of Columbia Employee Newsletter

Battiste credits City staff for success on City Council

Councilman Luther J. Battiste, III will be leaving office at the end of this month after fifteen years of service on Columbia City Council. Councilman Battiste was elected in 1983 and since that time he has been influential in the growth, development and planning efforts for the City of Columbia.

Battiste has been described as a concerned leader and a dedicated public servant by both constituents and city leaders. One would think that he would credit his success on City Council to hard work and dedication and they would be right. However, he also lists another reason for his ability to be effective while in office and that is a good working relationship with city staff. In a manner which is true to his character, Battiste gives much of the credit to city employees who have been willing to help him and his constituents with getting answers about their concerns. "The City of Columbia has some great employees and they have always been willing to help me whenever I needed it," Battiste said.

One of Battiste's goals has always been to treat everyone with respect. "When you respect people they are more willing to respond," he stated. As a rule he has always asked constituents to call him during the day because he knew he could get them an answer quickly. He commented, "I always knew I could call one of the city departments and there would be a fast response. The city has a great team and Columbia is lucky to have so many dedicated employees."

According to Battiste, he wants to relax and simply enjoy life after his term on City Council ends. He says he wants to spend more quality time with his family and use his free time to do his favorite things, reading and listening to music.

A farewell "Roast and Toast" is being held in Battiste's honor in recognition of his years of service to the City of Columbia. The event will be held on June 25 at the Clarion Town House Hotel. A social hour is scheduled from 6:30 - 7:30 p.m. and the "Roast and Toast" will begin at 7:30 p.m. For more information concerning the event or for ticket information please call Julie Ruff at 733-8221.

A more detailed feature article on Mr. Battiste will appear in the Summer issue of Cityscape due out on July 6.

New look, new address, new directions for *Inside Columbia*

Inside Columbia will kick off the [illegible] issue of [illegible] and will include new seasonal [illegible] with a new look and new [illegible] topics. Keeping on many items and content [illegible] it will now be published bi-monthly [illegible] articles about employees and city departments to accommodate the city's [illegible] publication schedule. Director of [illegible] Department of information to our new city publication, Public Information Board. "This new publication [illegible] content. Beginning with the next issue the [illegible] that will allow us to not only provide readers with [illegible] city's normal newsletter will include [illegible] more in-depth information but also [illegible] month which covers two months [illegible] The July/August 1998 issue of *Inside Columbia* will feature an in-depth series of articles concerning the City of Columbia [illegible]

Columbia will feature an in-depth [illegible]

USC Gamecock football Group Sales Ticket Order Form

NAME

DE

D

P

(

M *e to:*

C *Employee Fund*

Cut on [illegible] and return with pa[illegible] Plyler Edens in Public In[illegible] For more details, call [illegible] 733-8523.

# of tickets	C[illegible]	Price	Date	Game time
_____	Ref[illegible]	$[illegible]	9/8	7 p.m.
_____	[illegible]	$12	19	7 p.m.
_____	Miss[illegible] St[illegible]	$12	[illegible]	7 p.m.
_____	Arkans[illegible] (Homecom[illegible]	$12	10/[illegible]	p.m.

_____ Total Tickets ordered

_____ Total Amount Enclosed

COLUMBIA
A Capital Place To Be

notes from the PERSONNEL DEPARTMENT

for employees only

DISCOUNT TICKETS

The Personnel Department has discount tickets available for Carowinds. They are valid for May 30-31 and June 5 to July 19, 1998. They may already be available through your division. Call 733-8264 to see where they may be picked up.

Sam's One Day Guest membership coupons are available until July 31, 1998. You still must pay the 5 percent upcharge. Call 733-8264 for more information.

DENTAL OPEN ENROLLMENT

Would you like your dependents who have health coverage to also be covered under the dental plan? Dental Open Enrollment is going on now until July 31. The rates have been posted but may change effective July 1, which begins the new benefit year. Remember, you can only sign up dependents for the dental plan during the open enrollment period every two years.

RETIREMENT

If you are thinking of retiring, there are two criteria you must meet to be eligible to continue your health insurance. They are:

1) You must have been employed by the City for 20 years; and
2) You must retire with the SC Retirement System.

The cost continues to be free for the retiree that meets this criteria. Cost for dependents is the same, but paid on a monthly basis. Dental coverage ends at retirement. The cost goes down about 20 percent when you or your spouse turns 65. However, you must contact the Personnel Department when this occurs.

JUNE EVENTS

A list of special events and city activities

CITY POOLS OPEN

City pools open on May 23 for the summer. Swimming lessons and recreational swimming are available at all three pools – Ridgeview, Drew and Marion Street. For more information, call 733-8311.

SUMMER CONCERT SERIES

Begins Saturday, June 6 in Finlay Park. Concerts are held from 7-10 p.m. every Saturday through August 29. *See complete schedule on page 3.*

FLAG DAY

Sunday, June 14

FATHER'S DAY

Sunday, June 21

FIRST DAY OF SUMMER

(Summer Solstice)
Sunday, June 21

CITY HOLIDAY

Independence Day

The City will observe Independence Day on today, July 3, due to the actual holiday being on Saturday. City offices will be closed. Garbage and recyclables will operate on a normal schedule.

INSIDE COLUMBIA
CITY OF COLUMBIA
PUBLIC INFORMATION OFFICE
PO BOX 147
COLUMBIA, SC 29217

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Record 642

JANUARY/FEBRUARY EVENTS

A list of holidays, special events and city activities

JANUARY | FEBRUARY | FYI

Monday, January 18
Martin Luther King, Jr. Day (observed)

City offices closed. Garbage and recyclables will be collected.

Free USC Basketball Game
Sunday, January 24
City employees and their families will receive an admission pass upon presenting their City ID at the ticket window for the Lady Gamecocks game against Arkansas. Tip off time is 2 p.m.

Friday, February 12
Lincoln's Birthday

Sunday, February 14
Valentine's Day

Monday, February 15
Presidents' Day

Wednesday, February 17
Ash Wednesday

Monday, February 22
Washington's Birthday

RECYCLE YOUR HOLIDAY GREETINGS:
Help support the St. Judes Ranch for Children by sending your Christmas cards from home or work to the Solid Waste Division. They will mail them to the St. Judes Children's Ranch where they will be recycled and used to make new holiday greetings.

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COLUMBIA

City of Columbia
Employee Newsletter
January • February • 1999

City observed holiday on January 18

On January 18, the fourteenth Federal holiday in honor of Rev. Dr. Martin Luther King, Jr. was observed. This year, Dr. King would have been 70 years old on his birthday, January 15.

The holiday has become a national "teach-in" on the values of nonviolence such as unconditional love, tolerance, forgiveness, and reconciliation. Coretta Scott King has said of this occasion, "No other day of the year brings so many people from different cultural backgrounds together in such a vibrant spirit of brother-and sisterhood."

Our city celebrated the King Holiday at M.L. King Park at 5 p.m. on January 18. There was a brief ceremony with city officials, area high school bands and church choirs commemorating this special day. Rev. Dr. Charles B. Jackson, Sr. of the Brookland Baptist Church was the speaker for this observance. City offices were also closed.

DREAM LIVES ON: Dr. King's legacy is preserved in this monument at M.L. King Park in Five Points as a constant reminder to love your fellow man.

Dr. King worked tirelessly toward freedom and equal opportunity for all Americans. He led peaceful strikes and freedom marches. He spoke out against civil wrongs and prayed for peace throughout the world. Now, over 30 years after his assassination, King continues to be a powerful example of how goals can be accomplished through nonviolence. This holiday was celebrated as an opportunity to show each other harmony and reconciliation.

CATCH SOME HOOPS!

City of Columbia employees and their families will receive an admission pass upon presenting their City ID at the ticket window for the

Carolina vs Arkansas
Women's Basketball Game
Sunday, January 24.

Tip off time is 2 p.m.

For more information call Danielle at extension 8523.

COLUMBIA
A Capital Place To Be

1999 official city holidays

Friday, January 1
New Year's Day

Monday, January 18
Martin Luther King, Jr. Birthday

Friday, April 2
Good Friday

Monday, May 31
Memorial Day

Monday, July 5
Independence Day

Monday, September 6
Labor Day

Thursday, November 25
Thanksgiving Day

Friday, November 26
City Holiday

Friday, December 24
Christmas Eve

Monday, December 27
City Holiday

Record 643

Employee of the Month *feature*

Fire Department employee receives City's accolades for November

RECOGNIZED: Carl Robinson is congratulated by Mayor Coble during a City Council meeting.

Carl Robinson was November's employee of the month. He began working for the Fire Department in 1984. Since he began his career with the City, his work ethic has shone brightly through his actions of routinely arriving for work early and when needed staying late. Robinson has consistently shown his leadership abilities when he is with other employees and conducts himself in a professional manner at all times while on-duty.

A hydrant maintenance technician, Robinson is respected by logistics personnel and other city department and divisions for his "get the job done" attitude and his knowledge in the fire hydrant acceptance program.

He has proven himself to be an asset to the Fire Department and a true "team player."

Robinson is married and has three children. His supervisor David Ragwell said, "He's DEPENDABLE! "Carl is the kind of employee who comes in early and stays late."

December's employee of the month gives all at work, home and in community

Robert Boulanght, with the Water Division, recently received the City's Employee of the Month distinction for December 1998. He was nominated by fellow co-workers who said, "R.B. is strongly committed to his job, family, church and community."

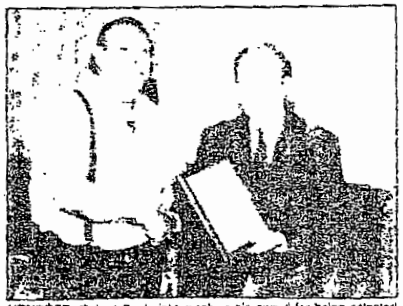
"R.B." as he is affectionately called by co-workers, family and friends, has been a city employee for the last 26 years. He is Meter Maintenance Supervisor within the Water Division. R.B. maintains high standards by getting the job done without discrediting his fellow employees. Mac Bartram, water division superintendent, said R.B. is the most frugal person with city resources he's ever met. "You never have to worry about him throwing anything away – parts or materials — until he has explored every possible option for its reuse or salvage," Bartram continued.

Under Robert's leadership, he and his co-workers have worked tirelessly during the last three years to accomplish the zero consumption change-out program for commercial meters.

R.B. attends Nazareth Lutheran Church, where he and his wife have served as youth advisors for the past four years. He assists the church with their annual big barbecue fundraiser. He is a member of the Lutheran Church men's group, sings in the choir and just recently was elected to serve on the Church Council.

Robert is also known for giving countless hours of voluntary service for children who are physically and emotionally abused. He and his wife also serve as foster parents to those children. "The little things he does for children are just wonderful," said Janie Nelson, one of his co-workers. "R.B.'s heart is just full of giving," she continued. "He has lent a helping hand at the Carolina Children's Home for many years and played Santa for needy children.

His co-workers summed it up best by stating, "R.B. is just one of those diamonds in the rough." It seems the more he gives of himself generously, he shines brighter.



HONORED: Robert Boulonght receives his award for being selected Employee of the Month from Mayor Coble recently.

"I'm thrilled to have been chosen for this award," he said. "I truly enjoy my work and the challenges it brings. Outside of work, I've been blessed in so many ways," he stated. "Giving back is not new to counting my blessings."

Motivational Moment

WORDS TO THE WISE

Success in '99

See your goal
Understand the obstacles
Clear your mind of doubt
Create a positive mental picture
Embrace the challenge
Stay on track
Show the world you can do it

"Always bear in mind that your own resolution to succeed is more important than any other one thing."

Abraham Lincoln

City employee plays Jeopardy

Once in a while, you get to do something you've always dreamed of. That moment came for Lee Diveley, GIS Analyst, recently. He was chosen to appear on Jeopardy, the game show. Diveley went to Los Angeles December 14 and 15 to play the game for a delayed broadcast on March 16.

Diveley, who said he's been a Jeopardy fan for years, took the chance to try out as a show contestant in August, 1998 when there was a contest search for the show at the Adam's Mark Hotel. Diveley said of the 200 people that showed up to try out for the show, only 42 people passed the written test given for the first round elimination to ensure known edgeable people are chosen to appear on the show. For those who passed the written test, they are then put through a mock game basically to see how the finalists and personality on camera and under pressure of the game show time frame. If you make it through that, hopefully staff take your photo and ask you what you would do with the money if you won. Diveley said he informed them he would use the money to help raise his twin 10 month-old sons. Upon being chosen as a finalist in the contestant search, Diveley was informed that as a potential contestant, they kept your information on file for a year with the possibility of being called to appear on the show. If an individual isn't called to appear, then they can reapply again as a possible player. "I was very surprised when they called me and told me I would be a contestant in December," he said. "I'm nervous and really hoping I win, I could certainly use the money."

EXPERIENCE OF A LIFETIME: Diveley's appearance on Jeopardy is a great memory for him.

Diveley said just before departing for Los Angeles Saturday, December 12, 1998, "Mostly though, I'm just excited about being on the show." Upon his return to work at the Public Works Department, Diveley commented that he didn't do very well and was eliminated in the first round. He did state, however, that the experience was a great memory and added a thing that he would never forget. The only downside to the entire process was that Diveley said contestants have to pay for their own airfare or transportation, hotel and other expenses while in Los Angeles taping the show.

Diveley's game will appear on ABC's local channel 25 WOLO -TV at 7 p.m. on Tuesday, March 16.

WELCOME NEW EMPLOYEES!

Animal Services
Rita Cove, Animal Control Clerk
Collections
Shirley Lenda, Collections Clerk
Communications
Ronda Veal, Telecommunicator
Customer Service
Sherry Irons, Customer Service Clerk
Environmental Health Division
Maggie Sugick, Part-time Clerk II
Fleet Services
Charles Chambers, Auto Technician II
Parking Division
Thomas Crawford and Vinnie Evans
Josh Parking Meter Monitor's
Police Department
Daniel Bowman, Police Officer
Audrey Keith, Part-time Data Entry Clerk II
Solid Waste
Bobbie D. Lewis, Laborer I
Joey Roberts, Motor Equipment Operator III
Street Division
Christopher Bailey and Deshawn Franklin, Part Laborer IIs
Wastewater Maintenance Division
Gail Schriech, Division Secretary
Frank Patterson, Laborer I
Water Distribution
Gerald Adam, Laborer II
Kirk D. Higgins, Laborer I
Dwight Sims, Water Meter Reader

CONGRATULATIONS ON YOUR PROMOTION!

Collections
Dawan Coleman
Annette Inspector I Assumes the Collections Supervisor
Fire Department
David Harnett
Richard Fire Equipment Operator to Fire Equipment Operator
Sensory and Retail Services
Stanley Cheeseboro, Motor Equipment Operator II to *Foreman I*
Metro Wastewater Treatment Plant
Rita Davis
Division Secretary reports to Maintenance Staff Assistant
Thereon Killian
Maintenance Technician II to Maintenance Technician III
Parks and Recreation Department
Kenneth Prisse
Part-time Pool, Center Aide I to Senior Park Leader
Street Division
Lloyd Cunnefin, *Foreman II to Foreman III*
Thomas Smith, *Meter Servicer I to Utility Worker I*
Wastewater Division
Dennis Austin, Foreman II *Solid Waster to Foreman II*
Larry Boyd, Laborer II to *Utility Worker I*
Eric Bowen, Laborer II to *Truck Driver I*
Jon Richardson, Foreman I *to Foreman II*
Water Division
Craig Boykin, Utility Worker I to *Utility Worker II*
Harold Christie, Truck Driver I to *Truck Driver II*
Timothy Lee, Truck Driver I to *Meter Equipment Operator II*
Jimmy Lee and Michael Lemon, *both Laborer I's to Laborer II's*
Kevin Ulmer, Laborer II to *Utility Worker I*

CONGRATULATIONS TO

...at its Mayors Employment Administrator) on recently being elected as an at-large member of the South Carolina Municipal Personnel Association at their annual meeting in December

SYMPATHY TO

...Brenda Ryder (Business Licenses) on the recent loss of her mother.
...Margie Glass (Business License) on the recent death of her father-in-law.
...Dianne Jennings (Support Services) on the recent loss of her father.
...the family of retired (Fire Department) Battalion Chief "Bucky" Douglass.

Record 644

Notes from the PERSONNEL DEPARTMENT

New **Blue Cross handbooks**, an outline of your health and dental plan, have been distributed to all departments and divisions. If you have not received your copy please check with your division supervisor or secretary. **Retirees** may drop by the Personnel Department on the first floor of City Hall and pick up a copy. (Dental information in the handbook will not apply to retirees.)

The only real change in your handbook concerns Mental Health Services. Any expense, whether inpatient or outpatient, for mental health services treatment, applies to the benefits lifetime maximum of $1 million.

New **Blue Cross Provider** books are available as reference books. Only about fifty have been provided, so they have been distributed on a limited basis. They should be available at the desk of the secretary or division head in your area. You will receive the maximum benefits that can be paid, if you use Preferred Blue providers. However, you must get Blue Cross approval, when required, before obtaining medical care. You may also call the number on your Blue Cross card for providers anywhere and everywhere. The number is 1-800-810-2583.

HIPPA — Health Insurance Portability and Accountability Act of 1996, became a law on August 21, 1996. This law affects group and individual health plans. It includes important new protections for individuals, including those who move from one job to another, or who are self-employed and who have pre-existing conditions.

HIPPA protects workers who change jobs or lose jobs by providing better access to the continuation of their health insurance.

The Personnel Department has small booklets explaining HIPPA.

Exercising a little can help a lot!

According to results of a United Kingdom study published in the journal, *Medicine & Science in Sports & Exercise*, several short sessions of exercise may be just as healthy for your heart as one long session. High levels of certain blood fats, known as triglycerides, have been linked to an increased risk of heart disease. Previous study findings have suggested that a single, prolonged exercise session can lower triglyceride levels.

The authors conclude, "The results of this study indicate that an intermittent exercise protocol can confer a reduction in (post-meal triglyceride levels) of comparable magnitude to that afforded by the same amount of exercise performed continuously." In other words, a little exercise can help a lot!

Tips

Breast Cancer Awareness education & training

The City of Columbia has joined The US Conference of Mayors in the effort to promote breast cancer awareness. The US Conference of Mayors recently developed a national campaign against breast cancer.

City employees and their dependent spouses are invited to participate in Breast Cancer Awareness Education and Training classes that were held January 5 and 7. *The next classes will be Tuesday, January 26 at the Public Works Department at 10 a.m. and 2 p.m.*

In order to make an appointment to receive a mammogram, it is imperative that you have attended one of the classes in January. During the classes, women thirty-five and over have the opportunity to schedule an appointment to have a mammogram taken in February and March. Palmetto Baptist will make available the Mammogram Mobile Unit for your convenience. Employees and spouses of employees will receive instructions regarding their mammogram when they attend a class. Please remember to bring your Blue Cross Blue Shield card and be on time for your appointment.

Dates and times for the mammograms are as follows.

February 5.....8 a.m. – 4 p.m.
Public Works Department

February 12.....8 a.m. – 4 p.m.
City Hall Parking Area

February 19.....8 a.m. – 4 p.m.
Columbia Police Department

March 1.....8 a.m. – 4 p.m.
Columbia Fire Department

Please call the Mayor's Office at 733-8221 if you have additional questions.

NOTE: Employees will not have to take vacation or sick leave.

WE CAUGHT YOU *doing something right*

Bud Summers, superintendent for the city's water plants, has been caught doing something right.

Summers recently gave up one of his Saturdays to escort a visiting group of military officials on an indepth tour of the Columbia Canal Water Plant. Members of the 360th Civil Affairs Brigade (Airborne), which is located at Fort Jackson, recently requested a tour of the facility after reading about the technological improvements in the fall '98 issue of *Citywise*.

GOING THE EXTRA MILE: Bud Summers is dedicated to his job and shows his loyalty through his actions.

Even though only two days notice was given, Summers was still willing to come in to work on a Saturday to conduct the tour. The military officials were interested in the water plant's system because of their role as a special operations support unit for the 18th Airborne Corps located at Fort Bragg, North Carolina. Officials explained that the exposure to different facilities provides training for members of the unit, who might be deployed around the world. While they are in various locations they might be required to re-establish water operations in foreign countries.

Summers was described, by members of the unit, as going the extra mile to be both courteous and informative. What was planned as a 1 hour tour turned into a 3 hour question and answer session. Summers continued to display the highest level of customer service to all of the visitors, who had traveled from all over the country for this weekend drill. His level of knowledge was also commended by all of the participants.

Summers, who has been employed with the city for 24 years, truly displayed a customer service attitude and left a definite good impression with the group. He is described by his supervisor, Utilities and Engineering Director John Dooley, as a consummate team player. "Bud is one of the best guys I know. He is a very hard worker, he always strives for the very best and is always willing to help out in any way he can."

Did You Know?

- ❑ The first city vehicle was a car purchased for the chief fireman in 1903?
- ❑ The Columbia police force was established in 1856 with 1 chief and 9 patrolmen?
- ❑ Columbia is home to 8 major institutions of higher education?
- ❑ The State Museum was the first totally electric textile mill in the world. Now one of the South's largest museums.
- ❑ The State Capital building is the eighth oldest state capital still in use. It spent the longest time in construction, 53 years. It was designed in 1854, was bombed in 1865, and re-opened in 1907. In 1998 it was completely renovated.

Get in 2 *Columbia* by watching the city's cable access channel, channel 2, on Time Warner Cable. *Columbia Closeup*, the city's news magazine, features current city news and special events. It airs daily, throughout the month, at 7 a.m., 12 p.m., 5 p.m., and 10 p.m.

City Spotlight is another regular feature on channel 2. This segment features a different city department each month and gives viewers an inside look at how city staff handle daily operations. *City Spotlight* immediately follows each segment of *Columbia Closeup*.

Both *Columbia Closeup* and *City Spotlight* air new segments at the beginning of every month so be on the lookout so you can get in 2 *Columbia*.

Get in 2 Columbia

We would like to get your opinion on the programming for Channel 2. Please take a moment to answer the questions below and return the survey to the Public Information Department. Thank you for your participation.

Do you watch Channel 2 now?
❑ Yes ❑ No

If so, when? Check boxes that apply to your viewing times – you may check more than one.
❑ 6 – 8 a.m. ❑ 9 p.m. – 12 a.m.
❑ 8 a.m. – 5 p.m. ❑ 12 – 6 a.m.
❑ 5 – 9 p.m.

If you do not watch Channel 2, tell us why?

What type of movie do you prefer to watch? Check all that apply.
❑ Classical ❑ Jazz
❑ The Blues ❑ Soft Rock
❑ Rock n Roll ❑ R&B

Do you find the *Columbia Spotlight* show informative? ❑ Yes ❑ No

Do you find the *Columbia Closeup* show informative? ❑ Yes ❑ No

Should the video shows be longer or shorter in length? ❑ longer ❑ shorter

How long should each show be?
❑ 10 minutes
❑ 15 minutes
❑ 30 minutes

Would you like to see a news format (e.g., a host on a set, live shots)?
❑ Yes ❑ No

What topics would you like to see on Channel 2? Check all that apply.
❑ City Council
❑ City Issues
❑ City Services
❑ City Events
❑ City Departments and Divisions
❑ City Staff

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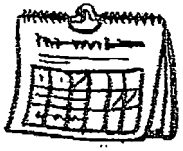
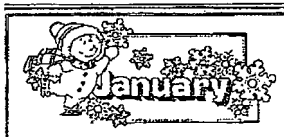
6



mark your CALENDAR



Monday, January 17
Martin Luther King Jr. Day
City offices closed

Monday, January 17
City of Columbia MLK Day Celebration
4:45 p.m. at King Park

Wednesday, January 19
City Council Quarterly Evening Meeting
6:00 p.m. at Ben Arnold Center
Owens Field Park

Wednesday, February 2
Groundhog Day

Saturday, February 12
Lincoln's Birthday

Monday, February 14
Valentine's Day

Monday, February 21
Presidents' Day

Inside COLUMBIA
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Public Information Department
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Inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — JANUARY / FEBRUARY 2000

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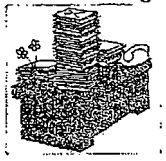
Get a slice of the P.I.E. -Page 3

See how the city shined in '99 -Page 4

Make life easier... Learn to organize your desk.



-Page 7

EMPLOYEE FITNESS CENTER EXPANDS FOR 2000

During the spring and summer months, there are all kinds of outdoor activities to keep us physically fit. Now, there is no need to wait for spring and no more excuses about the high costs of fitness center plans.

Employees can get in shape this year at the City's Fitness Center. Almost 20 new pieces of equipment are on order for the facility, including a boxing room. Some of the equipment will be dumb bells from 5 to 115 pounds, free weights, over 3,000 pounds of plates, three Olympic benches, a leg press, a squat rack, along with many others.

There have been many changes at the center and this is a great time to begin a new year's resolution.

The fitness center is located near the police substation on Henderson Street, just look for the stairs leading down to the center. There is 24 hour video surveillance for the gym and in the parking lot. Fees for employees are $10.00 for individuals and $20.00 to include a spouse.

City employees may sign up for a 24 hour access card to the center.

The City Fitness Center has on staff, Barbara Yoder, a certified personal trainer with 16 years of experience. She will work weekday evenings from 4:30p.m. until 8:00p.m. Yoder is also a licensed massage therapist specializing in sports injuries and has attained two body building titles. Employees may call Barbara to get your access card.

Yoder said, "there are already 250 persons signed up to take advantage of this great facility. Soon, if there is interest, we will have an aerobics class in the evenings."

For more information on the expanded facility call 343-8769 and leave a message.

COLUMBIA POLICE OFFICERS RECEIVE PROMOTIONS IN 1999

Bottom Row, left to right: Cpl. Wayne Evans, Sgt. Keatty Hite, Cpl. James Auld.

2nd Row, left to right: Lt. Kevin Reese, Cpl. Vandell McCary, Cpl. Olga Cora, Sgt. Randy Martin, Sgt. Scott Pauling, Sgt. Steven Stokes, Capt. Estelle Young.

3rd Row, left to right: Lt. Robert McCracken, Lt. Burns Walker, Cpl. Geraldine Moss, Cpl. Chris Bulcer, Cpl. Joe Ransom, Cpl. Robert Hall.

Absent: Lt. Mike Johnson.

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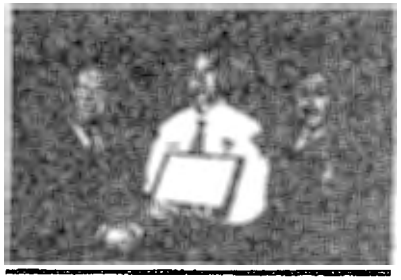
employee NEWS

Fire Dept. Color Guard Founding Member Gains RESPECT



NOVEMBER EMPLOYEE OF THE MONTH

Mark George(center) pictured above with Mayor Bob Coble (left) and Chief Chief John Jansen (right).

Mark George is November's Employee of the Month. Mr. George began working at the Columbia Fire Department in 1982, after serving as a volunteer in the Winnsboro Fire Department. During his tenure with the City, he has demonstrated diligence and commitment to his job. Chief John Jansen said, "Mark is the kind of employee who gives 110%. He gets the job done."

Mr. George was promoted to the rank of Relief Fire Equipment Operator, in 1988, then to Fire Equipment Operator a year later, then to Fire Captain in 1994. He presently serves as the commander of Ladder Company 14 in Dentsville. This company covers the entire northern section of Richland County from the City line to Fairfield County. In addition to this, Mark is a founding member of and supervises the Columbia Fire Department Color Guard. Off duty, he teaches at the South Carolina Fire Academy.

He and his wife Jamie have two children and live in Blythewood.

Mark is a dedicated and hardworking employee, a family man and has the respect of his peers, subordinates and supervisors alike.

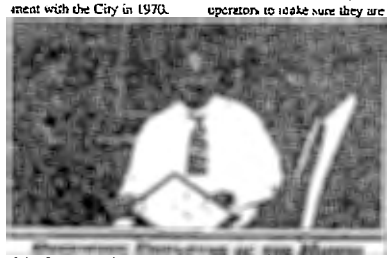
John Cooper, Senior Computer Programmer/Operator is Willing To Help

The December Employee of the Month is John Cooper. This dedicated Senior Computer Programmer / Operator began his employment with the City in 1970.

"He is always willing to help others," says Robert Hecker of the Computer Services Department. Cooper also works with two new computer operators to make sure they are learning all of the necessary functions of their jobs. Hecker says, "John is a tireless and unselfish person who does his job quietly with no fanfare."

Cooper voluntarily adjusts his work hours so that he can arrive early in the mornings to see that the water bills get printed and in the mail in a timely manner. Hecker said, "Cooper fills in for computer operators on short notice and does this with no questions or complaints whatsoever."

He is married and has one daughter and one son. Cooper likes to play golf and works with a baseball league. The Computer Services Department is proud to have him as part of their team.



John Cooper, Senior Computer Programmer/Operator pictured with Mayor Bob Coble (left) and Robert Hecker (right).

Inside COLUMBIA Page 2

"The Eskimos have 52 names for snow because snow was important to them: there ought to be as many for love."

- Margaret Atwood

"The Four Surefire Rules For Success:

1. Show up
2. Pay attention
3. Ask questions
4. Don't quit"

- Bob Gilbert

"If the love of what you're doing exceeds the labor of doing it... success is inevitable."

-Bob Beers

"When wealth is lost, nothing is lost; When health is lost, something is lost; When character is lost, all is lost"

-German Proverb

in the WORKPLACE

Congratulations to...

Captain Anthony Fanning (Fire Department) and his wife Lorie on the birth of their daughter, Angela Michelle.

Sgt. Dedra Speaks (Police Department) on her marriage to Russell Scott.

Investigator Felicia Mac (Police Department) on her marriage to Terrance Williams.

Sympathy to...

Jim Lawrecy (Parks & Recreation) on the recent loss of his mother.

Officer John Sprawls (Police Department) on the recent loss of his grandmother, Gwendolyn.

FEO Rodney Harris (Fire Department) on the death of his father, Willie Harris.

FREO Sam Iriel (Fire Department) on the death of his mother, Ruth Ann Iriel.

FF Mark Smith (Fire Department) on the death of his grandmother, Rosa Hollis.

FEO Myron Taylor (Fire Department) on the death of his mother-in-law.

Friends, family and co-workers of retired Assistant Chief Claude Stewart (Fire Department) who passed away on October 15.

Friends, family and co-workers of retired Assistant Chief Donald W. Davis (Fire Department) who passed away on September 28.

Friends, family and co-workers of Battalion Chief James C. Norton (Fire Department) who passed away on November 16.

Steve Campbell, SCBA (Fire Department) on the loss of his wife Valerie.

If you have any employee news for the next issue of Inside Columbia, please send it to Public Information, attention: Rhonna Boulnight.

notable quotable

"Learning begins with listening."

-Noah Ben Shea

Inside COLUMBIA Page 7

Julie Ruff of the Mayor's Office poses with Patrice Sherin, a P.E. & Health teacher at Burton Elementary School, in front of the presents donated by city employees for less fortunate children.

Useful Tips: How to Organize Your

Organize. Organize. Organize! It sounds obvious, but the most important item in keeping your papers and files organized and on hand is a desk. A desk doesn't have to be expensive, nor does it require a great deal of room. Any small corner will do. If your desk is out of control you may need to begin with seven boxes and label as follows: To File, To Do, To Read, Contact, Office Equipment, Magazines & Catalogs, Other Routine.

Now, sort items as you uncover them. Try not to get sidetracked, as this will only waste time and when your enthusiasm wanes, you'll still be left with a mess. Remember the golden rule: *Take No Prisoners And Be Ruthless.*

- Armed with your trash bag, start sorting and weeding through all the papers that seem to have been breeding on your desk. Trash anything that is expired or not vital to your existence. The rest should go into the To File, To Do or To Read boxes.
- Trash any magazines and catalogs that are older than 4 to 6 months. Get rid of catalogs that you have no use for.
- If you find an article that you would like to read, rip it out, date and label if necessary, staple the pages together and place in your To Read box. It is a waste of space to save the whole magazine.
- All business cards, notes, scraps of paper with phone numbers and addresses should go into the Contacts box and later be put into your computer, diary or organizer.
- Do not shuffle paper from one pile to another. This is not really organizing, nor is it productive. Once a piece of paper is in your hands, make a decision on what to do with it.
- Place all pens, staplers, paperclips, etc., into the Office Equipment box.

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things to REMEMBER

Tips on Combatting the Common Cold

Have you spent your Winter days sneezing and coughing? You probably have a common cold. The National Institute of Allergy and Infectious Diseases estimates that Americans suffer 1 billion colds per year. Here are some health tips to consider that will keep you cold-free until Spring.

Inside COLUMBIA Page 6

"The road to happiness lies in two simple principles: find what it is that interests you and that you can do well, and when you find it, put your whole soul into it- every bit of energy and ambition and natural ability you have."

- John D. Rockefeller, Philanthropist

TO PROTECT YOURSELF FROM A COLD...

- Wash your hands frequently. Washing hands is the simplest and most effective way to keep from getting a cold.
- Avoid touching your nose and eyes.
- Clean regularly with virus-killing disinfectant to prevent the spread of infection.
- Avoid close personal contact with someone who has a cold.

TO PROTECT OTHERS FROM YOUR COLD...

- Try to prevent the cold from spreading by sneezing into a tissue and throwing it away immediately.
- Get rest, drink plenty of fluids, gargle with warm salt water and take aspirin so you get well as soon as possible.
- Avoid close personal contact with someone who could catch your cold.

Personnel Update: Using Your New Blue Cross Card at the Pharmacy

Your new Blue Cross Card with the "mortar and pestle" in the lower right hand corner triggers the discount for drugs that are bought at the pharmacy. If the card is not shown then the member will not receive the discount. When you are reimbursed it will be at the discounted rate and not the actual cost. The savings will not be passed to the member.

Example: If a drug costs $50, the pharmacy paid $45 for it, and the retail cost for it is $40, the member will get the lowest cost when the card is presented. That's the beauty of Blue Rx. Then the member files the claim on the new brown claim form that goes to Parsippany, NJ for reimbursement. Parsippany makes sure that the member got the lowest of the three prices and tracks this information for Blue Cross. This insures that you receive the participating discount for your prescription.

Any prescriptions bought before August 1, 1999 must be processed separately. If you get a drug printout from your pharmacy, make sure it is from 8/1/99.

We have the Parsippany Drug Prescription Drug Claim forms in the Personnel Office. Call 733-8541.

Within the area, Bi-Lo, CVS, Drug Emporium, Drug-Le, Eckerd, Kerr, K-mart, Kroger, Medicap, Phar-Mor, Publix, Revco, Rite Aid, Scottie, Value-Pco, Wal-Mart, and Winn Dixie are just some of the participating pharmacies. The mail order pharmacy still works the same.

employee NEWS

Have Some P.I.E. Programs Inspired by Employees

Grab a Slice of P.I.E.

No, P.I.E isn't something to eat, it is the City of Columbia's newly formatted employee suggestion program - Programs Inspired by Employees! Thanks to Tasha Watson of the Employment Office for naming this program and thanks to all of you who submitted ideas.

The P.I.E. forms are uncomplicated, the format is different, and employees may send in their suggestions anonymously and without their supervisors signature. Missy Caughman said, "We know that there are many great ideas city personnel have on improving work procedures, safety and other issues. Who better to get ideas from than an employee who does the job everyday."

Employees may send in a suggestion anytime. There is no deadline on this program. Suggestions that are implemented may be awarded with a certificate or a monetary award.

Contact Locations of P.I.E. Booklets and Applications:

- Missy Caughman-City Hall, 2nd Floor
- Margaret Suglick-Public Works Main Office
- Terry Theodore-Water Operations Division
- Bud Summers/PhilMiller -Columbia Canal
- Tommy Faulk-Metro Wastewater Treatment Plant
- Gigi Sellier-Engineering 2nd Floor
- Josephine Hydrick-Fire Department Headquarters
- Tom Jacob-Police Department Headquarters
- Vivian Tatum-Violations Bureau, Ground Floor
- Kim Mitchell-Parks & Recreation Headquarters

For more information about P.I.E., please call 733-8664.

Inside COLUMBIA Page 3

"Think excitement, talk excitement, act and excitement and you are bound to become an excited person. Life will take on a new zest, deeper interest, and greater meaning."

- Norman Vincent Peale Religious Leader

EMPLOYEE SERVICE RECOGNITION AWARDS 1999

20 YEARS

Robert Phillips, Public Works
Theodde Thomason, Public Works
Bruce Hall, Fire Dept.
Aubrey Jenkins, Fire Dept.
Josephine Taylor, Purchasing
Jacob Farrow, Police Dept.
Marshell Johnson, Community Services
Prudrice Roberson, Inspections
Steven Hewitt, Parks & Rec.
Richard Scott, Utilities
James Aiken, Public Works
Ira Greene, Police Dept.
Carl Burke, Police Dept.
Clifton Booker, Utilities
Steven Kirkland, Fire Dept.
Lawrence Johnson, Police Dept.
Mark Vinson, Police Dept.
Steven Turner, Fire Dept.
Terrel Gay, Fire Dept.
John Faust, Utilities
Rafael Rodriguez, Police Dept.
Jacqueline Boyd, Parks & Rec.
Doris Harris, Community Services
Dianne Jennings, Support Services
Margie Scarles, Accounting
David Crith, Police Dept.
Phyllis Tillmon, Community Services
Henry Stokes, Public Works
William Meyer, Police Dept.
Jerry Jenkins, Public Works
Doc Bennett, Engineering

25 YEARS

Charles McNeill, Police Dept.
Peter Bosco, Police Dept.
John Reich, Fire Dept.
David Sharpe, Utilities
Alexander Warner Sr., Public Works
Charles Butler, Utilities
Albert Belcher, Police Dept.
Kenneth Pedersen, Parks & Rec.
John Moore, Municipal Court
John Mello, Utilities
Richard Young, Utilities
Tommy Thomas, Police Dept.
Virginia Scott, Parks & Rec.
Jimmy Thomas, Public Works
James Summers, Utilities
Willie Corbin Jr., Utilities
William Giles, Utilities

30 YEARS

Erick Wannamaker, Public Works
Jerry Oakley, Parking
Henry Scott, Public Works
Joseph Cronin, Police Dept.

35 YEARS

James Davis, Jr., Utilities

These employees were honored for achieving their 20th, 25th, 30th, or 35th year of service during 1999 at a luncheon held in December at the Eau Claire Print Facility. Congratulations!

Inside COLUMBIA Page 4

1999 Proved to be Year of Change, Growth

The turn of the century was an event in itself, but the City of Columbia had plenty of accomplishments to celebrate during 1999. Each department prospered throughout the year with fund raisers, recognitions and new facilities opening. Here is a look back in time at the City of Columbia's very own 1999.

JANUARY / FEBRUARY:

- On Jan. 5 and 7, city employees participated in Breast Cancer Awareness Education and Training classes.
- On Jan. 18, the city observed Martin Luther King, Jr. Day for the first time as an official city holiday.
- On Feb. 23, Animal Services held the groundbreaking ceremony for a new adoption center.

MARCH / APRIL:

- Investigator Jim Pollish (Police Department) was recognized by the Columbia Housing Authority for saving an infant's life.
- On March 12-14, city departments participated in the Carolina Classic Home & Garden Show.
- On March 20, the Employee Golf Tournament was held at LinRick Golf Course.
- On April 23, Community Development celebrated the 25th anniversary of National Community Development Week with a social hour and dinner at the State Museum.
- On April 24, city employees participated in the March of Dimes "Walk America" Team Walk '99.

MAY / JUNE:

- City employees honored the month of May as "Clean Your Files" month by recycling unwanted paperwork.
- On May 3, Columbia fire fighters held their third annual golf tournament to raise money for the Muscular Dystrophy Association.
- On May 4, city employees participated in the "Planning for your Future" seminar at Capital Senior Center.
- On May 13, the city hosted a Backhoe Rodeo at the Public Works facility.
- On June 17, the Utilities department held a Risk Management Forum for city employees and citizens to learn about emergency preparedness.
- On June 19, Parks & Recreation dedicated the Emma B. Sessions Park.

JULY / AUGUST:

- On August 7, the Police Department's KOBAN on Lady Street was featured in a London publication, The Economist.
- On August 10, Water Customer Service began accepting water payments in the Eau Claire Town Hall.
- On August 27, Inspections held a Golf Tournament to benefit the United Way of the Midlands and raised $5,300.

SEPTEMBER / OCTOBER:

- Oct. 2, the Mayor's Office sponsored a team that participated in the 1999 First Ladies' Walk for Life.
- From Oct. 3 - 9, the Fire Department celebrated Fire Prevention Week under the theme: "Fire Drills: The Great Escape."
- On Oct. 20, CityTalk was held to get information from the community on the major concerns in the city.
- On Oct. 21, city employees gathered at Bramlett Stadium for an employee appreciation luncheon.

NOVEMBER / DECEMBER:

- On Nov. 8, the Mayor's Technology Task Force held a press conference to announce their technology recommendations for the city in the future.
- On Nov. 12, City Council members and other city officials participated in a retreat at Colonial Life.
- On Dec. 17, the Columbia Police Department held the ribbon cutting ceremony for the new police headquarters.

MEETINGS...

Are you interested in commenting on the city's land use regulations? If so, you can attend one of the following public meetings to voice your opinion.

JAN. 13: Capital Senior Center, 1650 Park Circle, 5:30-7:00 p.m.

JAN. 18: Eau Claire Town Hall, 3905 Ensor Avenue, 7:00-9:00 p.m.

JAN. 20: Martin Luther King, Jr. Park Gymnasium, 2300 Greene Street, 7:00-9:00 p.m.

JAN. 25: Ben Arnold Center at Owens Field Park, 1351 Jim Hamilton Blvd., 7:00-9:00 p.m.

BACK TO SCHOOL...

The City of Columbia's government course, "Understanding Columbia, It's Your City" will offer a winter session beginning on February 1, 2000. The classes are held once a week every Tuesday evening from 6:00-8:00 p.m. The classes are taught by different City employees each week depending on the topic.

The purpose of the six-week course is to provide citizens with the chance to learn about the inside operations of city government. Employees are also welcome to learn more about the city functions by participating in the classes.

For more information, please call the Public Information Department at 733-8228.

Inside COLUMBIA Page 5

Police Department Makes Official Move To New Headquarters

Police officers have a new home to work out of this year. In November, 1999, the Columbia Police Department officially moved into the new police headquarters located on #1 Justice Square.

The move to the new building commemorates years of hard work and dedication. The new headquarters is a refurbished version of a 1913 building that housed a previous police headquarters, a jail, horse stables and a stockade for prisoners.

GRAND OPENING

Some of the amenities of the new headquarters include an in-house forensics lab, an expanded property and evidence room, more office space, a conference room and a criminal investigations laboratory.

"The facility reflects upon the city in a very positive way. How people are received here influences their perception of the Columbia Police Department and it speaks volumes about the City of Columbia," said Chief Charles P. Austin.

There are several differences between the old police headquarters, which has now been demolished for additional parking, and the new facility. The new headquarters is 35,000 square feet incorporating three floors and a basement. The old headquarters at 1409 Lincoln Street amounted to 15,000 square feet.

The new facility has room for present and future growth.

The facility will aid the Police Department in a number of ways. It will expand the range of services to be performed by the actual police officer. For example, all forensic lab will be handled by the police department as opposed to being handled by an outside agency.

In addition, the new facility is user-friendly and more welcoming to the public. It will create a better working environment so that the police department can better service each individual.

"We feel very blessed and fortunate that we will have this modern-day facility from which we will provide commendable services to the public," added Austin.

AND JUSTICE FOR ALL...

The Columbia Police Department held its Grand Opening/Open House for the new facility on December 17, 1999. The event featured speeches, tours of the new facility and refreshments to celebrate the move to #1 Justice Square.

Thanks

- The generosity of City of Columbia employees never ceases! Payroll deduction authorizations, cash and check contributions for the Combined Health Appeal of South Carolina totaled $13,689.15!

We appreciate the 283 employees who contributed through payroll deduction totaling $12,262.90 and the 163 employees who donated by way of cash or check.

- A special thanks also goes to employees for donating Christmas gifts for less fortunate students at Burton Peek Elementary School. The project was coordinated through the Mayor's Office.

- The City of Columbia received an award and a thank-you from the National Committee for Employer Support of the National Guard and Reserves.

- The City also received awards and many thanks from the 24th Marine Expeditionary Unit for the overwhelming support from city staff during their urban training exercise.

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Inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — MAY / JUNE 2000

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Energy Boosters to help you through the day 7

EMPLOYEE WELLNESS CENTER IS OPEN FOR BUSINESS

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The Fitness Center is located near the police substation on Henderson Street. Just look for the stairs leading down to the center. There is 24-hour video surveillance for the gym and the parking lot.

There are more than 20 new pieces of equipment in the facility. Some of the equipment includes:

- Dumb Bells from 5 to 115 pounds
- Free Weights
- 3,000+ Pounds of Plates
- 3 Olympic Benches
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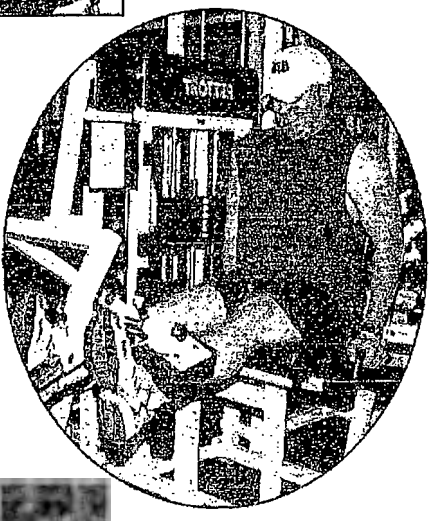
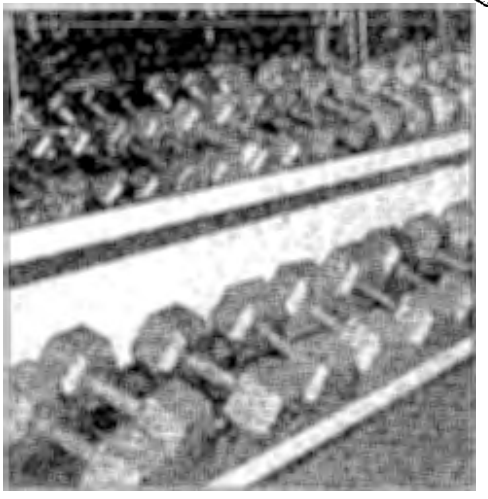
And many others...

Discussions about possible aerobics classes are in the works. All interested employees are encouraged to add their input.





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employee NEWS

Inside COLUMBIA
Page 2

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MARCH EMPLOYEE OF THE MONTH
Hung Huynh of Engineering pictured above with Mayor Bob Coble.

WILLIE MAE KENNEDY EXHIBITS CREATIVITY WITH A SMILE AT PARKS & REC

Willie Mae Kennedy has worked with the City of Columbia since 1970. She served the community for 27 years as Senior Park Leader at Drew Park, and currently holds the position of District Supervisor.

During her tenure with the city, she has become known as a person with exceptional creative talents in many areas. She is known to be generous to a fault, and is a wonderful person to be around.

Kennedy has consistently proven her professional leadership and demonstrated the highest standards. Her professionalism and outstanding demeanor truly enhance not only the Department of Parks and Recreation but also the entire city.

APRIL EMPLOYEE OF THE MONTH
Willie Mae Kennedy, Parks & Recreation, will retire from the City of Columbia in June.

Kennedy has been a valuable asset for the city and it will be a shame to lose her to retirement in June of this year. Her leadership as a District Supervisor has added substantially to the success of the recreation division. The years have not weakened, but only deepened her resolve to continue reaching for the highest standards there are.

"Mrs. Kennedy is a great source of pride for us," said Parks & Recreation Director S. Allison Baker.

Congratulations to a very deserving individual as our Employee of the Month Award for April. Special wishes go to Willie Mae as she retires from the City of Columbia in June.

employee NEWS

Inside COLUMBIA Page 3

PERSONNEL DIRECTOR RON CUNNINGHAM RETIRES IN JUNE

In June, Personnel Director Ron Cunningham will retire from the City of Columbia.

Cunningham has worked with the City of Columbia since 1975. Prior to that, he was the manager of Personnel and Management Development for a division of Uniroyal, Inc.

Involved in every aspect of his job, Cunningham was a member of several boards and committees. Under his direction, the Personnel Department received an Award of Excellence from the S.C. Chapter of the International Personnel Management Association.

Cunningham is a graduate of the University of North Carolina. He received his B.S. in Personnel Administration. He also went to graduate school at UNC to study public administration.

As the City's Personnel Director, Cunningham is responsible for the communication, interpretation and enforcement of personnel policies and procedures.

Personnel Director Ron Cunningham will retire from the City in June after 25 years of a job well done.

FROM COLUMBIA TO CHINA... CITY CLERK VIVIAN KRIGLINE LEAVES FOR SHANGHI TO TEACH

City Clerk Vivian Krigline plans to leave the City of Columbia in June to teach English in Shanghi, China with her husband, Michael.

Since 1972, Krigline has been employed by the City of Columbia. She has worked in numerous departments during her tenure including the Inspections Department, Community Development and Administration. In 1995, she was promoted to her current position as City Clerk.

"I will definitely miss the people I have worked with. I will also miss being able to serve the community," said Krigline.

As a native of Cayce, South Carolina, Krigline has seen a lot of changes take place in the City of Columbia over the years.

"I started working for Columbia when I graduated from high school. My father worked for the City of Cayce and I became a second generation municipal employee by working for Columbia," Krigline added.

Krigline and her husband Michael have two children, Beth, 24, and Andrew, 7. Together, they will travel across the globe to try to establish relationships with the Chinese. They eventually would like to create a new adult education program in Shanghi.

This came to play in part from Krigline's active involvement with the International community.

City Clerk Vivian Krigline works until her departure from the City in June. She has worked with the City for 28 years.

To my fellow employees,

When I first started working for the Inspections Department, I was a year out of high school and quite timid. Several of the inspectors (Buddy Hornsby, Bill Montgomery) made it their purpose in life to "grow Vivian up." The time they took with me, whether teaching or teasing, still means a lot.

Looking back on all the changes at City Hall makes me feel old! When I started, the elevator was manually operated. There was a phone switchboard, complete with Helen, the operator. I had an electric correctable typewriter and I learned to do my own data entry on the computer keypunch machine. I helped Jack Warenfeltz write a 10-year computer program which we both thought we would not be around to see the end of. That was twenty years ago.

Now, while everyone thinks the elevator is still antiquated, we all have our own computers, fax, email. And even though I am going halfway around the world, communication with friends and family will be as easy as calling next door.

I have been blessed working with and knowing so many wonderful people. I will truly miss you all.

Vivian Krigline

City Clerk

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"Traditional thinkers say broken, don't fix it. But b through thinkers say fix it it breaks."

- Gerald

"Let us have faith that rig makes right, and in that f us to the end dare to do o as we understand it."

- Abraham

"The greatest waste of o al resources is the numbe ple who never achieve th potential. Get out of tha lane. Shift into the fast l you think you can't, you Even making the effort w you feel like a new perso

- United Technologi

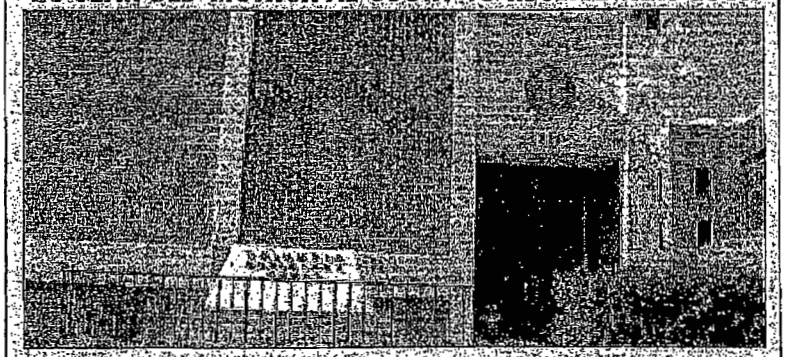
"To attain excellence, y care more than others t wise, risk more than oth is safe, dream more tha think is practical."

- Author l

employee HIGHLIGHTS

departmental HIGHLIGHTS

20-YEAR-OLD MUNICIPAL COURT TO RECEIVE NEW LOOK



The City of Columbia Municipal Court has never had major exterior renovations. The building has looked the same since it was built more than 20 years ago. Later this year, the first stage of rejuvenation will start on the outside of the building.

Court Administrator Gladys Brown said that, "improvements will total almost $500,000 for the exterior restoration. Shrubbery, flowers and lighting will also be added. There will be a lobby area with seating added to make the environment more customer-friendly."

Windows will be added and a wonderfully designed veranda area will wrap around most of the court building.

"This will give the citizens that we serve a more pleasant surrounding to come to and our employees are also excited about the renovation," Brown commented.

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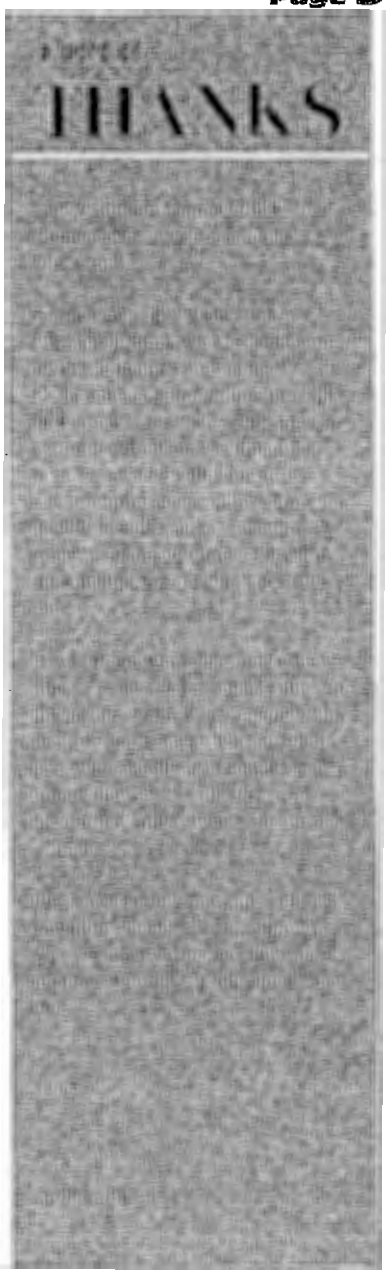


UPCOMING TRAINING SESSIONS

Electrical Safety, May 15:
This program covers both qualified and unqualified persons working on, near or with electrical conductors and equipment. It includes requirements for the use of electrical protective equipment, the safe use of electrical equipment.It meets at 8:30 a.m.

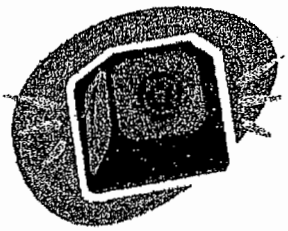
Excavation, May 15:
This class is designed for those persons engaged in trenching and excavation work. It covers OSHA requirements, trench supporting systems, sloping of trenches and safe use of equipment around excavations. The class meets at 10:30 a.m. and 2:00 p.m.

Ladder Safety & Combustile and Flammable Liquid Storage, May 16:
This is a combination of two short courses. Ladder safety covers the inspection, maintenance and proper use of portable and fixed ladders. Combustible and Flammable Liquid Storage assists employers and employees in recognizing the hazards involved with flammable and combustible liquids. The times are 7:30 a.m. and 9:00 a.m.

Hazard Recognition at Construction Sites, June 12-13:
This course will review the background of OSHA, causes of accidents, employer and employee rights and responsibilities and hazards associated with construction. The class will meet at 7:30 a.m., 8:30 a.m., and 9:45 a.m.

These training courses are offered by the South Carolina Department of Labor. They are free of charge and available on a first-come first-serve basis. They are held in the conference room at the Public Works Building located at 2910 Colonial Drive. Call Chip Timmons for more information, 988-8020.

in the WORKPLACE



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NOTABLE QUOTABLE

"A kind word is like a spring day".
-Russian proverb

COLUMBIA NAMED TOP 20 BEST PLACES TO LIVE & WORK

The City of Columbia was recently named one of the Top 20 Best Places to Live & Work in America by *Employment Review* magazine and BestJobsUSA.com.

The ranking will appear in an issue of *Employment Review*, on the BestJobsUSA.com and EmploymentReview.com websites and in several publications including *Forbes, USA Today, PC Week, Inter@ctive Week, Sales and Marketing Management* and *Selling Power.*

Columbia was picked from an analysis of 300 cities across the country. The criteria used to choose each city includes lifestyle, cost of living, types of industries, unemployment rates, job growth, healthcare systems, education, recreation, the arts and much more.

Congratulations to all employees of the City of Columbia. You greatly deserve a pat on the back for making Columbia, now more than ever, *A Capital Place To Be!*

LEARN THE TRICKS OF THE EXERCISE TRADE

Do you want to get the most out of your walk, run or climb? Sure you do. Here are some simple moves to get you on the right foot.

- **WALKING:** Always walk softly! To boost your calorie burning by 1/3, walk on sandy or soft terrain. You can exercise more muscles in the foot this way.

- **RUNNING:** Run with spirit! Studies show that runners who focus on the horizon ahead have a longer stride and use oxygen more efficiently than those who look down.

- **CLIMBING:** Be careful! To get the most from a stair-climbing machine, hold onto the rails light enough to avoid losing your balance and falling. Do not lean on the rails or the monitor in front of you. These tips will help you reduce your energy expenditure.

- **GOLFING:** Think aerobically! You will cover about five miles and burn 500 calories walking an 18-hole course. Carrying your golf bag burns 100 additional calories. Both walking and carrying are better for your joints, especially if you have arthritis. So back off the golf carts!

- **WATCHING:** Tune In! Studies show that turning on the TV if you are on the treadmill or exercise bicycle makes you walk, run or ride longer. It also makes you less inclined to refuse to exercise.

EMPLOYEE N • E • W • S

Congratulations to...

Sympathy to...

things to REMEMBER

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HEALTH UPDATE

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(source: Top Health, 11/99)

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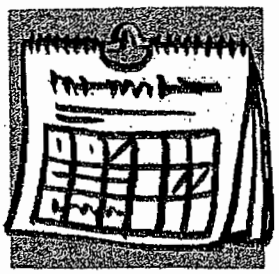

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inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — MAY / JUNE 2000

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Energy Boosters to help you through the day 7

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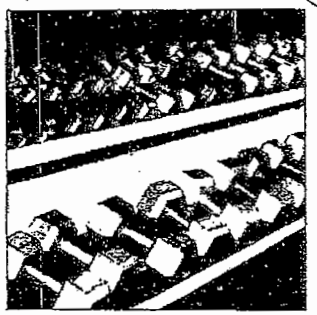

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Record 659

mark your CALENDAR

July

Tuesday, July 4
Independence Day
City offices closed in observance

Saturdays in July
Summer Concert Series Schedule
7/8- *Friends w/ Fred & Bunny*
7/15- *Elliot & the Untouchables*
7/22- *The O'Kaysions*
7/29- *King Kongo*
7:00-10:00p.m. in Finlay Park

August

Friday-Saturday, August 18-19
Jubilee: Festival of Heritage
Historic Columbia Foundation

Saturdays in August
Summer Concert Series Schedule
8/5- *Second Nature*
8/12- *Darrel Gatlin*
8/19- *The Ross Holmes Band*
8/26- *Fresh Air*
7:00-10:00p.m. in Finlay Park

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THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — JULY / AUGUST 2000

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Employee recognized for 37 years of service

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Cool off in a city pool

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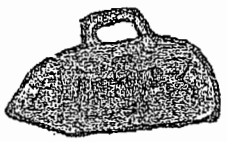
New Health Insurance Books are in



7

CITY EMPLOYEES RAISE TOP DOLLAR FOR MARCH OF DIMES

The March of Dimes biggest fund-raiser, WalkAmerica, supports lifesaving research and community programs that save innocent babies from birth defects, low birth weight and infant death.

Since its beginning in 1979, WalkAmerica has raised more than $1 billion to help save millions of babies from death or disability. This year the City of Columbia raised a total of $4,121.80 for March of Dimes.

The City of Columbia, a long-time participant in WalkAmerica, is proud of three very special fund-raisers. Collecting the most money for the City of Columbia was Gladys Brown, second place was Ruby Hampton, and third place Eve Gordon, all of the Municipal Court. These women have been collecting for several years and they don't plan on stopping!

Court Administrator Gladys Brown said, "I look forward to this event every year and I have been involved for more than 10 years. I enjoy the competition between city departments and the walk itself."

Ruby Hampton, Violations Clerk was persuaded almost three years ago to get involved in WalkAmerica by Gladys Brown when she came to work for the city. "I believe in the March of Dimes program," said Hampton, "and their work in saving children. Ms. Brown knew I loved to walk, so it was a natural fit."

"We have no problem getting donations because folks know about the good work of the March of Dimes, and they are more than happy to contribute," said Brown. "I am already planning on next year."

The top two WalkAmerica fundraisers Gladys Brown (left) and Ruby Hampton (right) were honored by Mayor Bob Coble on June 7. Eve Gordon, the third place fund-raiser, was not present.

CITY DEPARTMENTS HOST VARIETY OF INTERNSHIPS

This summer, City of Columbia youth will get an opportunity to do something unique on their summer vacation... learn.

City departments are sponsoring summer internships for Columbia high school students. Ranging from Parks & Recreation to the Police Department, these students gain on-the-job experience and make extra money.

"We are trying to instill good work ethics in these kids. We treat them professionally and if they mess up, they get docked," said Captain Estelle Young, Police Department.

This summer, the City is sponsoring a program that involves corporations in "Summer Initiatives 2000." It is a community effort for the Summer-Columbia Empowerment Zone and Community Development.

Internships are perfect opportunities for Columbia youth and the City because both sides benefit from the experience.

employee NEWS

inside COLUMBIA
Page 2

for goodness sake

"It is easy to perform a good action, but not easy to acquire a settled habit of performing such actions."

-Aristotle

"The greatest pleasure I know; is to do a good action by stealth, and to have it found out by accident."

-Charles Lamb

"Beauty endures only for as long as it can be seen; goodness, beautiful today, will remain so tomorrow."

-Sappho

ROOF DISPLAYS DEDICATION FOR CITY AND COMMUNITY

The employee of the month for May has displayed many admirable qualities of a dedicated worker. Kimberley Roof has been employed with the City of Columbia since 1989. She is currently working as the Assistant to the Executive Director for the TN Development Corporation and the Columbia Housing Development Corporation.

"For seven months," Deborah Livingston said, "she ran the TN and Columbia Housing Development Corporations single-handedly, with assistance and direction from Assistant City Manager Leona Plaugh."

Kimberley has demonstrated dedication, faithfulness and loyalty to the city and the corporations. The Community Development team is thankful to have Kimberley on their side and is grateful for her tireless work.

MAY EMPLOYEE OF THE MONTH

Kimberley Roof pictured above with City Council members and Deborah Livingston, executive director of the corporations.

MPO TAYLOR DOES JUSTICE FOR POLICE DEPARTMENT

The employee of the month for June is Master Police Officer H.L. Taylor who was hired as a police officer in 1991. He is currently assigned to the Metro Region.

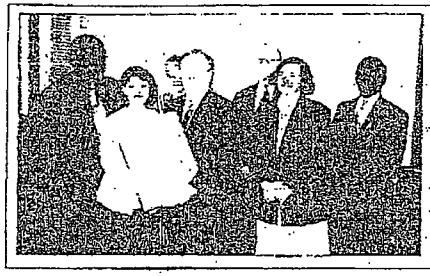
Officer Taylor performs his duties in a very pro-active manner. His supervisor said that Taylor can be depended upon to perform his duties with limited supervision and in a professional manner with a team concept in mind.

He can be relied upon to be able to identify suspects who have been involved in criminal activity. Taylor is the kind of police officer who constantly evaluates his patrol area for potential criminal activity and develops a plan to address the problems.

JUNE EMPLOYE

MPO H.L. Taylor (middle) is ... Cable and Chief Charles P. ...

things to REMEMBER



A FINAL FAREWELL

Former City Clerk Vivian Krigline was honored at a City Council meeting on June 7. City Council presented her with a key to the city. She retired from her position to move to China to teach English.

DON'T FORGET TO DRINK WATER ALL THE LIVE LONG DAY

According to a recent survey, most Americans are not drinking the recommended serving per day of water.

The survey, conducted by an independent research group for the International Bottled Water Association, found that only 34% of Americans actually drink the recommended eight 8-ounce servings of water per day. The survey said most people drink 6 servings per day and found that 10% said they do not drink water at all.

Water is necessary for a nutritious diet. It makes up more than 70% of the body's tissues and plays a role in nearly every body function be it regulating temperature to bringing oxygen to the cells.

HEALTH UPDATE

With the hottest days of the year upon us, please be prepared and carry water with you when you are outdoors. Caffeinated drinks do not replenish the body as well as water does. It is best to have water waiting on you at all times.

This survey was conducted on 2,800 randomly selected people living in the 14 selected cities from across the United States.

Personnel Update: NEW HEALTH INSURANCE BOOKS

ATTENTION RETIREES:

We have new Health Insurance Booklets. Many have been mailed out to those who have called. If you would like to have one and you have not yet received one, please call Mona Holliday. The Dental plan is included in the booklet, but Retirees do not receive dental coverage.

If you have further questions on this matter, call Mona Holliday @ 733-8541.

ATTENTION ACTIVE EMPLOYEES:

Dental Open Enrollment applications are now being taken. If your dependents are on the health insurance but not the dental, now is the time to sign them up. The effective date of this change was July 1, 2000. See your Department Head or Divisional Secretary to obtain the correct "Dental Open Enrollment" form.

For more information on, contact Mona Holliday @ 733-8541.

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TIME

"Time is a great teacher, but unfortunately it kills all its pupils."

-Hector Berlioz

"Time is but the stream I go a-fishing in."

-Henry David Thoreau

"Time is a dressmaker specializing in alterations."

-Faith Baldwin

"We should all be concerned about the future because we will have to spend the rest of our lives there."

-Charles Kettering

Record 661

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HAPPINESS

"Whoever is happy will make others happy."

-Anne Frank

"Happiness is mostly a by-product of doing what makes up feel fulfilled."

-Benjamin Spock

"Happiness makes up in height for what it lacks in length."

-Robert Frost

"Keep your face in the sunshine and you cannot see the shadow."

-Helen Keller

"Follow your bliss."

-Joseph Campbell

in the WORKPLACE

GERRY LYNN HALL RECOGNIZED FOR HER PHOTOGRAPHY

Gerry Lynn Hall, executive director for the South Columbia Development Corporation, was recently recognized for her photography skills when her photos were selected for the cover of Sandlapper Magazine.

She is to be commended for her skills and for her accomplishments as a photographic artist. Congratulations!

LOGO ITEMS ON SALE NOW

Check out the latest logo items:

- License tags
- Insulated mugs
- Hats
- Short sleeve t-shirts
- Long sleeve t-shirts
- Sweatshirts
- Golf shirts
- Portfolios
- Lapel pins
- Tank tops*

Show your City of Columbia pride and wear these logo items. They all come in a variety of styles and colors.

These items can be purchased at

- 1225 Laurel Street, Inspections Department
- 2910 Colonial Drive, Solid Waste Department

For more information, please call Sharon Mullen at 733-8456.

*Tank tops are only available at the Employee Wellness Center.

SEAL OF APPROVAL

May 16, 2000

Dear Mr. Laird:

As you are aware, I recently got approved for an adult daycare center. The reason I am writing is due to the fact that as difficult and tedious as the process may have been, there was one person who really made an extra effort to make things as easy and understandable as possible.

I was new at this process, and sometimes, in dealing with new endeavors, there are many questions and obvious answers that you don't know. There are times when the staff can make you feel stupid for not knowing what to them seems to be obvious.

Ms. Valorie Lykes answered all my questions with a smile and never made me feel as though I was a bother to her. She assisted and guided me through the process and made what could have been an insurmountable task into a difficult, but pleasurable one. She made sure I knew what was required to pass zoning and asked questions to make me think about whether my location possessed all the criteria within the zoning laws.

Ms. Lykes assisted me in becoming very prepared for the zoning board. Some people said if everyone was as prepared, the zoning meetings would not take as long. The credit goes to Ms. Lykes. She is a tremendous asset to the department.

Sincerely,

Preston Anderson

Preston Anderson

employee NEWS

JAMES DAVIS, JR. RETIRES AFTER 37 YEARS OF SERVICE

James Davis, Jr., who recently retired after 37 years, began his career with the City of Columbia in January 1963 as a Laborer I, Water Distribution Assistant Superintendent Richard Young said that Davis' father had also worked for the city in the early 1970's.

Young said, James Davis, Sr., was known as "Pop" by his crew and supervisors. Young, who worked with both father and son stated that,

"James, Jr. was very well-liked by his supervisors and was respected highly by his crew." He remarked, "We will miss his knowledge of the water system and his good attitude at work everyday. He was a pleasure to work with and someone that everybody got along with."

During his career with the city, he advanced to the position of Foreman III in the Water Distribution Division, Water Distribution Superintendent Mac Fortune said, "James Jr., supervised about 15 persons and was known as a district supervisor for the northeast area of the city. He was on 24-hour call in that position and was a worker who never said, 'no.'"

Fortune commented on how dedicated Davis was to his job.

"In that position," Fortune said, "Davis was responsible for all maintenance of water mains, installing meters, locating water lines for new homes and businesses, and fire hydrant repair and the northeast area is one of the fastest growing areas in the city."

Fortune said of Davis, "Those are big shoes to fill, because of the numerous things he was involved with in terms of his awareness of the water distribution system, knowing where valves were and repairing service lines. He was the kind of person who got the job done and we will miss him."

SCHOOL SERVICES UNIT RECEIVES GRANT

The School Intervention Officers pictured above were honored at a recent City Council meeting. A grant was presented to City Council that will be used for the School Services Unit. Pictured from left to right are R.E. White, MPO E.D. Adams, MPO W.R. Hilton, MPO K.L. Porter, Corporal B.G. Goff, Captain A.D. Hamilton (Selma Capt. Hamilton is T. Reynolds) and MPO J. Sloan.

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success

"Never lose sight of the fact that the most important yardstick of your success will be how you treat other people- your family, friends, co-workers, and even strangers you meet along the way."

-Barbara Bush

"The toughest thing about success is that you've got to keep on being a success."

-Irving Berlin

"Apparent failure may hold in its rough shell the germs of a success that will blossom in time, and bear fruit throughout eternity."

-Frances Ellen Watkins Harper

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BUSINESS LICENSE ELEAZER GRADUATES FROM TRAINING PROGRAM

Allen Eleazer, Business License Inspector for the City of Columbia, has reason to celebrate. Eleazer recently graduated from the Training Program offered by the Business Licensing Officials Association.

The training program is a three year program designed to provide business licensing personnel the skills critical to their profession. To receive his certificate, Eleazer attended 18 hours of classes in the role of the business licensing official, enforcement, problem areas, communication skills, licensing procedures and licensing administration.

The Business Licensing Officials Association is an affiliate of the Municipal Association of South Carolina. It helps members remedy the problems associated with administering and enforcing the local businesses and professional license tax. The Association addresses these issues through training sessions and its newsletter which is published three times a year.

Congratulations!

Communication is KEY

"Much unhappiness has come into the world because of bewilderment and things left unsaid."

-Fyodor Dostoyevsky

"When the eyes say one thing, and the tongue another, a practiced man relies on the language of the first."

-Ralph Waldo Emerson

"Good communication is as stimulating as black coffee, and just as hard to sleep after."

-Anne Morrow Lindbergh

"Barking dogs seldom bite"

-Proverb

some words of... THANKS

- Thank you to all those who volunteered for Mayfest: Wheona Bouknight, Eddie Bristow, Danny Daniels, John Dooley, Cheryl Draft, Amanda Gunter, Sam Hess, Darlene Horne, Frankie Keller, Susan Latiner, Marie Melonas, Jimmy Niles, Gee Gee Sallies, Cathy Staley, Deana Turner, Chris Ulmer and Lisa Williams. Thanks to all of you for a job well done on the Beer Wagon! We helped to raise $75.15 for the Employee Special Activities Committee (ESAC) fund.

- Thank you from Janet LaSchuma in Business License. She would like to say thanks to all for the cards and phone calls she received from friends and co-workers while she was having surgery.

EMPLOYEE N • E • W • S

Congratulations to...

- Kelly Brown (Support Services) and his wife Julie on the birth of quadruplets Sawyer, Nicholas, Cordell and Dalton, born Feb. 29, 2000. Kelly and Julie also have a 2 year old son, Jarren.

- Retired MPO Jeffery J. Dunn (Police Department) with 25 years of services

- Investigator Jim Potash (Police Dept.) and his wife Wynn on the birth of their baby girl born: June 2, 2000 - weighing 8 lbs. 4oz. and 20 in.

- Tracy Thomas, Municipal Court; Brenda Brown; Police Department; Dee Epps, Computer Services; and Ruby Hampton, Municipal Court for being named Top Walker Awards for the March of Dimes 2000 "Walk America" Team Walk.

- John Faust, Water Division; Mark V. Johnson, Fire Department; and Sherri L. Tiedemann, Business License for being the "Day Off" winners at the March of Dimes 2000 "Walk America" Team Walk.

Farewell to...

- Brenda Kyzer (Business License) who left the City June 13 with over 14 years of service.

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SUMMER IS HERE TAKE ADVANTAGE OF CITY POOLS

The City of Columbia Parks and Recreation Department invites all employees to come out to our pools this summer! We have scheduled lessons for beginners and experienced lap swimmers also have a time set aside.

Days and Hours of Operation:
May 27 - June 4 and August 21-September 3
(Part-time hours)

Monday - Friday:	4:00p.m.-7:00p.m.
Saturday:	10:00a.m.-6:00p.m.
Sunday:	2:00p.m.-6:00p.m.

**Note: Memorial Day 12:00p.m. - 7:00p.m.*
Labor Day 12:00p.m.-7:00p.m.

June 5 - August 20
(Full-time hours)

Weekdays:	
Swim Lessons	9:00a.m.-12:00p.m.
Recreation Swim	1:00p.m.-6:00p.m.
Lap Swim	6:00p.m. - 7:00p.m.
Swim Lessons	7:00p.m. - 8:00p.m.
Weekends:	
Recreation Swim Only	
Saturday	10:00a.m.-6:00p.m.
Sunday	2:00p.m.-6:00p.m.

Price of Admission:
$1.00 for children 12 years of age and below and $2.00 for persons 13 years of age and above.

*****Note: During the swim season the pools will be closed one day per week for maintenance service. Please call for possible changes in schedule.*

Drew Pool: Closed Mondays.
733-8442
Maxcy Gregg Pool: Closed Fridays.
733-8447
Greenview Pool: Closed Fridays.
754-5223

**There are also passes that can be purchased by patrons that will allow them to have a certain number of swims for the season. Fees are listed below:

	Child	Adults
30 visits	$15.00	$30.00
50 visits	$25.00	$50.00
100 visits	$50.00	$100.00

See you at the pools! For more info. call 733-8331.

INSPECTIONS DEPT. TO HOLD GOLF TOURNAMENT

The Inspections Department is hosting a Golf Tournament and cook out on Friday, September 29, 2000 at the Northwood Country Club. All proceeds will benefit the United Way of the Midlands.

Cash prizes will be awarded for first, second and third place, as well as longest drive and closest to the pin prizes.

Hancock Motors will be giving away an automobile for the first hole in one on a designated hole during the Inspections Dept. Golf Tournament.

For info. Call John Hill, Donny Phipps, or Billy Kennett at 733-8320.

Creation

"Don't think! Thinking is the enemy of creativity. It's self-conscious, and anything self-conscious is lousy. You can't try to do things, you simply must do them."

-Ray Bradbury

"Every production must resemble its author."

-Miguel De Cervantes

"Man unites himself with the world in the process of creation."

-Erich Fromm

"In order to create, there must be a dynamic force, and what force is more potent than love?"

-Igor Stravinsky

Record 662

Record 663

City of Columbia
Department of Public Relations
P.O. Box 147
Columbia, SC 29217

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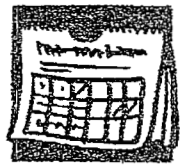
Inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — MARCH/APRIL 2002

Mark Your Calendar!



April

Earth Day - April 22

April 17-21
Doolittle Raiders Reunion
(www.doolittleraidersreunion.com)

April 21 - 27
Community Development Week

Friday, April 26
COA Annual Dinner - for tickets call 733-6535

May

Mother's Day - May 12

Saturday, May 4
Riverfest
Riverfront Park

Wednesday, May 8
Secretary's Day

Sunday, May 12
Mother's Day

Saturday, May 25
Memorial Day Weekend Concert
Finlay Park, 6 - 10pm

Monday, May 27
Memorial Day
City Offices Closed

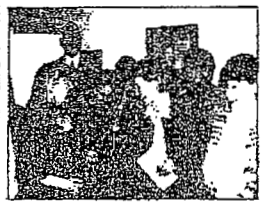
what's INSIDE...

City of Columbia Launches Safe Neighborhood Initiative

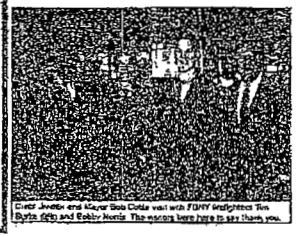
Columbia: A Top-Rated City

Heard It Through the Grapevine... Employee Updates

CONGRATULATIONS TO LEONA PLAUGH ON ONE YEAR AS CITY MANAGER



City staff threw Leona Plaugh a surprise party on Friday, February 15, 2002 to celebrate her one-year anniversary as City Manager. She was pleasantly surprised when she walked into the second floor conference room and saw the table decorated with glitter, balloons and a beautiful anniversary cake. During the celebration, Mrs. Plaugh mingled with employees while eating cake and drinking sparkling apple cider.



Chief Jenkins and Mayor Bob Coble visit with FDNY firefighters Tim Burke (left) and Bobby Norris. The visitors were here to say thank you.

Columbia Says Thanks

Mayor Bob Coble, Columbia City Council members, City of Columbia officials and Columbia firefighters welcomed two New York City firefighters to Columbia in early March. The U.S. Conference of Mayors and NYC & Company sponsored trips for FDNY firefighters to approximately 200 cities including Columbia. The initiative is called, "Cities Unite America and Thank New York Firefighters," and its purpose was to thank the firefighters while also promoting travel and tourism across the country.

New York City Firefighters Tim Burke and Bobby Norris were given their official welcome to Columbia on March 1, at Fire Department Headquarters. Burke and Norris are from the same fire station that received the donated fire truck from students at White Knoll

Record 664

Children Learn How to Build a City

During the weekend of March 8-10, the City of Columbia co-sponsored Kids City.

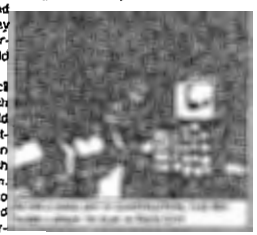
The affair was held at the Carolina Classic Home and Garden Show on the South Carolina State Fairgrounds. During the event, kids built their own buildings and placed them on a 40x80 inch base map.

From age 2 to 82, participants built houses, places to work, places to buy things, and even places that help people. They learned that, when constructing a city, planning decisions must be made. They were educated on where places such as schools, hospitals, and fire stations should be placed. They were also taught the process of securing a building permit in order to build many of the necessary structures.

There was even a Kids City Council which met and decided where such things as city parks and railroads would go. After each building was constructed, it was placed in the city, and an announcement was made, giving each child recognition for his or her contribution.

City of Columbia staff were also present, lending a hand. They helped the children obtain their building permits and also aided in helping kids place their buildings within the city limits.

Kids City would not have been possible without the help of many people and organizations. The Home Builders Association of Greater Columbia has been instrumental in bringing the event to the Carolina Classic Home and Garden Show. Special thanks also goes out to various City of Columbia Departments, the Columbia Commission on Children and Youth, Richland School District One, City Year, and the many other volunteers that participated in this year's event.



Community Development Week
April 21 - 27

The Columbia Council of Neighborhoods will be hosting special events during their Community Development Week. Make sure you come out to support your neighborhood and make Columbia a better place to live.

FRIDAY, APRIL 26

Columbia Council of Neighborhoods Appreciation Dinner will be held at the Shandon United Methodist Church located at 3407 Devine Street. The **Honorable Inez Tenenbaum**, State Superintendent of Education, will be the program speaker. Tickets are $15 dollars and must be purchased in advance. For more information contact Ernest Evans, Treasurer at 754-4194.

SATURDAY, APRIL 27

Neighborhood Leadership Training and **Columbia Council of Neighborhoods Grant Writing** are two workshops that are being held at the Ben Arnold Center on S. Holly St. For more information please contact George McIntosh at 776-0257.

Columbia Voted One of "America's Top-Rated Cities"

Congratulations to the City of Columbia for making it into *America's Top-Rated Cities: A Statistical Handbook, 2002* by Grey House Publishing. It seems Columbia is one of the best cities for sports, women, entrepreneurs, best places for business and careers, and one of the best places to live and work. City employees seem to agree. Here's what some of your fellow coworkers had to say:

"The Parks & Rec. Division work well together to accomplish the same goal. It gives us an opportunity to interact with the citizens of Columbia."
- Kim Mitchell, Cultural Arts Specialist, Parks & Recreation, 6yrs with the City.

"I love Accounting. I work with a good group of people and I like being involved in teamwork....it's very rewarding."
- Barbara Sumpter, Accountant, 2yrs with the City.

"I enjoy working for the City. I never do the same thing twice. It's been very rewarding especially when I have irate customers...it's really rewarding to see how you can calm them down and watch them leave the office with a smile on their face."
- Shannon Lisewski, Environmental Technician, Engineering Dept., 3yrs with the City.

"I enjoy the work...the people...the benefits are good."
- Danny Caldwell, Asst. City Traffic, Traffic Engineering, 21yrs.

"I really enjoy the great benefits. I have made a lot of friendships along the way. It's just a great working environment."
- Stacy Gaylon, Foreman, Water Div., 9yrs with the City.

"The City makes a habit of hiring nice people. I really enjoy the friendly employees."
- Janice Crock, Senior Secretary, Inspections, 10yrs with the City.

"The City has good benefits...they look after their employees. It's a good work atmosphere."
- Ashley Dove, Lead Operator, Canal Water Plant, 5yrs.

"I enjoy my job. I get to work with a variety of people, professional as well as the public."
- Deaira Turner, Victims Advocate, Police Dept., 5yrs.

"The main reason I like working for the City, is being able to help the citizens of Columbia. With the Street Division, we get to do a job we can be proud of...work goes toward improving the City and making it a better place to live."
- Robert Sweat, Supervisor, Street Division, 16yrs with the City.

"The Parks & Rec. crew is a really great team."
- Karen Kustalik, P/T Park Aid, Parks & Recreation, 1 ½yrs with the City

Congratulations, to Dee Bennett!

Dee Bennett, elected Chair of the South Carolina Section of the American Water Works Association on March 18, 2002, has worked for the City of Columbia for 22 years. During the last 17 years, she has been responsible for environmental compliance for water, wastewater and stormwater; real estate transactions for utility and other City projects; development and implementation of environmental programs and contract negotiation and management. She is also an "A" certified water and biological wastewater treatment plant operator.

During her membership in the Association she has served in other key capacities in the South Carolina Section, including Trustee, Vice Chair and Chair Elect. She has also served on and/or chaired the following committees: Advancement and Education, Public Information, Customer Service, Budget, Operator Meritorious and been recognized with the Herman F. Wiedeman Award.

Birthday Roundtable!

Just a reminder for all associates to attend the Birthday Roundtable in the month of their birth.

This gathering is always held in the Eau Claire Conference Room, located at 3907 Ensor Ave. (off of Monticello Road)

Spring cleaning means cash when you clean out the closet for Columbia's largest garage sale!

Saturday, July 27, 2002
7am - 12 noon
BellSouth Parking Garage, Huger Street at Riverfront Park

City of Columbia Launches Safe Neighborhood Initiative

As a result of mounting local concerns about safety following September 11, the Columbia City Council has earmarked $250,000 to fund a six-month pilot project that will entail hiring 15 Community Safety Officers.

"Columbia City Council continues to be committed to ensuring the safety of our city and to enhancing the quality of life in our neighborhoods. Our neighborhoods are a strong foundation in Columbia and our city is a great place to live because of the feedback from our citizens," Mayor Bob Coble stated.

The duties of officers hired for the pilot project, called the Safe Neighborhoods Initiative, will include:

- ❑ Providing high visibility patrol efforts primarily on foot
- ❑ Directing motor vehicle and/or pedestrian traffic during special events
- ❑ Collecting incident reports involving minor incidents and violations
- ❑ Collecting fire planning information
- ❑ Aiding crime and fire prevention efforts by conducting property surveys when necessary
- ❑ Completing incident reports involving minor incidents and violations
- ❑ Responding to calls for service, in assigned areas, which require general reports
- ❑ Conducting fire hydrant maintenance and inspection

The timetable for the program's implementation is no later than four months from the release of the funds to the deployment of officers into the neighborhoods. This includes 60 to 90 days for recruitment, selection and hiring.

"Overall, this is going to have a positive effect on the police effort in that our CSOs will allow our certified officers to concentrate on Part 1 Crime Incidents (which include robbery, aggravated assault, murder, and rape) and focus more attention on neighborhoods that are experiencing on-going problems with Part 1 incidents, as well as crime activity involving street level drug distribution and street level prostitution," said First Assistant City Manager Charles P. Austin Sr.

In the wake of September 11, Columbia citizens have experienced an increased feeling of vulnerability to terrorism and criminal actions. The CSO project allows the City of Columbia, with full cooperation from the Office of Public Safety, to expand its role in protecting the community.

CSOs must have graduated from an accredited high school or possess a GED, be at least 17 years old, possess a valid South Carolina drivers license, pass a thorough background check, pass a drug test and medical exam, and be of good character and temperate in habits. They cannot have a prior criminal conviction.

The CSOs will receive supervision from a seasoned officer who will make available to them the knowledge, skills, and abilities for a continued career in public safety, law enforcement or fire services. The CSOs will supplement police and fire manpower by taking on non-emergency duties and by serving as a hands-on liaison between the citizens of Columbia and city agencies. The CSOs will also assist with security at local parks.

CSOs will be staffed at two public utility areas such as the Columbia Water Treatment Plant and work 24 hours a day, seven days a week. During the pilot program, they will be assigned to the northern, metro and southern regions of the city.

The northern region spans from Calhoun Street north to Interstate 20, the metro region consists of the downtown area, and the southern region spans from Veterans Hospital to the Shandon area.

FROM THE DEPARTMENT OF ENGINEERING AND THE DEPARTMENT OF UTILITIES:

NATIONAL DRINKING WATER WEEK IS MAY 5-11, 2002

American families use between 50,000 to 250,000 gallons of water per day. Water affects our health, our lifestyles, and our economic well being. Knowing how to take care of this precious resource is necessary now and for future generations. To commemorate National Drinking Water Week, May 5-11, the City of Columbia looks forward to providing information on how to achieve a sustainable, uncontaminated, and safe supply of water by raising public awareness of drinking water issues. Keep an eye out for activities.

February Employee of the Month

Congratulations goes out to February's employee of the month, Stacey Cannon from the Animal Services Division.

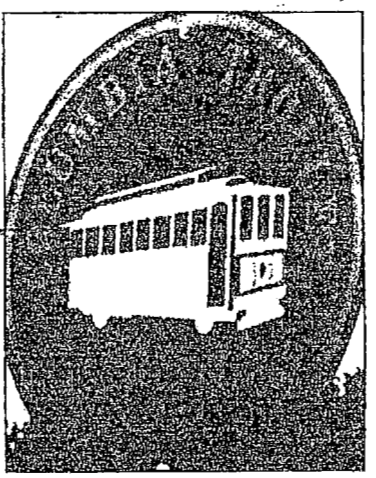
Since 1998, Cannon has been a Kennel Technician for the Animal Shelter. She works endlessly making sure all the shelter animals are well cared for, comfortable, and safe. Cannon also helps assist the full time veterinarian. "Stacey is an excellent employee," says Ramona Tinsley, her supervisor. "She goes above and beyond the call of duty. Stacey makes sure all the animals have food and water for the night. I wish I had more employees like her."

Ever since she was little, C[illegible] been into animals. Besides raising her two children with [illegible] r husband, she also has two dogs and [illegible] cats that she cares for daily. All of her [illegible]imals, with the exception of one cat [illegible]re once shelter animals. Eloise [illegible]Millan, Superintendent, says, "Stacey [illegible]a great team player. She's friends with [illegible]eryone on staff and she's always willing [illegible] lend a hand, no matter what the prob[illegible]n, and she does it with a smile."

Cannon says the best thing [illegible]out working with Animal Services is car[illegible]g for the animals. She also enjoys work[illegible]g with her coworkers. Cannon says, "It's [illegible]nderful. Everyone is friendly and we're [illegible]e family. I like it and I plan to be here for [illegible] long as I can."

[illegible]tacey Cannon is being acknowledged [illegible] and hard work. She continues to set a positive example for her peers at the Animal Shelter.

HAVE YOU RIDDEN THE TROLLEY LATELY?



Now that spring has sprung, more city employees will be enjoying the great outdoors. With only about an hour to spare for lunch, who has time to deal with the traffic?

The Columbia Trolley is the easiest route. With service routes throughout Main Street and the Vista areas, getting around is simple. It even makes special accommodations for the disabled. Service is also available in the USC/Five Pointe area.

During the day, the Trolley operates Sunday through Friday from 11:30 am to 2:40 pm. With prices so low, it'll be hard to stay indoors. Just look for the blue and gold trolley stop sign.

HUMAN RESOURCES UPDATE:

When is Open Enrollment for Dental Coverage?

Open Enrollment runs now through July 15, 2002.

The Human Resources Department will be conducting Open Enrollment for active (not retired) associates for our BC/BS Dental Insurance. Open enrollment for dental is only done every two years. You may drop or add your dependents from dental insurance only at this time. The cost for spouses is $4.59 and for children $5.39 per pay period.

Health and Dental coverage are free to each full time associate. You only pay for dependent coverage. Your dependents *must* be covered by the health insurance to be eligible for the dental.

The effective date will be July 1, 2002. You may begin enrolling as soon as the *special forms* are sent to your department. Check with your Senior or Divisional Secretary to enroll. Open enrollment will end on July 15th.

If you have questions about this or other benefits, call the Human Resources Office at 733-8541.

Are You Looking for a Form?

Pick any of these up at City Hall:

Drug Claim, Mail Order Pharmacy Envelopes, 401K Enrollment, Dental Reimbursement, OB-GYN Participant Doctors, and many others.

If you can't stop by, we can send these out to you by inter-office mail.

Record 666

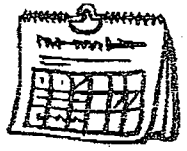
10

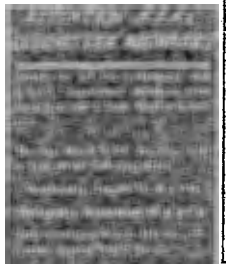
City of Columbia
Department of Public Relations
P.O. Box 147
Columbia, SC 29217

Return Service Requested

PRSRT STD
US POSTAGE
PAID
COLUMBIA SC
PERMIT 89

Mark Your Calendar!





August

Summer Concert Series
(runs through August 24th - Every Saturday)
Finlay Park
call 343-8750 or visit
www.columbiaactioncouncil.com

Saturday, August 31
USC Football Begins!
USC vs. New Mexico State
Williams Brice Stadium

and

Jubilee: Festival of Heritage
Mann-Simons Cottage
call 252-7742 or visit
www.historiccolumbia.org

September

Friday, August 30
Labor Day Weekend Concert
Finlay Park
call 343-8750 or visit
www.columbiaactioncouncil.com

Monday, September 2
Labor Day
City Offices Closed

Saturday, September 7
Palmetto Classic
Benedict vs. SC State
Williams Brice Stadium

Monday, September 23
First Day of Autumn

inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES — JULY/AUGUST 2002

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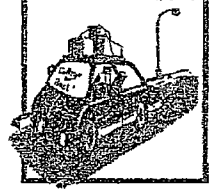
Columbia Fire Fighter Heads to Harvard (pg. 6)



COMMUNITY SAFETY OFFICERS CREATE A DEEPER SENSE OF SECURITY

Bruce K. Jackson says he was able to positively influence numerous youth while working as a security guard for Richland School District One the past nine years.

But as a newly hired Community Safety Officer with the City of Columbia, Jackson said he is grateful to be able to positively impact young and old alike.

"I meet the old, the young, retired people, and I still get a chance to work with kids," said Jackson, who was part of the first class of Community Safety Officers that the City of Columbia and the Columbia Police Department graduated on May 17, 2002.

The Community Safety Officers program allows the City and the Police Department to achieve its commitment to Community Policing. Their presence will reduce the burden on police by allowing officers to concentrate on crime.

For Jackson, one of the nine officers who completed training, being a Community Safety Officer is a labor of love.

Cynthia Chatman receives her graduation certificate at the ceremony held on May 17, 2002.

"Every time I get up in the morning, I feel great about going to work," Jackson said. "I try my best to get around and see everybody in the neighborhoods that I patrol."

The area Jackson has been designated to patrol includes Allen-Benedict Court, Heidt Street and Regal Street. He said he has already seen the impact of his presence.

"I've seen about 15 percent more people sitting on their porches now than when I first started," he said. "Usually they just peek out the door and go back in. This includes a lot of elderly people."

Charles Bonner and the rest of the CSO graduates listen to the speakers at the graduation ceremony

CSO Yvonne McAdams has had similar experiences in the Elmwood Area, which is her designated community.

"For the residents there, just seeing me is an asset," she said. "A lot of elderly people, if they don't see me they are asking 'Where were you' or 'I missed you.'"

McAdams said she has witnessed a decreased number of homeless people in the Elmwood Area since she has been walking the streets.

Ruth Marlin, a 74-year-old Waverly Street resident, said Jackson's presence makes her feel safer when she sits on her porch.

"I feel more comfortable," Marlin said. "I'm glad to have him around. I hope that we will be able to have him around a lot."

Lauvenia Young, 86, another Waverly Street resident, agreed.

"I feel that it's a positive thing that he is here because you're sitting on your porch and can never tell; things happen," Young said. "I feel safer."

Giving residents a greater sense of security is one of many components of the CSO project, said Sgt. Randy Martin, who supervises the CSO's.

"I think that it has made a positive impact on the community as far as you've got more eyes and ears in the community, making contacts with the residents,

(continued on page 4)

Record 667

A Fond Farewell To Chief Clark

A reception was held June 25, 2002 for Police Chief Charles Rembert Clark, who officially retired June 30. At the reception, Clark's colleagues bid him adieu through verbal accolades, jokes and moving accounts of his performance as a police chief.

Speakers included the Honorable Mayor Robert D. Coble, City Manager Leona K. Plaugh, and First Assistant City Manager Charles P. Austin, Sr. Presentations were also made to Clark by Austin, Captain Steven D. Conley, Major N. Caldwell, Captain John R. Tate and others.

"I am extremely appreciative of the ceremony and the people who participated from city government," Clark said after the ceremony. "I am going to miss it. After 40 some odd years it's like leaving your family."

Chief Clark began his service with the Columbia Police Department on December 18, 1960 as a patrolman. He was transferred to the Traffic Unit on October 1, 1964.

Chief Clark left the Department on March 15, 1968 to move to Daytona Beach, Florida where he worked with the police department there.

He returned to the Columbia Police Department on July 25, 1968 and was reinstated in the Traffic Unit. He was promoted to the Identification Office on January 3, 1972 and stayed there until his promotion to Detective on June 4, 1973.

On May 8, 1974 he was promoted to the rank of Sergeant. November 1, 1976, Chief Clark was promoted to Lieutenant in the Uniform Office Division. He was promoted to the Investigative Bureau on January 3, 1983 as Commander.

He was later transferred as Lieutenant of the Administrative Services Division June 30, 1985. He was assigned to District II on January 7, 1991. On June 10, 1991, Chief Clark was promoted to the rank of Captain and transferred to the Investigations Division.

Chief Clark was appointed to the position of Major on September 26, 1994. He was assigned to the Administrative Services and Investigative Divisions. He remained in that position until June 18, 2001 when he was appointed to the position of Chief of Police.

Stormwater Utility Helps Control Flooding Issues

The City of Columbia implemented a Stormwater Utility on July 1, 2002. The Stormwater Utility will establish a new stormwater fee, dedicating a stable funding source to maintain and improve the City's currently inadequate drainage system.

The stormwater fee for all single-family property owners within the City limits will be a flat rate of $1.97 per month for the first two years of the program. All non-residential properties within the City limits, such as commercial, industrial, multi-family and tax exempt properties, will be charged $1.97 for every 2,454 square feet of hard surface area (such as rooftops, driveways, parking lots, etc.) measured on the property.

All residential and non-residential property owners within the City limits should see the stormwater fee added to their City water bills as a separate line item beginning in August, when customers receive their water bills for water usage in July. Property owners that do not currently receive a water bill will receive a separate billing for the new stormwater fee.

Please refer any questions to the City of Columbia's Department of Engineering at 733-8232.

CONGRATS AND CONDOLENCES

SPECIAL HONORS

Tony Bedenbaugh, Chief of Training at Columbia Fire and Rescue, was chosen for the Higgins and Langley Memorial Award for Outstanding Achievement in Swiftwater Rescue. Nominated by Battalion Chief Tim Rogers of the Charlotte Fire Department, Bedenbaugh was the award because of his instrumental role in the development of the Swiftwater Rescue capabilities of the Columbia Fire and Rescue. Chief Bedenbaugh received the award on May 31, 2002 at the annual National Association for Search and Rescue (NASSAR) conference in Charlotte, NC.

Archie Maddox, Jr. (Commission on Children and Youth) recently received the Communities In Schools of the Midlands (CIS-M) Francis S. McMichael Jr. Award. The award was established to recognize an individual whose unselfish, dedicated, persistent and patient efforts help to improve the quality of life of CIS young people and who advocates for new opportunities for youth to become positive contributing members of society.

Joan Sorensen (Parks & Rec), Paula Davis (Parks & Rec) and Rob Rehaller (Public Relations) all participated in the Mayor's 5K River Run during RiverFest. Joan and Paula, participating in the "masters division," placed 3rd for running and 1st for walking, respectively. Rob placed 1st for running in his age division.

MARRIAGES

Douglas Brooks (Waste Water Maintenance) and wife, Robin on May 1, 2002.

David Mackey (Waste Water Maintenance) and wife, Jennifer on April 6, 2002.

BIRTHS

Donovan Epps (Street Division), and his wife, Melinda, on the birth of their son.

Patrick Goudeau (Street Division), and his wife, Nerelya, on the birth of their son.

SYMPATHY

Carter Chapdala (Recreation division), on the death of his grandfather.

Shawn Epps (Engineering) on the death of his mother.

Martin Golston (Waste Water Maintenance) on the recent death of his grandmother and his father.

Herbert Grant (Waste Water Maintenance) on the recent death of his mother.

The family and friends of Arthur Keitt (Solid Waste), who passed away on June 19, 2002. He was an employee of the City for 32 years.

Jerry Moore (Parks division), on the death of his brother.

Melvin Murphy (Parks division) on the death of his uncle.

James Reese (Street) on the death of his mother-in-law.

Lawrence Wilson (Street) on the death of his sister.

PROMOTIONS

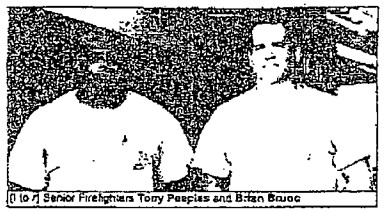
Prentice Brooks (Waste Water Maintenance) from Foreman I to Foreman II

Susan Leitner (Engineering) from Project Coordinator to Engineering Administration Manager.

Bobby Spencer (Waste Water Maintenance) from Laborer I to Utilities I.

Bobby Thompson (Waste Water Maintenance) from Laborer I to Utilities I.

If you would like to publish any employee news please email the Public Relations Department at pio@columbiasc.net or fax us at 343-8719.



(l to r) Senior Firefighters Tony Peeples and Brian Bruno

Firefighters Go the Extra Mile

A troubled citizen who doesn't know exactly where to turn knows that he or she can always receive assistance at a fire station. Recently, Fire Department Headquarters became such a safe haven for a confused and distressed woman who wandered into their office.

Senior Firefighters Brian Bruno and Tony Peeples could see the woman was very disoriented and tried to lend assistance. They were able to calm her down and stay with her, while trying to contact her family and let them know the lady was safe. Her family was able to come and pick her up and bring her safely back home.

A few weeks later, the woman entered the Fire Museum at Station #1 on Laurel Street again and asked to talk with a firefighter. As she waited in the administration office, it became apparent to the staff that she was lost, anxious and disoriented. Firefighter Tony Peeples recognized the lady and took her to the Captain's office to talk with her again.

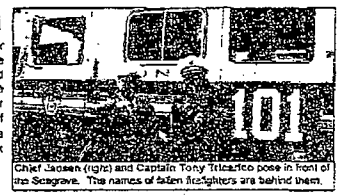
While she and Peeples were talking, a fire call came in requiring sirens to sound and lights to flash, frightening the already distraught woman. Firefighter Peeples phoned a relative to come and pick up the woman. He requested to be left behind from the fire call to wait with her. When she told Peeples she wanted to walk around the block, he sensed that she was going to run away. He grabbed a walkie-talkie and ran with the woman several blocks downtown, relaying their whereabouts back to the station.

In the meantime, the family member who had been called arrived at the station. She had been frantically searching for the woman who had a history of emotional problems. Earlier that day, she had disappeared from a doctor's office across town where she had been taken for treatment. Peeples was able to give their exact whereabouts and the woman was delivered back to the doctor's office safely.

Had it not been for his quick thinking and willingness to do what it takes to keep citizens from harm, the situation could have ended much differently. "I ran with her because I didn't want to see her get hurt and I knew if she was alone she could get hurt. I just stayed with her until her family came," says Peeples. Kudos and thanks to Tony and Brian for fluidly "going the extra mile" to serve and protect.

Seagrave Fire Truck Dedication

Fire Chief John Jansen, Jr. recently took a trip to New York City to deliver the Seagrave Fire Truck to the New York City Fire Department. The Seagrave was the fire truck that White Knoll Middle School students raised money to buy in the wake of the September 11 attacks and the depleted fire fighting equipment that resulted. On June 1, 2002, Jansen met with Ladder Company 101, Engine Company 202 in Brooklyn, NY, along with some of the wives and family members of firefighters who perished trying to rescue people trapped in the World Trade Center. Painted on the side of the truck were the names of the seven firefighters from this battalion who died.



Chief Jansen (right) and Captain Tony Tricarico pose in front of the Seagrave. The names of fallen firefighters are behind them.

Chief Jansen shares a moment with wives and other family members of firefighters who lost their lives on September 11th

E.S.A.C. Garage Sale A Success!

The Employee Special Activities Committee held it's 2nd Annual Garage Sale on July 27, 2002, at the Bell South Parking Garage located at the corner of Huger and Taylor Streets, near Riverfront Park. Employees and citizens of Columbia came out to sell their old things that were collecting dust in their attics. People from all over the City came out to purchase some hidden treasures and feast on a hot dog and chips meal.

A special thank you goes out to all the volunteers and E.S.A.C. members that helped make this year's garage sale a success!

June Employee of the Month

The City of Columbia's June 2002 Employee of the Month is Corporal Correll D. Robinson, with the Columbia Police Department. Robinson is a native Columbian and became an officer with the department thirty-four years ago. He entered the law enforcement field out of a desire to help others. Robinson enjoys his job because it allows him to, "assist people that don't know where to turn in times of need." Chief of Police (Ret.) Charles Clark says that Robinson's commitment to others is reflected in his positive attitude when dealing with citizens.

"He has demonstrated outstanding leadership along with the ability to perform many varied tasks and has always shown a willingness to perform any assigned duty to the highest standard," Clark said.

Correll Robinson, Police; June 2002 Employee of the Month.

Robinson, who is married and has two children and one grandchild, enjoys camping and fishing. For being employee of the month, he received a commemorative City of Columbia watch and a day off. Robinson said he will most likely be spending that day out at Lake Marion, forgetting about the time and enjoying the great outdoors. And as with any good fisherman, no doubt he will also be gathering material to tell his wife the epic story of "The One That Got Away"! For his outstanding professionalism, dedication and demeanor throughout his career, Corporal Correll D. Robinson has been selected as the June 2002 Employee of the Month.

Accounting/Finance Department Wins an Award

In June 2002, the Government Finance Officers Association of the United States and Canada awarded a Certificate of Achievement to the City of Columbia for Excellence in Financial Reporting.

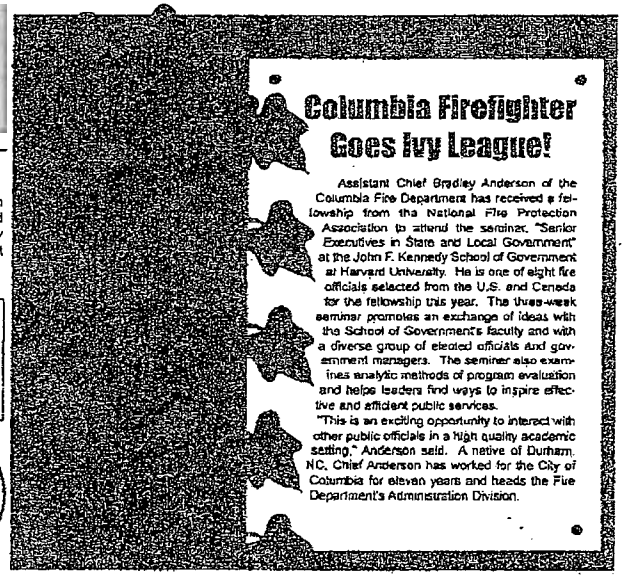
The City received the certificate for its comprehensive annual financial report. The Certificate of Achievement is the highest form of recognition in the area of governmental accounting and financial reporting, and its attainment represents a significant accomplishment by a government and its management.

The award was presented to Catherine Alexander, finance director, and Sarah Sullivan, accounting administrator.

The GFOA is a nonprofit professional association serving approximately 14,000 government finance professionals with offices in Chicago, Illinois and Washington, D.C.

New Logo Items

are now available from Inspections or Solid Waste. Its not too early to start thinking about those Christmas gifts!



Columbia Firefighter Goes Ivy League!

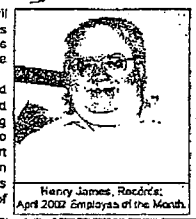
Assistant Chief Bradley Anderson of the Columbia Fire Department has received a fellowship from the National Fire Protection Association to attend the seminar, "Senior Executives in State and Local Government" at the John F. Kennedy School of Government at Harvard University. He is one of eight fire officials selected from the U.S. and Canada for the fellowship this year. The three-week seminar promotes an exchange of ideas with the School of Government's faculty and with a diverse group of elected officials and government managers. The seminar also examines analytic methods of program evaluation and helps leaders find ways to inspire effective and efficient public services.

"This is an exciting opportunity to interact with other public officials in a high quality academic setting," Anderson said. A native of Durham, NC, Chief Anderson has worked for the City of Columbia for eleven years and heads the Fire Department's Administration Division.

April Employee of the Month

Henry W. James is the City of Columbia's April 2002 Employee of the Month. He is the Records Technician for the Records Division and it has been said that he can find a needle in a haystack plus the thread that goes with it!

Being with the City for 32 years has helped James hone those research skills. He started off in the Accounting department, reconciling bank statements and over the years has also worked for Computer Services and Support Services before coming to the Records Division in 1998. James said that each department has its own uniqueness and the diversity in types of records they use helps keep his job interesting. James likes the Records Division in particular because of the types of records he keeps. "I'm trying to help preserve the records for the people in the future to see what Columbia was like," he said.



Henry James, Records; April 2002 Employee of the Month.

In his spare time, James likes to read and work on crossword puzzles and also stays active with the First Baptist Church of Columbia, where he goes on mission trips and also belongs to the square dancing club. Congratulations to Henry W. James, the April 2002 Employee of the Month!

City Center Made Safer

The public got its chance to meet and greet the new Downtown Safety Guides and Downtown Clean Team on June 28, 2002 in Jefferson Square.

The group consists of the City Center Business Improvement District's newest team members who will be working to make Downtown Columbia the Capital of Southern Hospitality. Mayor Bob Coble and Matt Kennell, executive director of the City Center Partnership, Inc., spoke during the event.

Team members are slated to be downtown six days a week wearing bright-colored uniforms and getting rid of weeds, trash, graffiti and other eyesores. During the evenings, unarmed ambassadors on bicycles and on foot will also provide a reassuring safety presence downtown seven days a week.

"Our initial focus really is on improving the physical environment of the area. Next year, two-thirds of our budget is dedicated to cleaning and safety services," Kennell has said. "You can do this by enhancing the safety, security and appearance of the area. We hope that there will be a lot more activity downtown in the next few years."

The City Center Partnership, Inc. is a non-profit organization that was formed to implement and manage the new Business Improvement District in the 35-block area bounded by Gervais, Elmwood, Assembly, and Marion streets in downtown Columbia.

The Partnership is working in unison with downtown developers and businesses to help restore the lifeblood to Columbia's downtown. Mayor Bob Coble and the Columbia City Council have made a commitment to bringing residences back to the downtown area.

National Drinking Water Week, held May 5-11, 2002, raises awareness on the importance of clean water to our health, our lifestyles and even our economic well-being.

The Engineering Department and the Utilities Department joined forces to help spread the word here in Columbia, including this information display that was assembled in City Hall for visitors to look at. The kiosk had information showing how water is treated and made safe to drink, the history of the City of Columbia's Water Plants, ways to help conserve water and more. A big thanks to both departments for getting the word out about such an important topic.

HUMAN RESOURCES UPDATE:

SYSTEM ERROR ON PRESCRIPTION DRUGS AT BLUE CROSS BLUE SHIELD

There has been a system error in the Blue Cross or Advance Rx claims area. At least that is what they are calling the problem:

For a short period of time in late May or early June, 6CBS was only taking a co-pay of $20 or $40 at the local pharmacy instead of the full amount. Normally, you pay the full amount at the retail drug store and are then reimbursed at 80% after your $200 deductible.

Also, for the Mail Orders they were taking $20 or $40 instead of the $9 co-pay. Normally, your mail order payment is only $9 for 3 months supply.

Blue Cross has a plan in place to correct the problem, but you need to check your own records if you have ordered prescriptions or used your Blue Cross card at the drug store during that time frame. Blue Cross will go into the system and correct each claim individually.

If you have questions about your claims, please call 1-800-760-9290 or locally, 264-0015.

Did You Know...

HR/Employment has a new fax number?

You can now fax them at: 255-8116

The main HR fax will still be: 343-8752

Record 669

May Employee of the Month

Robert L. Cade was selected as the City of Columbia's May 2002 Employee of the Month. He has been with the City since 1993 and currently holds the title of Maintenance Technician III, working at the Lake Murray Water Treatment Plant. Cade enjoys working with his hands and the challenge that each repair brings.

"When we repair something, it stays repaired for a long time, so we don't see the same problems very often," he said.

Bud Summers, water works superintendent for the City, said he enjoys working with Mr. Cade.

"Robert is a valuable part of our Water Works maintenance team at the Lake Murray Water Treatment Plant. He is usually seen and not heard, as he is a quiet individual and one who is a very proficient technician that complements our work force," said Summers. Summers continued to praise Cade for, "going above and beyond," and taking the initiative to become one of the first technicians to become a certified water treatment plant operator - something a technician is not required to do. This not only shows Cade's dedication to keeping our water supply safe, but his commitment to serving our citizens. For his professionalism and hard work, the City of Columbia is proud to name Robert L. Cade as the May 2002 Employee of the Month.

Robert Cade, Lake Murray WTP; May 2002 Employee of the Month

(CSO continued from page 1) they are doing elderly checks while it's hot, assisting with special events and much more," Martin said.

Martin added that six more CSO's are expected to hit the streets in July.

Mayor Bob Coble said public safety is one of the most crucial services provided by the City of Columbia. He added that the City is dedicated to ensuring that citizens are safe.

"This program will have a significant impact on security in Columbia," Mayor Coble said. "Our neighborhood leaders requested an increased presence of law enforcement in the community and this initiative will accomplish that goal."

As a result of mounting local concerns about safety following September 11, the Columbia City Council earmarked $250,000 to fund the CSO project, which entailed hiring 15 Community Safety Officers.

"Overall, this is going to have a positive effect on the police effort in that our CSOs will allow our certified officers to concentrate on Part 1 Crime Incidents (which include robbery, aggravated assault, murder, and rape) and focus more attention on neighborhoods that are experiencing on-going problems with Part 1 incidents, as well as crime activity involving street level drug distribution and street level prostitution," said Fire Assistant City Manager Charles P. Austin, Sr.

Melissa Enlow is one of the nine new Community Safety Officers.

CSOs must have graduated from an accredited high school or possess a GED, be at least 17 years old, possess a valid South Carolina drivers license, pass a thorough background check, pass a drug test and medical exam, and be of good character and temperate in habits. They cannot have a prior criminal conviction.

The CSOs are receiving supervision from seasoned officers who make available to them the knowledge, skills, and abilities for a continued career in public safety, law enforcement or fire services. The CSOs will supplement police and fire manpower by taking on non-emergency duties and by serving as a hands-on liaison between the citizens of Columbia and city agencies. The CSOs will also assist with security at local parks.

CSOs will be stafted at two public utility areas such as the Columbia Water Treatment Plant and work 24 hours a day, seven days a week. During the pilot program, they will be assigned to the northern, metro and southern regions of the city.

The northern region spans from Calhoun Street north to Interstate 20, the metro region consists of the downtown area, and the southern region spans from Veterans Hospital to the Shandon area.

Racing to Find a Cure for Leukemia-Lymphoma

Rob Schaller (Public Relations) will be doing a little stir-seeing, eating some great sea-food and watching an NFL game in Baltimore this October. Why is this a newsworthy item? Because he recently became committed to a wonderful cause that has helped and will continue to help thousands of people across the United States and even more across the world. Many of you, in fact, might even know someone who has already been helped by this organization.

Before doing any of those fun things, Rob will hit the ground running in his first marathon and will be doing so on behalf of the South Carolina Leukemia-Lymphoma Society. His longest run prior to this endurance event was only 5 miles, and in just a couple of months, he will be going the distance - a full 26.2. Of course, he won't be doing it alone. Rob has the help of Team In Training, the number one endurance training and fund-raising program in the United States. Team In Training will not only prepare him physically for this challenge, but will also help him raise $3,000 to help fund research and find cures for leukemia, lymphoma, myeloma and Hodgkin's Disease.

Rob said, "The hardest part is getting up to run at 6:00 a.m. every Saturday morning. Right now, it's easy - we're only doing 10-12 mile runs. But come September, we hit the big 18 and 20 mile runs!"

So set your alarms for 6:00 a.m. all this summer and then hit your snooze, knowing that, for you, it is safe to stay in bed a little while longer.

If you would like to learn more about leukemia and lymphoma, or Team In Training, call the Leukemia & Lymphoma Society at 749-4299 or visit www.leukemia-lymphoma.org.

Customer Service Means Success for the City

Everyday the employees working for the City of Columbia come in contact with the customers we are paid to serve. It is always important that during these interactions, we make sure the city's image does not get tarnished. A positive attitude and especially a smile, even on the phone, can often disarm the most disgruntled citizen.

A great point in case is Valorie Lykes, Planning and Development Assistant with the City's Planning Department. Chip Land, Deputy Planning Director, recently received the following letter, praising Ms. Lykes and showing the type of service that all employees should strive for during their interactions with citizens. Way to go, Valorie!

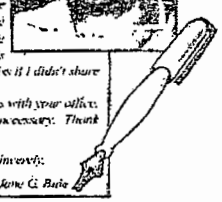
Dear Mr. Land:

Although my request for a variance in order to enlarge my kitchen and add a utility room/office to my home has been cancelled due to a change in my remodeling plans, I would like to take this opportunity to tell you what a pleasant experience I had dealing with your office, particularly with Valorie. Not only is she a total professional - knowing her job, giving much needed guidance, and returning phone calls promptly - she was such a delight to talk to. I believe she sincerely cared about my situation and did everything she could to make sure I understood what I needed to do. This kind of service is all too rare these days, and I would be remiss if I didn't share my thoughts about her.

I don't know that I will ever again have any dealings with your office, but I will look forward to it with pleasure should it become necessary. Thank you very much.

Sincerely,

Jane G. Buie



PARKS & RECREATION

Rendez-vous Wrap-Up!

The City of Columbia Parks and Recreation Department joined cities across the country in celebrating July as National Parks and Recreation Month. For the celebration, the Parks and Recreation Department held a "Rendezvous at the River" at Riverfront Park. Participants enjoyed water games for children, kayaking demonstrations, and booths featuring programs and classes for children, adults and seniors. The event was held on July 26, 2002 from 5:30 p.m. to 8:30 p.m.

A Force to Reckon With

The Double Dutch Forces participated in the 29th Double Dutch World Championship Competition and won nine 1st place and three 2nd place awards. So far the Forces have amassed 56 World Titles and 175 State Titles!

"PLANNING FOR YOUR FUTURE" SEMINAR SCHEDULED for September 12, 2002.

The City of Columbia is once again sponsoring a seminar to assist you in understanding your benefits concerning retirement, examining your financial situation and creating an awareness of what retirement really involves and how to best prepare.

Plan ahead and mark your calendars. All interested employees and their spouses are invited to attend the "Planning for Your Future" seminar. Different professionals will be speaking on the following topics:

- Why planning is vital
- Retirement Benefits
- Setting Financial Goals
- Social Security Benefits
- Wills, Trusts & Estate Planning
- Tax Deferred Savings

The cost will be $5. Make reservations through your supervisor with the enrollment form in this issue. This seminar is considered in-service training and will not be charged to vacation. It will be held at the Eau Claire Print Shop.

REGISTRATION FORM (With Approval)

I plan to attend the Planning for the Future seminar, September 12, 2002. ____ Yes, my spouse will attend free.

Name (Please Print) _____ Department _____

Employee Signature _____ Department Head Signature _____

Clip this portion of the form and return it through your department to Human Resources with your $5 check or money order made payable to the City of Columbia no later than September 4, 2002. If you have any questions, please contact Mona Holliday at 733-8541.

inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEE

A Message From the Interim City Manager

Strengthening Our Commitment to Our Family

MY FELLOW COLLEAGUES:

I want to take this opportunity to thank each of you for your unwavering commitment to our citizens. Certainly you are to be commended for the untiring and unselfish manner in which you have conducted the business of our City under some very challenging circumstances.

Needless to say, the past few weeks have been some stormy and trying times. Yet, I sense we have grown significantly as a family and as servants. I am so proud of how we have weathered the adversities around us and through it all maintained an outstanding record of service delivery.

Our citizens rely very heavily on the 1900+ employees who make up this family to protect their lives and property; to maintain a clean city; to provide clean, healthy water services and to be good stewards over the resources in our care. They recognize that each of us, regardless of role or tenure is valuable to this family and each of us has gifts and talents to build up our City. To paraphrase the Apostle Paul, we are many parts, but all part of one body. Each of us has a gift that is unique to us; but our gift is important to the whole body.

I am asking you to take time out for a period of reflection. Ask yourself two questions:

1) What is my gift to contribute to the family?

2) How much am I willing to give towards the success of the family?

When you have completed your self analysis, then I am asking you to renew your commitment to be a positive contributor to this period of healing, reconciliation and restoration.

I know we are going to make it!

Charles P. Austin, Sr.
Interim City Manager

Charles P. Austin, Sr.
Interim City Manager

Inside this issue...

Celebrating Growing Communities

Firefighters Place at National Challenge

Attend an Emergency Preparedness Seminar

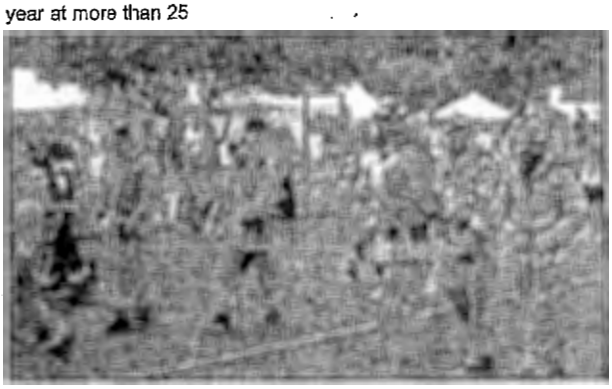
It's Gettin' Hot In Here:
Columbia Competes in National Firefighter Combat Challenge

Captain Mark George, with the Columbia Fire Department, tells all new recruits that they can't eat cheese puffs everyday and expect to do their job.

"We have to be prepared for that fire that is not going to be over in five minutes," George said. "That's the one that tells on you if you're not in shape."

The Columbia Fire Department has a surefire way for Columbia firemen to stay in shape: the annual Scott Firefighter Combat Challenge. An average of five firemen from the Columbia Fire Department compete in the Challenge.

Broadcast on ESPN, the Firefighter Combat Challenge attracts hundreds of U.S. and Canadian municipal fire departments each year at more than 25 locations and is seen by more than 30 million people worldwide. The Challenge seeks to encourage firefighter fitness and demonstrate the profession's rigors to the public. Wearing full bunker gear and a breathing apparatus, pairs of competitors simulate the physical demands of real-life firefighting by performing a linked series of five tasks including climbing the five-story tower, hoisting, chopping, dragging hoses and rescuing a life-sized, 175 lb. "victim" as they race against themselves, their opponent and the clock.



The Columbia Fire Department has been competing in the Challenge for about six years. George has coordinated the Columbia Fire Department's participation in the event for the past three years. The Columbia firefighters have already started training for an upcoming competition on May 16, 2003 in Deerfield, Florida. "Each individual does weight and cardiovascular training," George said. "If someone makes a commitment to compete in the Combat Challenge, they're going to be in better shape for their job. They know that by being in shape with the Combat Challenge, it enables them to do their job well. The better shape we're in, the better we can protect the people we serve in our community."

Three years ago, the Columbia team started competing nationally in the Challenge. In 2001, the team placed first in the state competition and finished 26th overall at the World Challenge Finals in Memphis, Tennessee. They placed third in the Relay Competition in Ocean City, Maryland in June 2001. That qualified them for the World Challenge where they competed against more than 300 teams.

In June of 2002, the Columbia team placed second in the relay in Ocean City, Maryland, and qualified in the World Challenger's Relay. In the state competition, the team placed second overall. The team then went to the World Challenge in Deerfield Beach, Florida, and ranked 40th overall. Also in 2002, the Columbia team had its first female competitor named Misty Rucker, a senior firefighter. She qualified for the World Challenge in the Women's Individual competition and placed in four minutes and thirty-four seconds.

The Columbia City Council donated $1,000 to the Fire Department last year to assist firefighters with travel costs. Support from local businesses and individuals also made it possible for them to travel and compete, George said.

PARKS & RECREATION

The Parks and Recreation Department held its annual workshop on February 18th and 19th at Hyatt Park. Some of the topics discussed were: department goals, team building initiatives, evaluations/performance reviews and gang awareness.

Carolyn Myers, the facilitator, kept the group discussions on track and helped to bring a new perspective. Myers also had the staff break into smaller groups for a team-building exercise, which had groups competing against each other to finish an assignment. Myers encouraged participation from all ranks in the department in order to create equitable solutions.

City of Columbia Employee of the Month

FEBRUARY

The February 2003 Employee of the Month is Karl Banach, a Truck Driver III with the Street Division. Banach has been with the City of Columbia for five years. He has been a tremendous asset to the department with an incredible level of commitment to helping his fellow workers and keeping the storm drains clean.

"When it rains is when I work the hardest," said Banach, whose main duty is to clean the catch basins and storm drainage pipes, which alleviates flooding problems in City streets.

Banach operates the City's sole Storm Drainage Vacuum Truck, along with Darrell Cain, his assistant. The two of them must work together, often using hand signals to communicate due to the noise caused by the machinery on the truck.

"What I do, nobody sees because it is underground," said Banach. "But when I drive down the street and see no yards are flooded, that says I'm doing something right."

Banach places a high value on helping the public, something he has become accustomed to over his thirty-nine years of public service. A retired fire fighter in Nevada, he moved to Columbia and began working for the City in 1997.

Robert Sweatt, supervisor for the Street Division, commented that Banach is very efficient and dedicated to his job.

"He's an excellent employee. He's always on time, always works hard and always goes the extra mile," said Sweatt.

"I've been on the Vac truck for four and a half years now and I try to learn everything I can and help the City because that's what I'm here for," said Banach. "There's lots of expertise out there and to be chosen over everybody else to be the employee of the month is quite an honor."

The City of Columbia is proud to name Karl Banach the February 2003 Employee of the Month.

MARCH

Frances "Fran" Bedenbaugh is the City of Columbia's March 2003 Employee of the Month. She is currently a Senior Clerk for the Collections Department, but has been a City employee for fourteen years, serving in several different divisions.

Bedenbaugh's enthusiasm for her work is outstanding. She shows up for work early everyday and will always stay late to finish any task she feels is a priority. As evidenced by her 736 hours of accrued sick time, Bedenbaugh has a wonderful record of attendance and does not call in sick unless it is just impossible to come to work. In fact, Bedenbaugh insisted on driving into work from her home in Gilbert to open up at 7:00 a.m. during the ice-storms the region experienced earlier this year.

Bedenbaugh is always trying to think of ways to make her division more efficient, productive and customer friendly, whether to internal or external customers. This year, Bedenbaugh has introduced two ideas to help streamline City operations. One of these ideas will likely affect several divisions, decreasing their workload and helping the City and taxpayers get more out of their tax dollars.

Bedenbaugh looks after her customers' best interest and always provides quick and accurate service. She also looks out for her co-workers and often tries to help them in any way she can.

Marla Melonas, collections administrator for the City, enjoys having Bedenbaugh as one of her employees.

"Fran is always a pleasure to work with and remains upbeat and enthusiastic at all times," said Melonas. "Her enthusiasm, dedication and good humor have a positive effect on the entire division, including myself."

Congratulations to Frances Bedenbaugh, the March 2003 Employee of the Month.

FUNDamental Growth

The City Sponsors Community Development Week April 21 - 27

Community Development Week (CDW) was nationally celebrated on April 21-27, 2003. The purpose of CDW is to celebrate all the activities that the City of Columbia implements with Community Development funds.

These activities include: housing, economic development, summer youth employment, and neighborhood beautification. The City of Columbia is slated to receive $1.56 million for fiscal year 2003-2004. The funding comes from the United States Department of Housing and Urban Development.

The City's Community Development Staff hosted a presentation before City Council on April 16, 2003, which highlighted housing and other activities involving Community Development Block Grant (CDBG) dollars. Also, the Community Relations Council for Housing hosted its annual Fair Housing Poster Contest on April 24, 2003 at Dutch Square Mall.

The CDBG program was enacted into law as part of the 1974 Housing Act and began operations in 1975. This entitlement program, providing grants to 50,000-plus cities and 200,000-plus urban counties and states, benefits its communities. While the primary purpose is to provide e decent, safe and suitable living environment and economic opportunities to low and moderate income people, CDBG remains to this day a principal source of revenue for localities to devise flexible strategies to prevent physical, economic and social deterioration throughout our nation's neighborhoods.

The week before Community Development Week, on April 17, 2003, the Columbia Housing Authority hosted its annual Wall of Fame Award Ceremony at 11:00 a.m.

The Columbia Housing Authority can be contacted at 254-3886. The Community Relations Council for Housing can be contacted at 733-1134. For more information regarding the City of Columbia's Community Development Week, please call 545-3373.

HUMAN RESOURCES

- **New Employee Handbooks** have been distributed. There is no new information, only some clarifications and corrections.
- **Provider Directories** have been distributed to most departments during the last week of March. We do not have enough for each employee so they should be used as a reference book and kept in the department offices. Providers may also be found at www.SouthCarolinaBlues.com.
- **Blue Cross Blue Shield Handbooks** are also being distributed. You will notice that all of the contact phone numbers are now listed on one of the first pages in the book. We hope that this will make it easier for you to find the right place to call Blue Cross. There are no changes to your BCBS Insurance Plan. We have just made some corrections.
- **Retirees** - Human Resources has new BCBS Handbooks available. If you would like one mailed to you, call 545-3007 (new phone number), or you may stop by our office on the first floor of City Hall and pick one up. We also have available Prescription Drug Claim forms and the Mail Order Envelopes to receive a 3-month supply of your prescription for only $9.
- **Have You Moved?** Please keep Human Resources updated. We can then update BCBS.. Plus, you won't miss any issues of Inside Columbia. Call 545-3007.
- **Mark your Calendar** - A "Planning for the Future" seminar will be held on September 18, 2003. Learn all about your Retirement Benefits, Financial Planning, 401k or 457 Plans, Social Security and Estate Planning.

INSPECTION DEPARTMENT

Special thanks to all of the City staff in the Inspections Department for all their hard work. April 6 - 12 was "Building Safety Week."

Rule #1 - Don't Panic

Columbia Police Offer Free Emergency Preparedness Seminar

The City of Columbia's Police Department is offering citizens a free, eight-hour seminar to help them better understand and prepare for an emergency.

The seminar will focus on current events as they relate to terrorist threats and weapons of mass destruction. Training will include how to prepare citizens and their families in case of severe weather or a biological, chemical or nuclear threat. This will include how to organize and build a home survival kit for use in emergencies.

The dates and times of seminars are:

Friday, May 9, 2003 from 6:00 p.m. to 9:00 p.m.
Saturday, May 10, 2003 from 9:00 a.m. to 2:00 p.m.
Friday, May 23, 2003 from 6:00 p.m. to 9:00 p.m.
Saturday, May 24, 2003 from 9:00 a.m. to 2:00 p.m.

Each class is limited to 30 participants. The training will be held at the Columbia Police Department's Training Center, located at 1632 Hampton Street, next to the old Bellsouth Building.

For more information or to register, call the Training and Career Development Division at 255-8925 or e-mail the Division at dahellman@columbiasc.net.

COLUMBIA, S.C.
JUSTITIA VIRTUTUM REGINA
POLICE

Responding To The Call:

The City Recognizes National Public Safety Telecommunications Week

The City of Columbia recognized National Public Safety Telecommunications Week during the second full week of April.

The purpose was to recognize and honor the many telecommunications professionals who assist in providing 9-1-1 emergency assistance to citizens everyday. There are 70 staff persons employed in telecommunications at the City of Columbia.

"It is my sincere hope that all of the men and women who dedicate themselves to this most admirable profession understand how important they are to residents and continue to do their best work each and every day," said Judy Spell, telecommunications director for the City of Columbia. "We want the citizens of this city and county to know that we will be there when you need us the most."

As the First Responders, telecommunicators are the first voice that callers come in contact with when requesting emergency assistance. They are committed to being the voice of the people during emergencies by ensuring the emergency responders are provided information in an accurate and timely manner. While they are oftentimes forgotten about when all goes well with a call, well-trained and disciplined telecommunicators answer the call quickly, process the call accurately (ask the right questions), and disseminate (dispatch) the call in a timely manner.

"The role of a telecommunicator can prove to be both rewarding and challenging. The reward comes from knowing at the end of the day, you have helped someone during one of their most vulnerable periods of their lives, because we know if you, the caller, are having to call 9-1-1, your life or property is being threatened," Spell said. "It is indeed a wonderful feeling to have a week set aside to recognize the dedicated men and women of the most honorable profession."

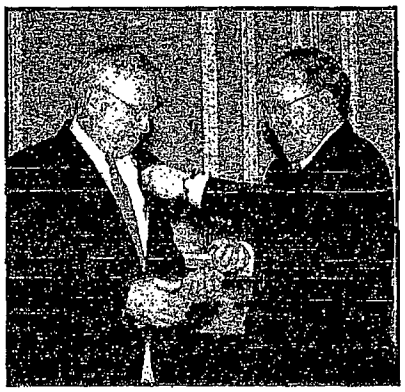
Captain Harry Tinsley with the Columbia Fire Department Rescue Squad added: "I would like to take this opportunity to say thanks to all of the dedicated E-911 professionals of the Columbia-Richland Communications Center for the City of Columbia and Richland County on a job well done. Keep up the good work. You have served this city and county well."

Special recognition was given to the telecommunications staff at the April 16, 2003 City Council Meeting.

congrats and condolences: employee news

The **Columbia Council of Neighborhoods (CCN)** held its annual Appreciation and Awards Dinner on Friday, April 25 at the Historic Print Facility in Eau Claire.

The dinner was well attended by civic-minded citizens who are interested in building, empowering and promoting neighborhoods. The featured speaker was the Honorable Jesse Washington, Jr., commissioner for the South Carolina Human Affairs Commission. The 2003 Neighborhood Volunteer Awards were also handed out at the dinner.



Jim Gambrell (Economic Development) received his 10-year pin from **Mayor Bob Coble** at the March 12, 2003 City Council Meeting.

Ms. Gerry Lynn Hall, Councilwoman Anne Sinclair and Mayor Bob Coble receive Honor Awards from **Wilbur Smith Associates** during the March 5, 2003 City Council meeting. Hall, executive director of the South Columbia Development Corporation, had previously recognized Wilbur Smith Associates for their dedication and hard work on the Columbia Owens Master Plan.

THE UPPER CRUST
City Employees Form 'Core Team' For Software Installation

Twelve City of Columbia Employees, representing various departments including Utilities, Engineering, Collections, Water Customer Service and Information Technology, recently completed a six-week training program to serve as members of a special "Core Team."

The Core Team's training prepared them to assist the City in deploying its new Utility Billing/Customer Information System, called Banner CIS. Designed by a local development firm, INDUS (formerly known as SCT Corporation), the Banner CIS software will improve delivery of City services, including water, wastewater, solid waste, parking and 311 non-emergency services, by centralizing and enhancing data management for these services.

With a goal of improving efficiency in providing customer service and maintenance of the City's utility systems, the Core Team chose a theme called "SAILS" - Software Advancements Improve Local Services. Core Team members were selected to serve on the Banner implementation project, based on their expertise and knowledge of current City business practices. Directed by Missy Caughman, project manager for Banner CIS implementation, Core Team members Toney Abbott, Angela Adams, Angela Albergottie, Denny Daniels, Dee Epps, Carmen Flemming, Priscilla Mayes, Gail McIntosh, Maria Melonas, Ronda Rhoden, Daryll Sharp and Frances Tillman were charged with the task of thoroughly exploring the Banner software, identifying impacts on current business practices, and assisting management in outlining possible changes to business processes. For many Core members, juggling team responsibilities with regular job functions was quite a challenge, yet everyone has done his or her part to ensure the effectiveness of the team. The lines of communication were kept open with training notes and periodic meetings between Core Team members and members of senior management, including City Council, Interim City Manager Charles P. Austin, Sr., John Dooley, Dana Turner, Cathy Alexander, Robert Anderson, Charles Daniels, Bobby Hecker, Lee Honeycutt, I.D. Hook, and James Johnson.

Phase Two of the Core Team's role involves configuration of the software through outlining system rules and validations, including service types, procedures and rates. Several Core Team members will also implement a process called User Acceptance Testing (UAT), designed to ensure that the software performs effectively based on specific business practices. In addition, development and execution of end-user training, spearheaded by Carmen Flemming, integrated systems lead trainer, will bring about customized training and support for all staff expected to utilize the Banner software.

With a go-live date set for early next year, the Core Team's role is valuable and essential to the successful implementation of the new Banner software. Congratulations to the Core Team and to all City employees involved with this project on a job well done so far! Stay tuned for future updates on how Software Advancements Improve Local Services (SAILS).

For questions or comments about this project, contact Missy Caughman at 545-3201 or Carmen Flemming at 737-4229.

COLUMBIA HOUSING DEVELOPMENT CORPORATION

The Columbia Housing Development Corporation's Annual Meeting was held on April 10, 2003. Congratulations to Deborah Livingston and her staff members, Kimberly Roof and Michelle Prevost on a job well done.

City of Columbia
Department of Public Relations
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"Connecting Our City Through Communication"

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check it out.

May

MAY 8-29
Vista After 5
Every Thursday until May 29
5:30 p.m. to 9:00 p.m.
Parking Area Behind Jillians

MAY 8-29
Five After 5
Every Thursday until May 29
6:30 p.m. to 10:00 p.m.
Fountain Plaza in Five Points

MAY 9-29
The Symphony League's
2003 Designer Showhouse
333 Old Woodlands Road
Monday-Saturday: 10:00 a.m. to 4:00 p.m.
Sunday: 1:30 p.m. to 5:00 p.m.

MAY 11
Mother's Day

MAY 17
Armed Forces Day

MAY 18
South Carolina Philharmonic Youth Orchestra
Koger Center for the Arts - 3:00 p.m.

MAY 24
Memorial Day Weekend Concert
Beginning of Summer Concert Series
Every Saturday until August 23rd in Finlay Park
7:00 p.m. to 10:00 p.m.

MAY 25
Free Memorial Day Concert
by the Palmetto Concert Band
Koger Center for the Arts - 4:00 p.m.

MAY 26
Memorial Day
City Offices Closed
Garbage and Recyclables will be collected

12

Record 678

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inside COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES

FIREFIGHTERS FEELIN' LUCKY

Station 13 Opens in Eau Claire

Columbia Firefighter Robert Hook vividly recalls the cramped trailer that served as the Eau Claire Fire Station for several years.

"Three people slept in a small space. Where one person's feet ended, another's head began," Hook, a Columbia firefighter for four years, said. "The refrigerator had 12 people's items in it, and there were three shifts of four people that the trailer accommodated."

But not anymore.

The Columbia Fire Department dedicated the new two-story Eau Claire Fire Station on April 22, 2003. The facility measures 6,176 square feet and includes: two bays for fire apparatus, a brass fire pole from the second floor to the first floor, a watch room for communications, a day room, a weight room, a dormitory for six firefighters, landscaping around the building with an irrigation system, and exterior brick, enhanced with ceramic tile accents to blend with nearby historic buildings.

"This fire station was greatly needed in this community," said Sam Davis, District I Councilman. "Not only is it more accommodating to the firemen who work in this area, but it is also aesthetically pleasing. The City of Columbia is very pleased."

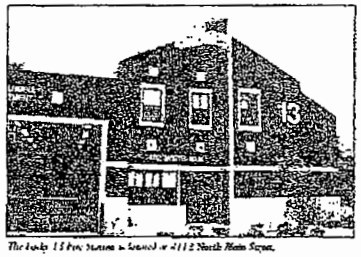
The firefighters are pleased as well.

"This is what you'd call a home away from home," said Fire Equipment Operator Charles Thomas, who has worked for the Columbia Fire Department for 25 years.

Henry Hopkins, executive director of the Eau Claire Community Council, said he was thrilled that the new fire station was completed on North Main Street.

"It has been a long, hard ordeal for the firemen who were stationed at the temporary fire station and for the Eau Claire constituents who were hoping that we got a fire station. I am happy to say that all of that has been rectified."

Assistant Fire Chief Bradley Anderson added: "It's really good to have the new fire station in place. The firefighters were in less than desirable quarters the last several years, and we're very glad to have a building that serves the needs of the fire department and the community." The new building also consists of four refrigerators for four shifts of firefighters, storage space for uniforms, and lockers.



The new 13 Fire Station is located at 1112 North Main Street.

"It's totally different now. You have more room," Hook said with a smile. "With four people in that one trailer, you had to look at four people all day long. Now, we all have our own space."

Inside this issue:

City Sponsors Mega-Garage Sale

Star Tech – The Next Generation of I.T.

Court Director Receives TIPS Nomination

July August

JULY - AUGUST
At the Threshold of the Homeland
Exhibit at the State Museum
Now through August 9

JULY - AUGUST
Columbia Action Council's
Summer Concert Series
Every Saturday through August 23
Finlay Park
7:00 p.m. to 10:00 p.m.

JULY 26
Storytelling Festival at the State Museum
Presented by the SC Storytelling Network

REMAINING CITY HOLIDAYS
September 1 - *Labor Day*
November 27 - *Thanksgiving Day*
November 28 - *Day After Thanksgiving*
December 25 - *Christmas Day*
December 26 - *Day After Christmas*

AUGUST 21
Vista After 5 Concert Series Begins
Every Thursday through October 9
Behind Jillians - 800 Gervais Street
6:00 p.m. to 9:00 p.m.

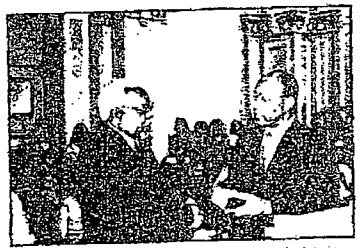
AUGUST 28
Five Points After 5 Concert Series Begins
Every Thursday through October 30
(except October 23rd)
The Fountain in 5 Points
6:30 p.m. to 10:30 p.m.

AUGUST 29
Columbia Action Council's
Summer Concert Series
Special Labor Day Weekend Concert
Finlay Park
6:00 p.m. to 10:00 p.m.

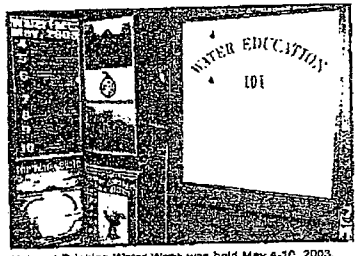
AUGUST 30
Gamecock Football Begins
USC vs. Louisiana-Lafeyette
Williams-Brice Stadium

congrats and condolences: employee news

The City of Columbia's Finance Department received the Government Finance Officers Association of America Certificate of Achievement for Excellence in Financial Reporting. The department presented the award to Mayor Coble in April



(l - r) Retiree Clarence Stewart was recognized by Interim City Manager Charles P. Austin, Sr. during a City Council meeting. Stewart retired in March after 21 years of service to the Parks & Recreation Department.



National Drinking Water Week was held May 4-10, 2003. The Utilities and Engineering departments displayed information pertaining to water education in the entrance to 1225 Laurel Street during that week for the public to read.

GROOMING I.T. GURUS
GCBDPA Hosts Second Annual Competition for Youth

The Greater Columbia Chapter of Black Data Processing Association - Information Technology Thought Leaders (GCBDPA) hosted the 2nd Annual Southeast Regional High School Computer Competition on Saturday, May 17, 2003 at Midlands Technical College, Beltline.

The event drew participants from teams representing BDPA chapters in Georgia, Memphis, North Carolina and South Carolina. With local media coverage, including a feature on WLTX, Channel 19 News, the event was exciting and rewarding.

BDPA is a national, nonprofit organization whose mission is to promote Information Technology (IT) with an emphasis on youth and minority communities. The Greater Columbia Chapter of BDPA (GCBDPA) was started in 1997, and presently has a membership of over 60 IT professionals employed throughout the Midlands.

Among GCBDPA's primary initiatives is its High School Computer Training Program (HSCTP), designed to bridge the gap in information technology by providing free access to computer training and IT mentors for youth in the community. In its fifth year of conducting the training program, the Greater Columbia Chapter has been a national leader in training and developing new and diverse talent for the Information Technology field.

"As the coordinator for the Chapter's Computer Training Program, I am pleased to note that hundreds of Columbia-area students have benefited from our efforts," said Program Coordinator Carmen Flemming of the City's Integrated Systems Department. With experience in teaching and Information Technology, Carmen indicates, "I truly value this opportunity to give back to the community in a positive way.

"I also appreciate the support that we receive from the community in providing this service for students. A special thanks to the City's Utilities Department for donating souvenir items to share with our local and visiting competitors."

If you would like more information about BDPA and the High School Computer Training Program, contact Carmen Flemming at 737-4229, or visit the following websites.

national: http://www.bdpa.org/hsccyouth2003.cfm
local: http://www.gc-bdpa.org/hscc.htm
partners: http://www.gc-bdpa.org/links.htm

associations who help make home-buying a reality in Columbia

Barry A. Walker, Sr., owner of Mac's on Main restaurant, cuts the ribbon on his new business, World Famous Cobblers, which will be distributed to Piggly Wiggly stores across South Carolina and create new job opportunities here in Columbia.

ENGINEERING DEPARTMENT

2002 Water Quality Report

In order to be compliant with the Consumer Confidence Reports Rule of the 1996 Safe Drinking Water Act Amendments, a copy of this report must be in the hands of all City water customers by July 1, 2003.

This is the fifth year the departments of Engineering and Utilities have produced a document providing invaluable information about the City's drinking water quality.

We had no violations during 2002, so the report will reflect positively on the City.

APRIL

The City of Columbia is proud to name Jim Lawracy as the April 2003 Employee of the Month. Although Lawracy began his work for the City in the planning department, he quickly rose through the ranks to become the parks planner and this past March, he became parks superintendent.

Even with the promotion, Lawracy will still work as the City's primary parks planner.

"Any new work that we do within the City's Parks and Recreation Department, that is generally my responsibility; whether that be purchasing the land to overseeing the design and construction of each park," Lawracy said.

Standing on the site of one of his latest projects, an addition to the Hyatt Park facilities building, Lawracy rattles off a list of past projects with an easy smile:

"Pinehurst Park, Sims Park, Heathwood Park, Emily Douglas, Columbia Golf Facility, worked with the River Alliance on getting Granby Park built, worked closely with the Hope VI folks at Drew Park..."

Yet, the sixty-eight acre Owens Field seems to be the jewel in Lawracy's crown. Boasting nine soccer and three baseball fields, a skateboard park, an inline hockey rink and a complete irrigation and drainage system, Owens Field was constructed solely by Parks Department staff and staff from various Public Works divisions.

A New York native and former vocational teacher, Lawracy is particularly proud of the work his staff performed.

"I helped train our forces and we physically built that ourselves. Guys in our department had never worked on those things, but they were willing to learn how to do some things."

Lawracy plans to continue this philosophy in his new position.

"One of my goals, now that I'm parks superintendent, is to bring in some outside training to really expand the trade skill levels of all the employees," Lawracy said.

MAY

Wayne Pound, a maintenance tech specialist for the Columbia Canal Water Treatment Plant, is the City of Columbia's May 2003 Employee of the Month. He will be celebrating twenty years with the City on July 5th.

Pound says that his time with the City has been well worthwhile.

"I worked construction all my life up until I came to work here, and I took a big cut in pay coming here, but I could see the advantages down the road and it has paid off. It's a good place to work," said Pound.

Some of those advantages include the City's good benefits package, job security, good people to work with and of course the increase in pay during the past two decades.

"I figure I'm ahead of the game now."

As a maintenance tech specialist, Pound stays very busy with a wide assortment of tasks that can include anything from tracking inventory and work orders to performing electrical work and other mechanical repairs.

"He's our specialist," said Glenn Giles, maintenance supervisor for the plant. "Anytime the guys have any problems, they can go to him and get answers. He's a very good troubleshooter and a good electrician."

Giles went on to praise Pound's strong work ethic and positive attitude. "Everything he does has got to be right or he's not going to do it at all," he said.

Bud Summers, water works superintendent, echoed these sentiments before City Council at the employee of the month presentation ceremony, held on May 7th.

"Wayne works well with a very dedicated group of individuals who must maintain all the critical components of the infrastructure involved in treating and conveying drinking water to our customers," said Summers.

Congratulations to Wayne Pound, the May 2003 Employee of the Month.

The Envelope Please...

Columbia's Court Director Nominated for TWIN Award

Gladys Brown, the City of Columbia's Municipal Court Director, was nominated for the YWCA's Tribute to Women and Industry (TWIN) award. The TWIN award recognizes women who exemplify excellence in executive-level positions. The TWIN Award Ceremony was held on May 27, 2003.

Brown said that based on the fact that the award has been in existence since 1980, and based on the criteria needed to receive the award, she felt honored to be nominated. "I felt honored to be nominated because it was totally unexpected," Brown said. "I am proud to have been nominated. I am sure that the award would not have been in existence for so long if it wasn't something positive."

Gladys Brown (center) receives her nomination plaque at this year's TWIN Awards Ceremony

The YWCA of the Midlands created the TWIN Awards in 1980. The TWIN program publicly recognizes women for their contributions and achievements in both professional and volunteer domains. The TWIN Award, designed to resemble a cut diamond, represents the many facets of a woman's life - her contributions to her company, her community, her family and her industry.

The guest speaker for the ceremony was Columbia native Kimberly Aiken-Cockerham, the former Miss America.

Past nominees include: City Councilwoman Anne Sinclair, former City Councilwoman Frannie Heizer, Diane Sumpter of DESA Inc., and Rebecca Gonzales of Sam McCuen/Gonzales Consulting.

For more information, contact Wendi Nance at 252-2151.

HUMAN RESOURCES

- BLUE CROSS BLUE SHIELD - New handbooks have been printed and are available in Human Resources at City Hall along with Provider Books. There is an error that we have found in the book with the effective date 7/1/2002. The new book states that retirees have dental coverage. Retirees do not have dental coverage and have never had coverage since the plan began.

- PREVENTIVE BENEFITS - There is no $15 co-pay if you go to the doctor for a routine physical. The maximum paid for a routine physical is $100.

- SC DEFERRED COMPENSATION, 401K AND 457 - You may now go online to make any changes to your plan at www.scrs.csplans.com Their local phone number is 803-754-7997 or toll free 1-866-826-7283.

- MARK YOUR CALENDAR - A "Planning for the Future" seminar will be held on September 18, 2003. Mark your calendar and plan to attend. The registration form will be in the next *Inside Columbia*.

ESAC COMMITTEE

The Employee Special Activities Committee (ESAC) hosted its annual Citywide Garage Sale on July 19 at the BellSouth Parking Garage. City employees and citizens alike were able to sign up for a space and make some quick cash.

The "Mega-Garage Sale" was a great success with a wonderful turn-out by shoppers and buyers alike.

Participants were able to sell new and old items, as well as some homemade crafts during the event which lasted from 7:30 a.m. - 12:00 noon.

The City would like to thank members of the ESAC Committee for all of their help in coordinating this event! We would also like to thank BellSouth for partnering with us and making this event possible through the use of their parking garage.

ESAC Committee Meeting Schedule

August 20, 2003
September 17, 2003
October 15, 2003
November 19, 2003
December 17, 2003

July/August 2004 | Banner Sets S.A.I.L. pg. 2 | *Get SET* for Opportunity pg. 6 | Hometown Hero pg. 9 | 13

CITY of COLUMBIA, S.C. JUSTITIA VIRTUTUM REGINA

INSIDE COLUMBIA

THE NEWSLETTER FOR CITY OF COLUMBIA EMPLOYEES
"EVERYBODY COUNTS, EVERYBODY CONTRIBUTES, EVERYBODY BENEFITS"

Creating Opportunities for All Citizens:

CITY NAMED EMPLOYER OF THE YEAR

Mayor Coble receives the Employer of the Year Award from Preston Winkler.

The success of Columbia and its citizens is arguably one of the most important jobs City administrators face everyday. Partnerships with area agencies often provide the keys to this success and are mutually beneficial.

The City was recently honored by the Greater Columbia Community Relations Council (GCCRC) as the Large Employer of the Year for 2004. Mayor Bob Coble accepted the award on behalf of the City at the GCCRC's annual luncheon held on June 22.

The GCCRC is celebrating its 40th anniversary this year, continually working to promote positive relationships within the community, equal opportunity and fair services for all members of the community and awareness and appreciation of cultural diversity. The four areas of concentration for the GCCRC are employment, housing, youth leadership and education.

"Ultimately, our goal is to improve race relations; to have persons of all backgrounds working together to improve the quality of life for everyone," said Preston Winkler, executive director of the GCCRC. "I think the City is obviously very concerned about our workforce and having jobs available. This year, the City was able to place more of our referrals than any other business."

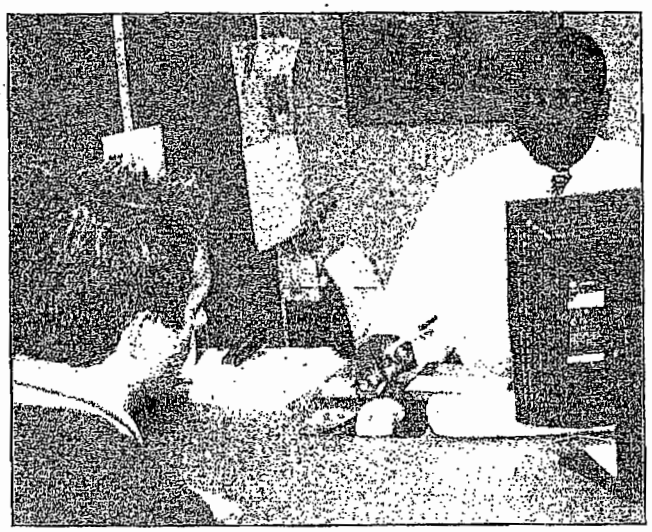
The GCCRC works primarily in underprivileged neighborhoods where employment or underemployment levels are very high. They set up workshops and hold job-training seminars in an effort to help these individuals gain a background that will lead to steady employment. The GCCRC also conducts job screenings and makes referrals to area businesses that will give these individuals the chance to succeed. This year, the City was able to place 57 candidates referred by the

(continued on page 5)

FULL SPEED AHEAD

After Months of Preparation, Banner CIS Finally Sets S.A.I.L.

Mark Doughman with Sungard helps Linda Nutry, a clerk with the Collections Division, navigate the new software after the system went live on June 7.



Eric Williams, a customer service representative with the Water Customer Service Department, helps a citizen set up his water account using the new Banner CIS software.

On June 7, 2004, the City of Columbia transitioned to its new utility billing system, called Banner CIS.

Developed by a local software systems firm, INDUS (formerly known as SCT Corporation), the Banner CIS software will improve delivery of City services, including water, wastewater, solid waste and parking garages, by centralizing and enhancing data management for these services.

"I am really proud of my team for making the transition so successful," said Missy Caughman, project manager for the installation of the new software. "They have all worked extremely hard to make sure that we would have as few problems as possible when it came time to go-live."

Core Team members representing various City departments included Toney Abbott, Angela Adams, Denny Daniels, Dee Epps, Carmen Flemming, Maria Melonas, Ronda Rhoden, Daryll Sharp, Frances Tillman, Mark Johnson, Luz Giraldo, Ed Steinmeyer, Tawana Shine, Sally Cargile, Barbara Andrews, Judy Simons, Shannon Lizewski, and Synithia Williams. Management involvement included Bobby Hecker, Dana Turner, John Dooley, James Johnson, and Cathy Alexander. The team from INDUS included Jermaine Britton, Villi Jordanova, Kerry Stillinger, Ming Ding, CJ Carlisle and Project Manager Robert Hunter.

There were four basic steps to implementing the new utility billing system:

1. Explore the Banner software and identify impacts on current business practices and assist management in outlining possible changes to business practices.
2. Configure the software through outlining system rules and validations, including service types, procedures and rates.
3. Implement User Acceptance Testing to ensure that the software performs effectively based on specific business practices.
4. Training and support for all staff expected to utilize the new software.

The success of the Banner CIS installation required the collaboration of numerous departments and truly was a citywide effort. The implementation process began in October 2002 and marks the beginning of a new era in city utility services and billing. Congratulations to all of the members of the Banner CIS Implementation Team on a job well done!

HR UPDATE

P.O.W.E.R. COMPANY

TN Development Corporation Receives $10K Grant

With a new program dedicated to helping individuals reach their full job potential, the TN Development Corporation is the place to go when you need *P.O.W.E.R.*

Since the beginning of 2003, the Two Notch Development Corporation (TNDC) has been supplying *P.O.W.E.R.* to the neighborhood. *P.O.W.E.R.* stands for Providing Opportunities for Work by Empowering Residents. The *P.O.W.E.R. Center* is an employability and computer skills training center located at Oak Hill Apartments and was established through the generosity of the Columbia Empowerment Zone to help provide a comprehensive professional and personal development skills training program for the community with an emphasis on computer, employment and personal development skills training. Its' goal is to provide this comprehensive training in order to enhance and improve the economic stability and growth of the residents of the TNDC apartment communities and surrounding neighborhoods.

The program has recently been able to expand its reaches and help its participants increase their chances of success through a $10,000 grant from the Sisters of Charity Foundation. Students at the Center were originally provided with fifteen weeks of hands-on training in such areas as conflict resolution, communication skills, resume development, interview skills, and basic math, reading and computer skills such as Microsoft Word, Excel and Powerpoint. After two graduating cycles, TNDC staff began evaluating the program to determine where it could be improved.

"We discovered that a lack of confidence still existed," said Michelle Prevost, district manager for the TNDC. "Participants may have done well during the program, but later became overwhelmed and unsure of themselves when it came to actually being on the job independently."

The Sisters of Charity Foundation grant will allow for a second component to be added to the *P.O.W.E.R. Center*. Students now have the opportunity to participate in a competitive On-the-Job Training (OJT) Work Experience. For twelve weeks, students will be matched with a local employer, learning a new job skill, while receiving a small stipend paid by the Center. During this OJT experience, the student is given the opportunity to continue developing their employability skills through the coaching and support provided by the employer and the *P.O.W.E.R. Center* staff.

Prevost emphasized that although all participants are eligible for the OJT, it is not a guarantee that they will receive it. "They have to earn that experience," she said. "It is based on skill level, attendance, application and interview process and encourages students to strive to be better and really apply themselves."

The program, which is open to any Columbia resident and EZ resident who is unemployed or underemployed, will place students with employers ranging from grocery stores and fast food restaurants to banks and municipalities.

"This grant will allow us to make a greater impact in the community," said Deborah Livingston, executive director of the TNDC. "We are excited about the opportunities we can now offer."

For more information, please call Michelle Prevost at 734-3314.

WORDS OF PRAISE

Citizens Applaud Employees for a Job Well Done

Once again, *Inside Columbia* has received letters thanking City staff for the excellent job they do everyday and for even saving a life:

Dear City of Columbia,

At approximately 0100 hours on Friday, April 16, 2004, my wife awoke unable to breathe due to a polyp on her vocal chords that was blocking her airway.

After calling 9-1-1, Engine 8 with Captain [Christopher] Boyd and two other firemen responded, arriving before the ambulance. According to Dr. David C. Wynn in the Emergency Room at Providence Hospital, had not Capt. Boyd responded so quickly and assisted her breathing with oxygen, she would not be with us today. Emergency surgery removed the polyps.

Both my wife and I are so grateful to Capt. Boyd, not only in this matter, but for all that Engine 8 does for this community they serve.

My wife and I celebrated our 49th wedding anniversary on March 28, 2004, and are now looking forward to our 50th and beyond.

Sincerely,

Calvin & Retta Irwin

Dear Ms. [Melissa] Gentry,

I just want to tell you what a great, professional group you have working on projects. Everyone from Lee [Honeycutt in Public Works], Robert [Sweatt in Public Works], Dana [Cannella in Public Works] and Hung [Huynh in Engineering] were wonderful to work with and did an excellent job. They are a very professional group of people.

Morgan D. Grimball
Grimball, Cotterill & Associates

EMPLOYEE NEWS

CONGRATULATIONS & SYMPATHY

yne Lucas (Fire) and his wife, Robin, on the June 16, 2004 birth of their daughter, Emma MacKenzie.

n Davis (Street) and his wife, Dee, on the June 24, 2004 birth of their son, Aidan Christopher.

chael Steele (Support Services) on the loss of his father, Ben Steele, Sr., on June 23, 2004.

ie Bright (Fire) on the loss of his mother, Kathy Bright, on July 4, 2004.

e City mourns the loss of **McDowell Fortune**, Water Maintenance Superintendent (ret.), on July 10, 2004.

ert Thomas (Street) on the loss of his grandmother, Rebecca Davis, on July 10, 2004.

Dear Alice [Williams in Purchasing],

Thank you for your assistance in processing the invoices we submitted. You were most gracious and extremely helpful in explaining your accounting system and procedures, in walking through the invoices and information submitted, and in clarifying the overall situation.

If I, or my staff, may be of any assistance to you, please do not hesitate to call. Again, thank you for your help.

Sincerely,

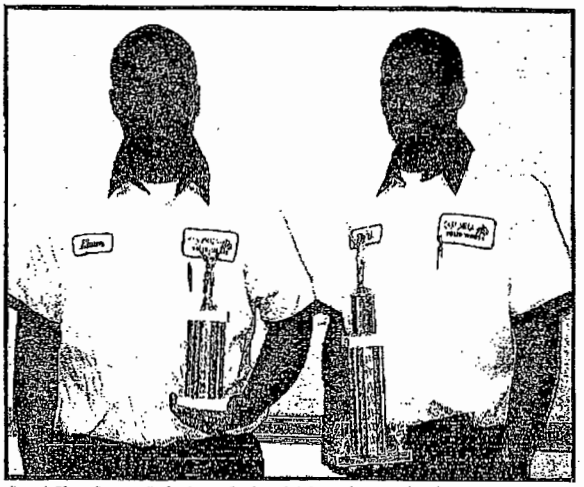
Randall "Mack" Jackson
President & CEO
Sunrise Enterprises of Columbia, Inc.

URBAN COWBOYS

City Employees Participate in "Road-eo"

In May, for employee appreciation, the American Public Works Association sponsored the 14th Annual Regional Backhoe Rodeo at the City of Columbia Public Works Facility.

The event took place during National Public Works Week. A total of seven employees participated in different events in competitions at two different levels, city and regional. The purpose of the event was for the City of Columbia to show the employees that all their hard work and dedication to the City is appreciated. The City competition, which was held on May 14, included seven competitors. The winners were, 1st place: Richard Dixon, 2nd place: Jimmy Thomas, and 3rd place: Harry Rice. All of the winners of the City competition are employed with Columbia's Wastewater Division. Those winners advanced to the regional competition in which employees from Richland, Camden, Lexington, and West Columbia also participated. The winners of the regional competition were, 1st place: Harry Rice, 2nd place: Jeff Goegeline (Lexington), and 3rd place: Todd Frick (Lexington). Participants had to use a backhoe (construction machinery) in order to maneuver through certain obstacles at the lowest time possible. The events included the pipe roll, pipe and pipe, and golf ball pipe. The Volvo Backhoe construction machinery was provided by Mr. L. B. Smith.



(l to r) Elmer Jones & Kadri Diggs (both in SolidWaste) won 3rd and 1st respectively in the Automated Truck Division of the Truck Road-eo.

EMPLOYER OF THE YEAR

(Continued from page 1)

GCCRC, more than any other large employer.

"This award recognizes the integral role that the City has for the citizens of Columbia and that the viability of the city depends upon employment and a workforce that contributes to the entire community," said Winkler.

Lisa Young, employment director for the Council, also cited the City's Work Initiative Program for its ability to provide Columbia with a well-trained labor force.

"We overwhelmingly support that program," said Young. "We've become much more involved with the City's Work Initiative Program, which is directly in line with the mission of the Council."

> "The City is committed to helping all of our citizens to be the best that they can be..."
>
> - Mayor Bob Coble

"Obviously we are honored to have been chosen for this award," said Mayor Bob Coble. "The City is committed to helping all of our citizens to be the best that they can be and our partnership with the Greater Columbia Community Relations Council is further evidence of the great things that can be accomplished when we work together towards our common goals."

To find out more information about the Greater Columbia Community Relations Council and the programs they offer, please call 733-1130.

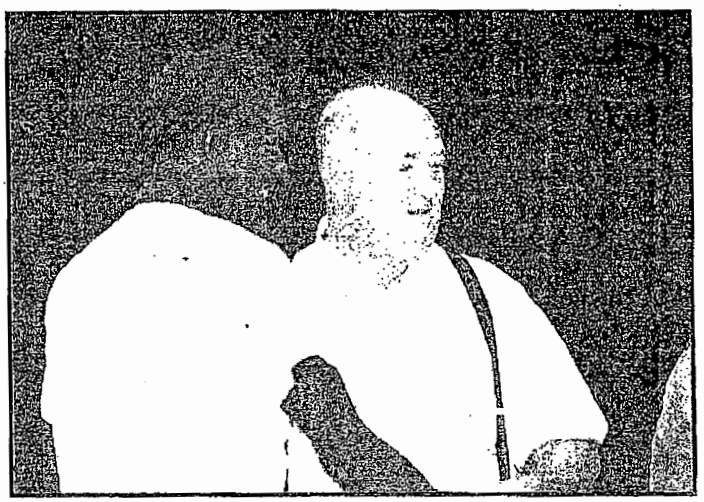
GET *SET* FOR OPPORTUNITY

On Tuesday morning, May 18, numerous City department heads and staff gathered at the Richland One Adult Community Education Center for a special ceremony to recognize the educational achievements made by participants of the Get *SET* program.

An initiative conceived by City Manager Charles P. Austin, Sr., Get *SET* (Get Skills Enhancement Training) is based on the concept that employees are a key asset in providing quality services to citizens, and a solid foundation of basic skills is essential if the City is to remain competitive in a rapidly changing environment.

Prior to the ceremony, breakfast was served in celebration of a productive and successful year. During the ceremony, Get *SET* supervisors and instructors made inspirational remarks to GED recipients and remaining students. Greater Columbia Literacy Council Director Deborah Yoho states, "It's been a gift and a blessing. The program has given me an opportunity to do what I have been called to do, and the students are worth it." Leshia Utsey, Public Relations director, presented forty-one employees with the annual certificates of completion. The poem "It Couldn't Be Done" was read by Ellen Senter, a Get *SET* instructor, and GED recipient Jermaine Holman gave words of encouragement to close the program.

"It is an absolutely wonderful program, one of the many benefits the City offers our employees," explained Melissa Smith-Gentry, Public Works director. "It provides employees who do not have a high school diploma the opportunity to get their education and basic skills needed on the job and to build up their self confidence. I hope that the other employees are encouraged by their co-workers."



Charles Daniel congratulates one of his employees, Neil Wood, during the Get SET certificate ceremony.

After the ceremony, Holman, of the Solid Waste Division, stated, "The program is successful, and students put their hearts into it. Don't quit, because if it's in your heart, there's no reason why you wouldn't be successful."

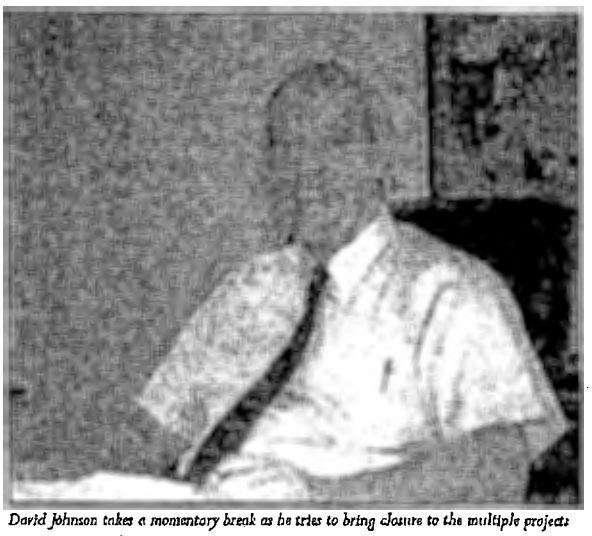
Since program implementation on September 16, 2003, two city employees have received a General Equivalency Diploma from the program. Holman and Dana Daniel were the first students to receive their GED through the Get *SET* program. Holman is researching the City's Tuition Reimbursement Plan and plans to attend classes at Midlands Tech. A fast track component had to be created in which ten of the pre-GED students were placed; seven students have advanced from basic education to the pre-GED phase. Daniel stated, "We attended school during the working hours so I was able to spend time with my little girl at home. Get *SET* is a nice program. It helped me achieve my goal."

Currently, forty-one City employees are enrolled in the Get *SET* program. The GED fast track, the advanced level, requires students to work harder and prepares them for GED testing. Assessments are given in areas where students may need assistance to improve the quality of the education process. Anyone who may be interested in enrolling in the Get *SET* program can contact Training Administrator Marshell Johnson at 545-3029.

The Get *SET* program has created a tremendous impact in the lives of City employees by improving the quality of their education, which helps create a better life for their families, thus making our city an even better place to live.

David Johnson Retires

The Department of Engineering's director received a wonderful send off on June 30, 2004, his last day on the job.



David Johnson takes a momentary break as he tries to bring closure to the multiple projects he administers before his retirement on June 30.

David Johnson ended his tenure with the City after twenty-two years of service. Johnson, who began as a Civil Engineer I in December 1979, has seen quite a few changes during his time, and is proud of the work his department has achieved. Prior to the mid-90s, the department focused on water and sewer construction.

"But because of funds that have become available in the last eight to nine years, a lot of our energy has gone towards the many streetscaping projects," said Johnson.

The storm water utility also provided additional opportunities for the Engineering staff, which surprisingly has grown only minimally to meet the new demands of the department.

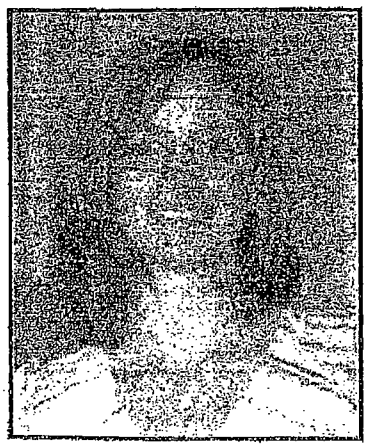
It is at this point in the conversation, when Johnson talks about his staff, that he seems to be the proudest.

"We've been able to hire high quality employees who have been able to move into higher positions in the City," Johnson said, and then quickly rattled off three Engineering success stories: Missy Smith-Gentry and Tom Ward, both promoted to department heads (Public Works and Construction & Facilities Management, respectively), and Shawn Epps, promoted to Special Projects Administrator working alongside Assistant City Manager Steve Gantt.

"It's the people I will miss the most," said Johnson about life after the City. "I've got four excellent division heads -- you couldn't ask for better, and quite frankly, those are the people who have made this department what it is."

After taking some time off to travel through the United States, Johnson hopes to stay busy after retirement by finding another position in the private sector that will allow him to continue doing what he loves, working as a civil engineer.

And Then There Were Two



Dana Daniel is ready for success thanks to the Get SET program.

On May 1, Dana Daniel nervously opened the envelope that would reveal her future.

First, she made sure she was alone and then she peeked into the envelope to reveal her score on the General Educational Development (GED) test.

"I was so nervous at first," said Daniel, a Water Customer Service Clerk in the Water Customer Service Department. "But once I saw the results, I was so relieved. I tried to call my parents to tell them, but no one was home!"

Daniel is now the City's second graduate of the Get *SET* (Get Skills Enhancement Training) Program. She was able to obtain her GED in one academic school year through this program, which offers City employees the opportunity to earn their GED.

"I feel more confident about myself now and am one step closer to achieving my other goals," said Daniel. "This opportunity has opened so many doors for me. I want to continue with school and get a college degree."

Daniel encourages other City employees to take advantage of the Get *SET* program.

"It wasn't easy, but I know now that I can do what I set my mind to, and that is a great feeling."

HELPING HANDS

Fundraising Campaign in Full Swing for United Way

Planning for the 2004 United Way campaign is already underway, and not a moment too soon. With an ambitious $78,750 goal for this year, the 2004 Committee has quite a challenge ahead of them. Members of this year's committee include Missy Smith Gentry, Deborah Livingston, Gladys Brown, Judy Spell, Bradley Anderson, David Knoche, Robert Anderson, Estelle Young, Sonya Convington, Carmen Floyd, Shirley Dilbert, John Dooley and Valerie Smith.

In an effort to offer more participation opportunities, a plethora of activities have been planned for this year's campaign. In addition to the annual Public Works Luncheon, Inspections Department Golf Tournament and Engineering's Tricycle Race, efforts are being made to host a bowling tournament, softball tournament and basketball (HORSE) competition. These activities are being planned by various departments and will be sure to provide all employees the opportunity to participate in their favorite event. Each department is encouraged to host a fundraising event. There are many opportunities for departments to offer a hot dog, bake, or ice cream sale in conjunction with activities being planned by another department.

Mark your calendar for these upcoming events and keep your ear to the ground for additional opportunities to help us reach our goal:

911/311 Communications Bake Sale
(in conjunction with Public Works Cookout on August 6)

Fire Department Barbeque
August 20, 2004
Contact David Bagwell at 733-8521

Police Department Bowling Tournament
August 28, 2004
Contact Sgt. D.J. Speaks-Scott at 545-3553

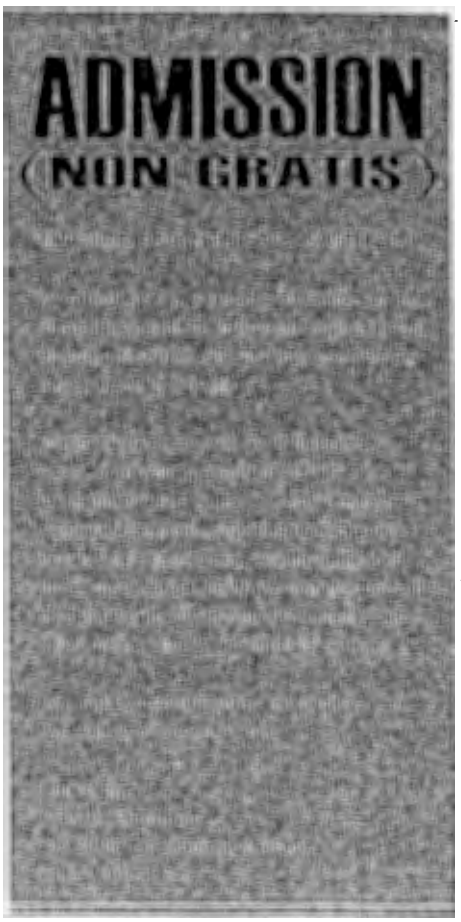
Public Works Cookout
September 24, 2004 - 12 noon
Contact Amanda Gunter at 545-3790

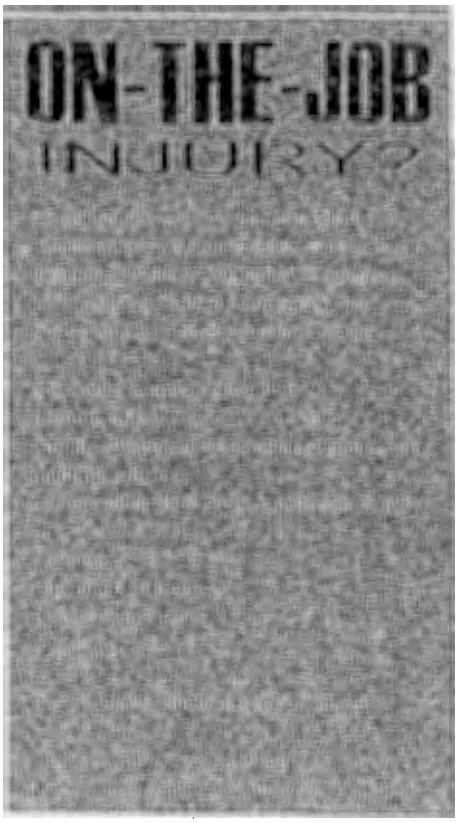
Building Inspections Golf Tournament
September 24, 2004
Contact Donny Phipps, Jerry Thompson or Billy Kennett at 545-3420

Engineering Department Tricycle Races
(In conjunction with Employee Luncheon on October 21, 2004)
Contact Susan Leitner at 545-3400

Softball Tournament
Additional information to be distributed soon

City Wide Pledge Card Campaign
October 11 - November 15, 2004





HOMETOWN HERO

Hard Work and Determination Made the Difference for One Man

Millions of people across the world begin each New Year with a list of changes, hoping to transform their lives. By May, one man had already completed his.

Glenn Figgures has turned his life around thanks, in part, to the City of Columbia.

Glenn A. Figgures, Jr., a maintenance worker in the Solid Waste Department, was released from a Florida prison on December 31, 2003. Within five months, he had completely turned his life around with a list of accomplishments that put most New Year's resolutions to shame.

"When I got out, I planned on going to Atlanta to pursue my dream of being a hip-hop artist," said Figgures. "But my mom said, 'Please come home and get your GED first.' So that's what I did."

Figgures temporarily put his musical aspirations on hold and was in Columbia for less than three weeks when his GED teacher recommended that he look into the City's Work Initiative Program (WIP).

"At first, it was just about going to school and getting paid for it, but then it became more about looking at my future."

Over the next few months, Figgures' future continued to get brighter. He completed his GED and classroom instruction for his Commercial Drivers License and was inducted into the National Honors Society, all through Richland County School District I Adult and Community Education. He also finished the WIP program and gained employment with the City. Figgures worked with SC Vocational Rehabilitation and the Workforce Investment Act to help him manage his bills, provide tools, uniforms and other services, obtain driver's insurance and even find his own place to live.

Securing his own apartment was particularly important, especially since Figgures also gained custody of his two daughters, aged 5 and 7.

"The motivating factor for me to stay on the right track *is* my girls," Figgures said, a huge smile crossing his face.

Figgures said he could not have been so successful if it had not been for the WIP, administered by Tony Lawton.

"This program is about giving people opportunities," said Lawton. "Someone gave me an opportunity, therefore I feel it's my duty to provide others the same."

Figgures' story was featured in a special program that aired on South Carolina Educational Television (SCETV). The 30-minute program, called *Carolina Works*, is coordinated by the SC Employment Security Commission to address economic issues, current work-force trends and the many educational and partnership opportunities individuals and companies can use to help create a healthy economy for our state. A segment titled, "Hometown Heroes," highlighted Figgures and the many achievements he has made by utilizing the resources that are available to any citizen who wants more out of life.

Figgures said he was excited about being on TV. "Just make sure they get my good side," he laughed.

Carolina Works began airing July 5, and repeated throughout the month.

GARY A. JOHNSON, JR.

May Employee of the Month

Gary A. Johnson, Jr. is the City of Columbia's May Employee of the Month. He has been employed by the City for ten years as a Lead Operator at the Canal Water Treatment Plant.

Johnson's dedication and commitment to the City has been proven through his membership in the plant's "Zero Club" for the past three years and the "720 Club." Both of these are high honors that are not easily achieved. To be a member, you cannot have used any sick leave and must also have accrued 720 hours of sick leave.

Johnson has a very positive attitude, works well with all plant employees and has gained the respect of his co-workers. His duties include checking the water quality at various stages of treatment and making the appropriate adjustments to ensure that regulations are being met. Johnson also monitors the water storage tanks and booster pumps in the distribution system and makes the necessary adjustments to maintain adequate water pressure at all times.

Johnson has shown time and again his skills and knowledge as a Lead Operator, and always works conscientiously and diligently to achieve all of the City of Columbia's goals. His dedication, positive attitude and his willingness to learn and implement new methods and technologies have allowed the City to provide very high quality drinking water to its customers.

Congratulations to Gary A. Johnson, Jr., the City of Columbia's May 2004 Employee of the Month.

CRYSTAL A. BROWN

June Employee of the Month

Crystal A. Brown has been a Community Safety Officer with the City's Division of Community Safety/Professional Standards for two years. She was first assigned to the University Neighborhood where she set the standard for other community safety officers. Brown played a significant role in providing the continuity needed between the citizens in the area and the City of Columbia. She has received countless praises from citizens for her dedication, initiative and enthusiasm. This attention and service that the City was providing sparked a new interest in other neighborhoods throughout the city. In part due to Brown's fervor for her job, it was not long before every other neighborhood was requesting their very own community safety officer.

Brown was later reassigned to the Canal Water Treatment Plant to protect its physical security by patrolling the perimeter on foot and controlling the gate access. She embraced her new assignment with open arms and has since taken the initiative to perform tasks outside of her job description. Brown keeps other community safety officers informed by passing on orders from the supervisor and distributing interoffice memorandums, payroll sheets and handles other logistical matters. Brown is always quick to take on extra responsibility and will report to work at the drop of a hat when one of her colleagues calls in sick or takes vacation. Her knowledge and devotion has earned her the respect of her co-workers and supervisors alike. This nomination recognizes the outstanding day-to-day efforts of such an exemplary employee.

The City is proud to honor Crystal A. Brown as the June Employee of the Month.

SPARE SOME CHANGE?

Local Teens Make a Difference in Columbia Communities

How often do you get the opportunity to change the world?

Whether that be your own world, or someone else's is a whole other question, but there is a program that strives to answer both of these in one fell swoop. World Changers, a program sponsored by the North American Mission Board of the Southern Baptist Convention, has been changing the lives of its participants, its recipients, and the world as a whole for fourteen years now. In Columbia, they have been active since 1997.

Within the city limits of Columbia and in partnership with the City of Columbia's Operation Paintbrush program, World Changers comes once each year during the summer to rehabilitate homes that are desperately in need of repair. Materials are supplied by the City of Columbia and labor is supplied by teams of youth from all over the United States who are eager to perform this mission work.

The spring of 2003, however, was the beginning of a new program that expanded the World Changers program even further. While teams of youth can come from all over the United States during the summer months with World Changers, this new program, called Metro Changers, takes local teams of youth during spring break and involves them in projects right where they live.

In April of this year, Metro Changers was again in Columbia, working in partnership with Operation Paintbrush, to help improve the exteriors of four Columbia homes. The four residences were selected based on certain criteria including a low annual income, as recommended by the Community Development Department. Three of the houses are in District I and the fourth is in District II.

John Hert, the volunteer coordinator for South Carolina World Changers, said that the program is a win-win situation for all involved.

"We provide the expertise to repair houses for homeowners who could otherwise never get it done. It is good for homeowners, the city, the community, but especially for the young kids who participate," said Hert.

The owner of one such house received a handicap ramp that will allow her to more easily get in and out of her home. A team of four students and one crew chief spent three days building the ramp for the grateful resident. None of them seemed to mind that they were giving up their spring breaks to make these home improvements.

"What else am I going to do? Sit at home and play on the Internet and get a tan? No, I would rather be out helping somebody," said seventeen-year old Helen Bryant, who counts this as her fifth mission trip.

This is the first mission for sixteen-year old Xavier Hernandez, but he said he was glad to do it.

"My church [North Columbia Baptist Church] was doing this and I thought it would be a lot of fun," he said. "It's really rewarding to start with nothing in the beginning and see what we've been able to put together."

Metro Changers helped repair seven other homes in Lexington and Richland counties this spring and World Changers will return to Columbia this July to build on their previous successes and improve more people's homes and lives.

Operation Paintbrush is a year-round housing program of the City of Columbia's Community Development Department. It is a grant program that supplies exterior paint to eligible homeowners after cleaning and repairs have been completed. Unfortunately, many of the applicants to Operation Paintbrush either do not know how and/or cannot afford to make the initial repairs, and therefore cannot receive the paint. Thanks to World Changers and Metro Changers, many of these homes are repaired AND painted.

For more information on Operation Paintbrush in Columbia, please call the City of Columbia's Community Development Department at 545-3373.

Philip Frye and Xavier Hernandez build a handicap ramp for Metro Changers.

City of Columbia
Department of Public Relations
P.O. Box 147
Columbia, SC 29217
"Connecting Our City Through Communication"

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AUG 2004 SEP

14: - Summer Concert Series / Finlay Park / Every Saturday through August 28
- Jazzy Saturday Mornings with Skipp Pearson / Columbia Music Festival Association Every Saturday through August 28

19: Vista After 5 Concert Series / Every Thursday through October 21

26: Five After Five Concert Series / Every Thursday through October 14

28: Jubilee Festival of Heritage / Mann Simons Cottage

4: - USC at Vanderbilt - First Game of the Season
- Downtown Magnolia Market (every Saturday in September) / Main & Hampton
- Palmetto Capital City Classic / Williams-Brice Stadium

6: Labor Day / City Offices Closed / Garbage & Recyclables will be collected

10: Jazz in the Box / Columbia Music Festival Association

11: USC vs. Georgia - First Home Game

14

City of Columbia

EMPLOYEE AND RETIREE HEALTH COVERAGE

Revised 9-1-88

CITY OF COLUMBIA
SOUTH CAROLINA
OFFICE OF THE CITY MANAGER / CITY HALL / POST OFFICE BOX 147 / COLUMBIA, S.C. 29217 / (803) 733-8223

TO ALL OUR FULL-TIME AND RETIRED EMPLOYEES

All of us appreciate the need for insurance.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Hospital, Medical and Major Medical Insurance.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct affect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 100% payment for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the insured, play the greatest role in helping to slow down the ever-increasing costs of health insurance. You keep your insurance affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and share it with your family so that each of you will understand the benefits and protection available. Please keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Graydon V. Olive, Jr.
City Manager

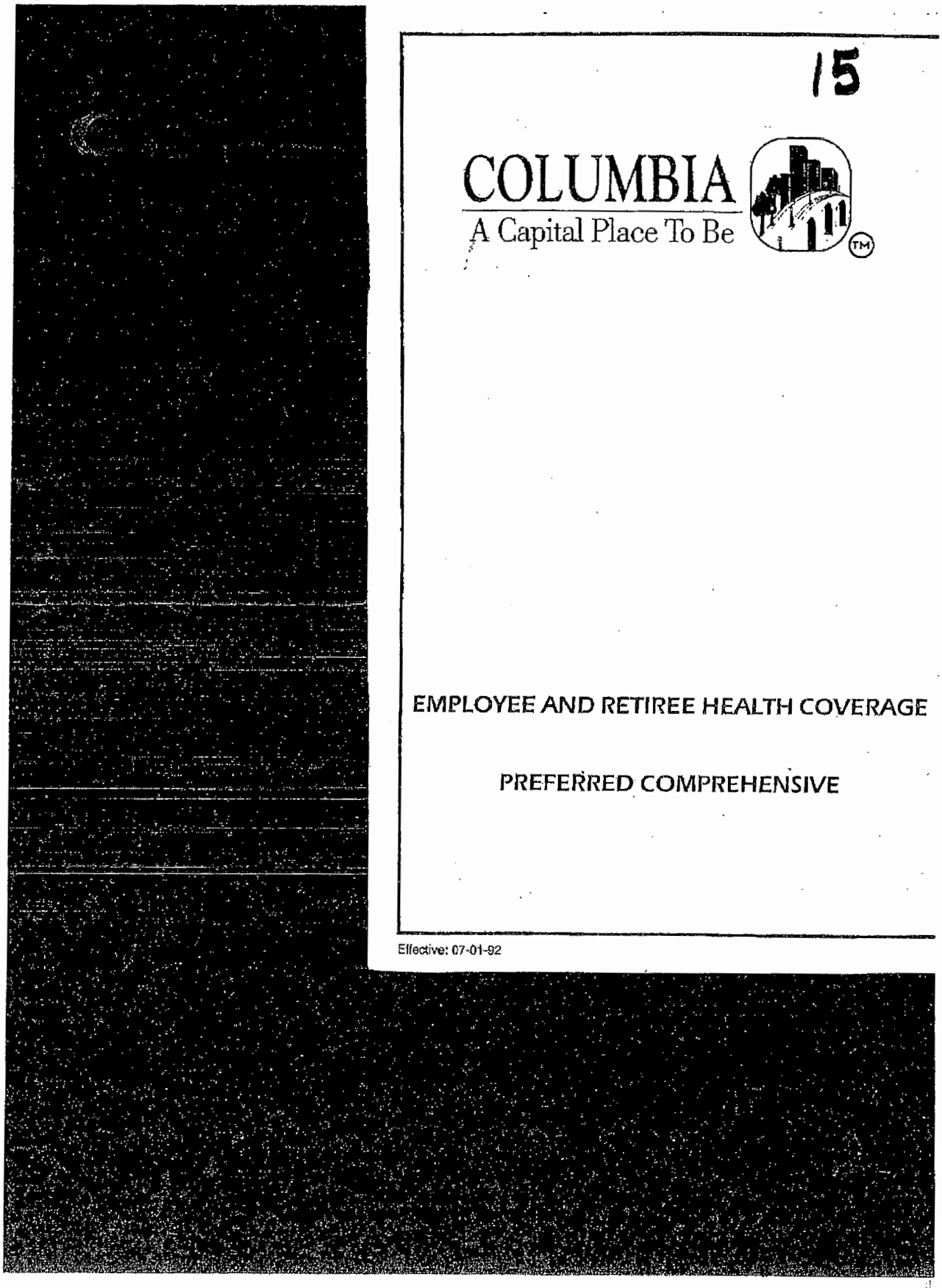
15

COLUMBIA
A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

Effective: 07-01-92



COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 100% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

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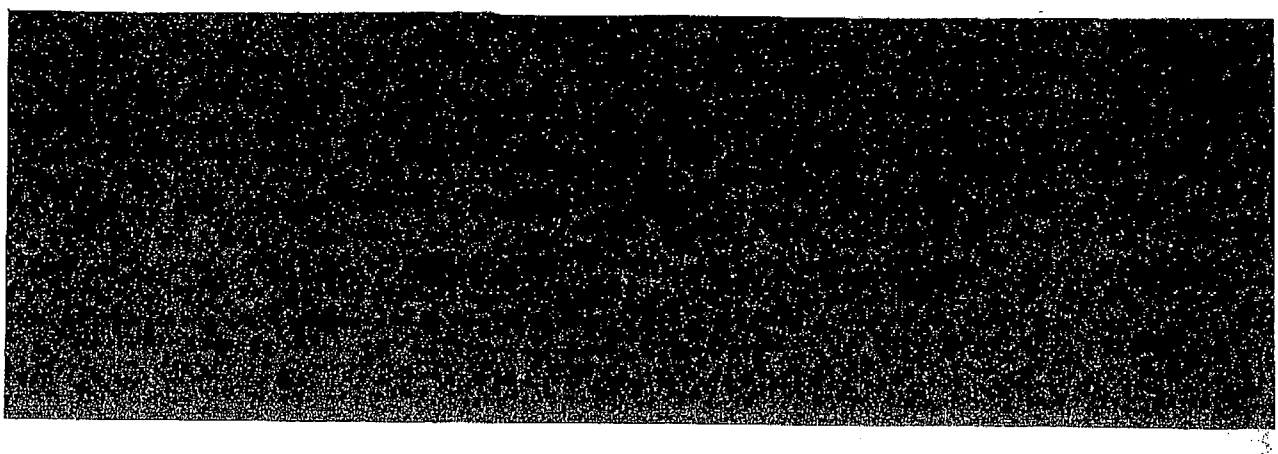
If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.



16

COLUMBIA
A Capital Place To Be ™

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

Effective: 09-01-94

COLUMBIA
A Capital Place To Be

TO AEL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

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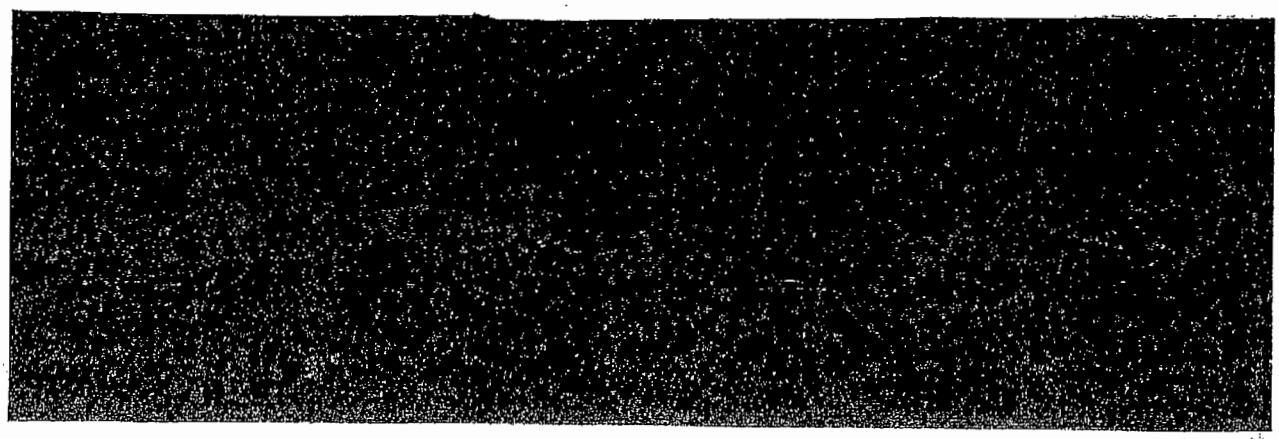

17

COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH AND DENTAL COVERAGE

PREFERRED COMPREHENSIVE AND DENTAL

Effective: 07-01-97

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

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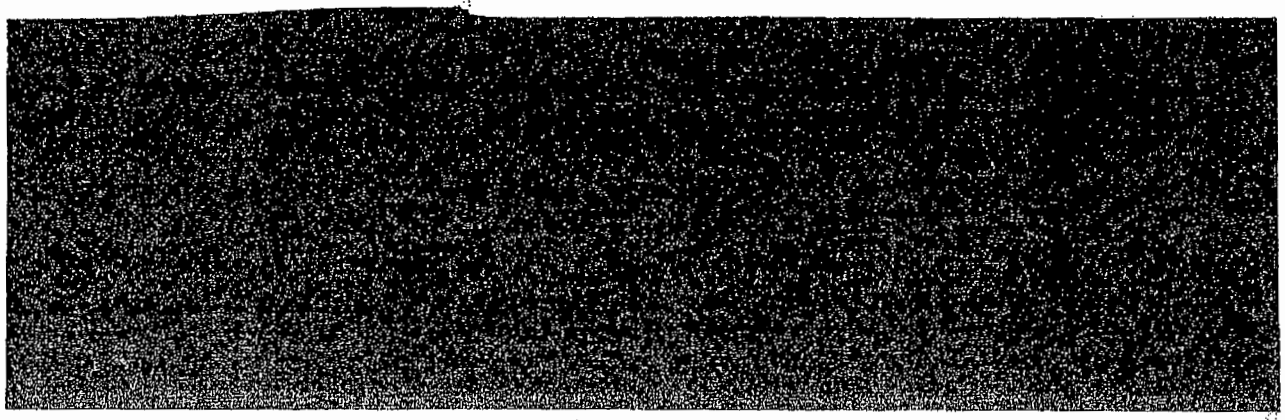

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COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH AND DENTAL COVERAGE

PREFERRED BLUE AND DENTAL

Effective: 08-01-99

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Blue facility for surgery done on an outpatient basis have been added to help control these escalating costs.

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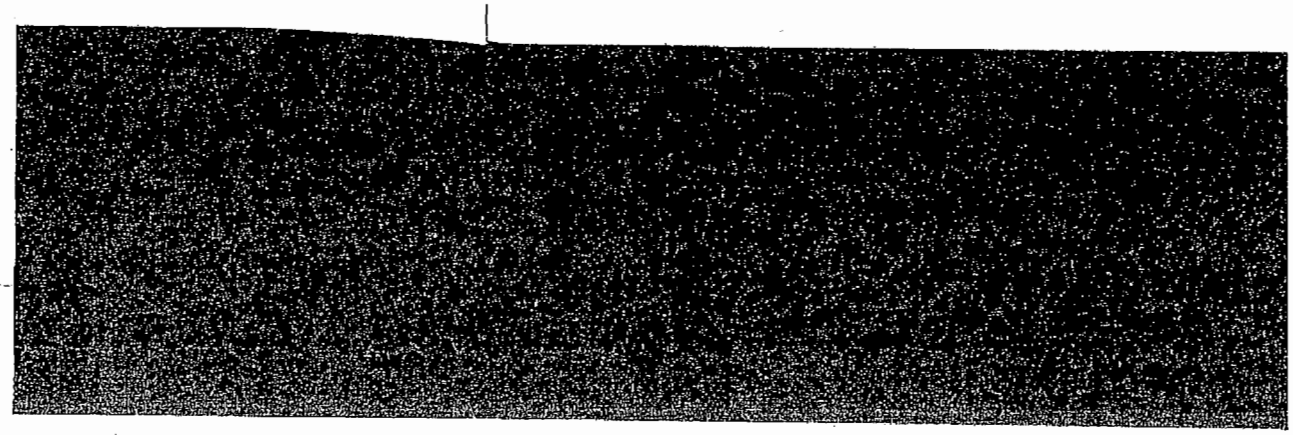

19

COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH AND DENTAL COVERAGE

PREFERRED BLUE AND DENTAL

Effective: 07-01-2002

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage. As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Blue facility for surgery done on an outpatient basis have been added to help control these excalating costs.

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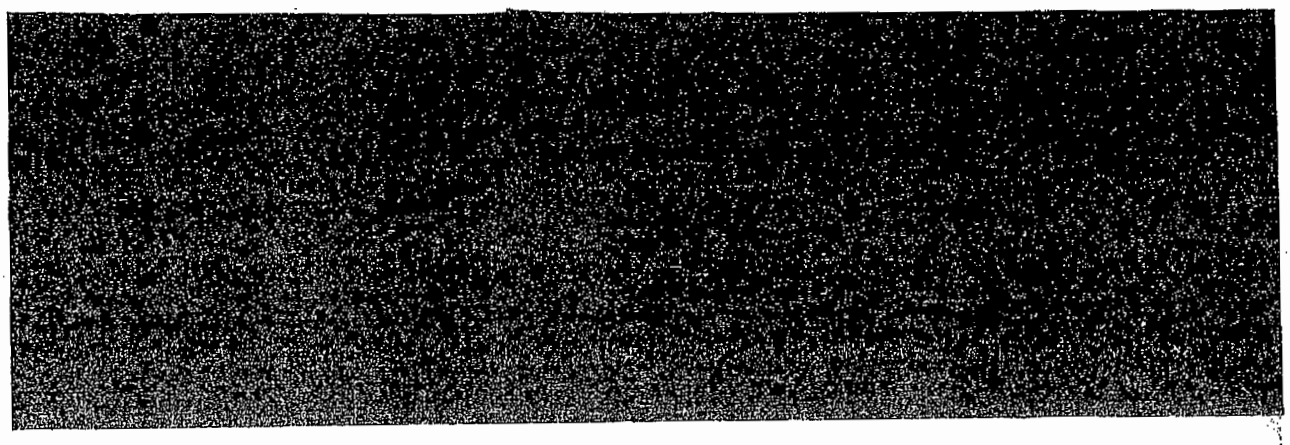

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COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE
HEALTH COVERAGE

PREFERRED PROVIDER

July 1, 2004

22

CITY OF COLUMBIA

SOUTH CAROLINA

July 3, 2007

Arthur C. Gilliam III
107 Bishopgate Rd
Columbia SC 29204

Dear Mr. Gilliam:

Congratulations on your retirement. According to our records you will be retiring effective 6/29/07. Please be sure the SC Retirement System has counseled you prior to your retirement date. Also, you may be eligible for the City Retirement Bonus. See your department for details.

You have the option of continuing your health insurance under the City of Columbia's Retiree Health Insurance. If you wish to do so, please complete the highlighted sections of the enclosed change application. To avoid health coverage cancellation, the application must be completed and returned within 31 days of the above date in the return envelope.

Under the current policy, the City pays retirees' portion of the health premium. Therefore, no monthly payments are necessary. You need only to complete and return the enclosed form to continue your health coverage. Currently, retirees are not eligible for the dental plan. Your dental coverage will end 7/1/07. You may enroll for Dental under COBRA. Blue Cross will notify you.

When you become eligible for Medicare you are expected to take out part A and Part B. It will not be necessary for you to participate in Medicare Part D, the drug coverage, since ours has been shown to be as good or better at no extra cost to you.

Please contact me if you have any questions at 545-3007.

Sincerely,

Mona Holliday

Mona Holliday
Benefits Administrator

retsngl.cov

STATE OF SOUTH CAROLINA)	IN THE COURT OF COMMON PLEAS
)	
COUNTY OF RICHLAND)	IN THE FIFTH JUDICIAL CIRCUIT
Basilides F. Cruz; Joseph A. Floyd, Sr.; Arthur C. Gillam, III; Alma C. Hill; Barry N. Martin; Charles F. Morris, Sr.; and Joseph A. Smith,)	Case No.: 2009-CP-40-5680
)	**STIPULATIONS OF FACT**
Plaintiff,)	
vs.)	
City of Columbia ,)	
Defendant.)	

Larry Strickland, Denious Dimery, and Bailey McClinton,)	Case No.: 2013-CP-40-05097
Plaintiffs,)	
vs.)	
City of Columbia ,)	
Defendant.)	

1. The parties stipulate to the following facts regarding each Plaintiff:

   A. Mr. Arthur "Cam" Gillam, III was born November 19, 1956. He is currently 62 years old. Mr. Gillam was hired by the City as a firefighter June 1, 1981 when he was 24 years old. Mr. Gillam retired as Administrative Chief June 30, 2007 after 26 years with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Gillam for two (2) years.

B. Larry Strickland was born July 3, 1949. He is currently 69 years old. Mr. Strickland was hired by the City as a firefighter in June 1969 when he was 19 years old. Mr. Strickland retired as a Captain in March of 1993 after 24 years with the City. After he retired, the City paid the cost of health insurance for Mr. Strickland for twenty (20) years.

C. Bailey McClinton was born June 29, 1949. He is currently 69 years old. Mr. McClinton was hired by the City as a firefighter in October 1978 when he was 29 years old. Mr. McClinton retired as an Engineer in 2003 after 25 years with the City. After he retired, the City paid the cost of health insurance for Mr. McClinton for ten (10) years.

D. Charles "Charlie" F. Morris, Sr. was born October 28, 1946. He is currently 72 years old. Mr. Morris was hired by the City as a firefighter in January 1977 when he was 31 years old. Mr. Morris retired as a Captain in August 2001 after 24 years and seven (7) months with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Morris for eight (8) years.

E. Alma "Al" C. Hill was born January 9, 1960. He is currently 58 years old. Mr. Hill was hired by the City as a firefighter in June 28, 1982 when he was 22 years old. Mr. Hill retired as a Battalion Chief January 9, 2009 after 26 ½ years with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Hill for six (6) months.

F. Joseph "Joe" A. Floyd, Sr. was born April 27, 1957. He is currently 61 years old. Mr. Floyd was hired by the City as a firefighter in July 1977 when he was 20 years old. Mr. Floyd retired as Assistant Chief in September 2005 after 28 years with the City.

After he retired, the City paid the cost of single coverage health insurance for Mr. Floyd for four (4) years.

G. Joseph "Rusty" A. Smith was born October 4, 1954. He is currently 64 years old. Mr. Smith was hired by the City as a firefighter in April 1973 when he was 18 years old. Mr. Smith retired as an Assistant Chief in June 2006 after 33 years with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Smith for three (3) years.

H. Basilides "Frank" F. Cruz was born September 9, 1956. He is currently 62 years old. Mr. Cruz was hired by the City as a firefighter in May 1982 when he was 25 years old. Mr. Cruz retired as a Captain in May 2007 after 25 years with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Cruz for two (2) years.

I. Barry N. Martin was born June 8, 1954. He is currently 64 years old. Mr. Martin was hired by the City as a firefighter in February 1973 when he was 18 years old. Mr. Martin retired as Fire Battalion Chief in April 2008 after 35 years with the City. After he retired, the City paid the cost of single coverage health insurance for Mr. Martin for eight (8) months.

J. Denious "DL" Dimery was born July 5, 1942. He is currently 76 years old. Mr. Dimery was hired by the City as a firefighter in May 1968 when he was 26 years old. Mr. Dimery retired as Captain in March 1991 after 22 years and nine (9) months with the City. After he retired, the City paid the cost of health insurance for Mr. Dimery for 22 years.

2. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Graydon V. Olive, Jr. worked as City Manager.

3. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Miles Hadley began working as City Manager until he stopped working as City Manager.

4. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Michael A. Bierman began working as City Manager until he stopped working as City Manager.

5. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Leona Plough began working as City Manager until she stopped working as City Manager.

6. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Charles P. Austin, Sr. began working as City Manager until he stopped working as City Manager.

7. City Council provided for payment of the full cost of health insurance for individual employees and retirees when Steve Gantt began working as City Manager.

8. The City's policy of paying the full cost of health insurance for retirees began in the 1960's and continued into 2009.

9. From the 1960's until June 2009, the City's Human Resources staff accurately informed employees and retirees that it was City policy to pay for the full cost of health insurance for retirees.

10. Plaintiffs first learned in 2009 that City Council was considering not paying the full cost of retiree health insurance for individuals.

11. On May 6, 2009, City Council voted unanimously to require individual employees and retirees who were not eligible for Medicare to pay $33.18 per month for single coverage.

12. Medicare Part D is only available to persons who are age 65 or older.

13. Jacques Gilliam was an HR Director for the City in 2009.

14. Mona Holliday was Benefits Administrator for the City in 2009.

15. All powers of a municipality are vested in the council, except as otherwise provided by law, and the council shall provide for the exercise thereof and for the performance of all duties and obligations imposed on the municipality by law. S.C. Code Ann. § 5-7-160.

16. The City of Columbia employs a council-manager form of government addressed in S.C. Code Ann. §§ 5-13-10 through 5-13-100.

Nancy Bloodgood, SC Bar No.: 6459
BLOODGOOD & SANDERS, LLC
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Telephone: (843) 972-0313
Email: nbloodgood@bloodgoodsanders.com

Christopher Bryant, SC Bar No.: 101681
YARBOROUGH APPLEGATE
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Charleston, SC 29401
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Attorneys for Plaintiffs

W. Allen Nickles, III, S.C. Bar No.: 4226
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1122 Lady Street, Suite 610
Columbia, SC 29201
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Email: alnickles@nickleslaw.com
Attorneys for the Defendant

PLAINTIFF'S EXHIBIT NO. 32

25

January 23, 2009

Alma Hill
7012 Edmund Hwy
Pelion, SC 29123

CITY OF COLUMBIA

SOUTH CAROLINA

Dear Mr. Hill:

Congratulations on your retirement. According to our records you will be retiring effective 1/08/09. If you have worked 25 consecutive years you are eligible for the retirement bonus. See your department for details.

You have the option of continuing your health coverage under the City of Columbia Retiree Health Insurance. If you wish to do so, please complete the highlighted sections of the enclosed membership application. To avoid health coverage cancellation, the application must be completed and returned, within 31 days of the above date, in the return envelope.

Under the current policy, the City only pays single coverage health premiums. Therefore, you must make a monthly payment to continue your dependent health coverage. The monthly rate for the health insurance you had while an employee is $73.30. Currently, retirees are not eligible for the dental plan. Your dental coverage will end 2/01/09. You may continue your Dental coverage under COBRA. Blue Cross will notify you of that opportunity.

Blue Cross/Blue Shield collects all retiree payments. You should receive an invoice from Blue Cross indicating the amount due. Your first payment will be due February 1, 2009.

Please remember your dependent coverage is subject to cancellation without notice if premiums are not paid.

When you become eligible for Medicare, you are expected to enroll in part A and Part B. It will not be necessary for you to participate in Medicare Part D, the drug coverage, since the City Health plan has been shown to be as good or better at no extra cost to you. When you become eligible for Medicare the premium amount will be reduced. But you must call our office when you become eligible and send us a copy of your Medicare card so that we may reduce your rate.

Please contact me at 545-3007 if you have any questions.

Sincerely,

Natasha Taylor
Human Resources Benefits Administrator
RETFAM.COV

27

City of Columbia

SOUTH CAROLINA

October 14, 2005

Joseph A. Floyd
[redacted]

Dear Mr. Floyd:

Congratulations on your retirement. According to our records you will be retiring effective 9/2/05. Please be sure the SC Retirement System has counseled you prior to your retirement date. Also, you may be eligible for the City Retirement Bonus. See your department for details.

You have the option of continuing your health insurance under the City of Columbia's Retiree Health Insurance. If you wish to do so, please complete the highlighted sections of the enclosed change application. To avoid health coverage cancellation, the application must be completed and returned within 31 days of the above date in the return envelope.

Under the current policy, the City pays retirees' portion of the health premium. Therefore, no monthly payments are necessary. You need only to complete and return the enclosed form to continue your health coverage. Currently, retirees are not eligible for the dental plan. Your dental coverage will end 9/30/05. You may enroll for Dental under COBRA. Blue Cross will notify you.

When you become eligible for Medicare you are expected to take out part A and Part B. Please contact me if you have any questions at 545-3007.

Sincerely,

Mona Holliday

Mona Holliday
Benefits Administrator

retsngl.cov

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June 14, 2006

Dear Mr. Smith:

Congratulations on your retirement. According to our records you will be retiring effective 6/30/06 . Please be sure the SC Retirement System has counseled you prior to your retirement date. Also, if you have worked 25 consecutive years you are eligible for the retirement bonus. See your department for details.

You have the option of continuing your health coverage under the City of Columbia's Retiree Health Insurance. If you wish to do so, please complete the highlighted sections of the enclosed membership application. To avoid health coverage cancellation, the application must be completed and returned, within 31 days of the above date, in the return envelope.

Under the current policy, the City only pays single coverage health premiums. Therefore, you must make a monthly payment to continue your dependent health coverage. The monthly rate for the health insurance you had while an employee is $177.30. Currently, retirees are not eligible for the dental plan. Your dental coverage will end 6/30/06 . You may continue your Dental coverage under COBRA. Blue Cross will notify you of that opportunity.

Blue Cross/Blue Shield collects all retiree payments. You should receive a monthly invoice from Blue Cross indicating the amount due. Your first payment will be for the month of August 2006.

Please remember your dependent coverage is subject to cancellation without notice if premiums are not paid.

When you become eligible for Medicare, you are expected to take out part A and Part B. It will not be necessary for you to participate in Medicare Part D, the drug coverage, since ours has been shown to be a good or better at no extra cost to you. At that time your premium amount will be reduced. But you must call our office when you become eligible so that we may reduce your rate.

Please contact me at 545-3007 if you have any questions.

Sincerely,

Mona Holliday
Benefits Administrator
RETFAM.COV

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CITY OF COLUMBIA

SOUTH CAROLINA

June 1, 2007

Basilides F. Cruz Jr

[redacted]

Dear Mr. Cruz:

Congratulations on your retirement. According to our records you will be retiring effective 5/21/07. Please be sure the SC Retirement System has counseled you prior to your retirement date. Also, you may be eligible for the City Retirement Bonus. See your department for details.

You have the option of continuing your health insurance under the City of Columbia's Retiree Health Insurance. If you wish to do so, please complete the highlighted sections of the enclosed change application. To avoid health coverage cancellation, the application must be completed and returned within 31 days of the above date in the return envelope.

Under the current policy, the City pays retirees' portion of the health premium. Therefore, no monthly payments are necessary. You need only to complete and return the enclosed form to continue your health coverage. Currently, retirees are not eligible for the dental plan. Your dental coverage will end 6/1/07. You may enroll for Dental under COBRA. Blue Cross will notify you.

When you become eligible for Medicare you are expected to take out part A and Part B. It will not be necessary for you to participate in Medicare Part D, the drug coverage, since ours has been shown to be as good or better at no extra cost to you.

Please contact me if you have any questions at 545-3007.

Sincerely,

Mona Holliday

Mona Holliday
Benefits Administrator

retsngl.cov

ARTICLE V. PROCUREMENT*

Sec. 2-201. Statutory authority; title; definitions.

The procurement procedures in this article and regulations authorized by this article are adopted pursuant to S.C. Code 1976, § 11-35-50, and may be cited as "The City Procurement Code." Terms used in this procurement code shall be defined in accordance with S.C. Code 1976, § 11-35-310.
(Code 1979, § 1-3040)

Cross reference—Definitions generally, § 1-2.

Sec. 2-202. Purchasing agent.

The city manager shall appoint a purchasing agent, who shall serve at his pleasure and subject to the finance director. The purchasing agent or a designated department head shall be responsible for procurement under the regulations promulgated by the city manager.
(Code 1979, § 1-3041)

Sec. 2-203. Compliance with federal requirements.

Where a procurement involves the expenditure of federal assistance or contract funds, the city shall also comply with such federal law and authorized regulations as are mandatorily applicable. Notwithstanding, where federal assistance or contract funds are used in a procurement, requirements of this Code and regulations that are more restrictive than federal requirements shall be followed.
(Code 1979, § 1-3043)

Sec. 2-204. Competitive sealed bidding required; exceptions.

All city contracts shall be awarded by competitive sealed bidding except the following as determined pursuant to definitions and standards set by regulations:

(1) Professional services where the person employed is customarily employed on a fee basis rather than by competitive bidding (examples: appraiser, architect-engineer, auditor, legal services, physician).

(2) Competitive sealed proposals.

(3) Negotiations after unsuccessful competitive sealed bidding.

(4) Small purchases.

(5) Sole source procurements.

(6) Emergency procurements.

*Cross references—Any ordinance promising or guaranteeing the payment of money for the city, or authorizing the issuance of any bond of the city or any evidence of the city's indebtedness, or any contract or obligations assumed by the city saved from repeal, § 1-11(1); any ordinance making any appropriation saved from repeal, § 1-11(6).

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(7) Procurement of information technology.

(8) Leasing of real property for governmental use.

(9) When purchasing through state contracts.

(Code 1979, § 1-3044)

Sec. 2-205. Procurement methods.

Regulations promulgated by the city manager shall provide for a fair and equitable procurement system for the city through one or more of the following methods:

(1) Competitive sealed bidding.

(2) Competitive sealed proposals.

(3) Negotiations after unsuccessful competitive sealed bidding.

(4) Small purchases.

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(5) Sole source procurement.

(6) Emergency procurements.

(7) Negotiations for contracts exempted from competitive procurement.

(Code 1979, § 1-3045)

Sec. 2-206. Correction or withdrawal of bids; tie bids; cancellation of invitation for bids.

(a) *Withdrawal of bids; cancellation of awards.* Correction or withdrawal of inadvertently erroneous bids before bid opening, withdrawal of inadvertently erroneous bids after award, or cancellation of awards of contracts based on such bid mistakes may be permitted in accordance with regulations promulgated by the city manager. After bid opening, no changes in bid prices or other provisions of bids prejudicial to the interest of the city or fair competition shall be permitted. All decisions to permit the correction or withdrawal of bids, or to cancel awards or contracts based on bid mistakes, shall be supported by a written determination of appropriateness and shall be subject to approval by the city council when the amount involved exceeds $10,000.00.

(b) *Tie bids.* If two or more bidders are tied in price while otherwise meeting all of the required conditions, awards are determined as follows:

(1) Should there be a city firm tied with an out-of-city firm, the award shall be made automatically to the city firm.

(2) Tie bids involving only city firms or only out-of-city firms shall be resolved by the flip of a coin in the office of the procurement officer, witnessed by all interested parties.

(c) *Cancellation of invitation for bids or request for proposals.* An invitation for bids, a request for proposals, or other solicitation may be cancelled, or any or all bids or proposals may be rejected in whole or part as may be specified in the solicitation, when it is in the best interest of the city.

(Code 1979, § 1-3046)

Sec. 2-207. Award of contracts.

The city manager may reject or approve bids and purchase agreements and award contracts in accordance with regulations, provided that contracts involving in excess of $10,000.00 shall be approved by the city council prior to award.

(Code 1979, § 1-3047)

Secs. 2-208—2-300. Reserved.

ARTICLE VI. LOBBYIST

Sec. 2-301. Definitions.

The following words, terms and phrases, when used in this division, shall have the meanings ascribed to them in this section, except where the context clearly indicates a different meaning.

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CITY OF COLUMBIA
WORK SESSION MINUTES
JANUARY 7, 2009 – 11:00 AM
CITY HALL - 1737 MAIN STREET

The Columbia City Council conducted a Work Session on Wednesday, January 7, 2009 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Robert D. Coble called the meeting to order at 11:17 a.m. The following members of Council were present: The Honorable E.W. Cromartie, II, The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Kirkman Finlay III and The Honorable Belinda F. Gergel. The Honorable Daniel J. Rickenmann was absent due to a family emergency. Also present were Mr. Charles P. Austin, Sr., City Manager and Ms. Erika D. Salley, City Clerk.

EXECUTIVE SESSION

Upon motion by Mayor Coble, seconded by Mr. Cromartie, Council voted unanimously to go into Executive Session at 11:17 a.m. for the discussion of the employment of an employee, which is the continuation of the City Manager's Annual Evaluation from December 4, 2008, December 10, 2008 and December 19, 2008.

- **Council adjourned the Executive Session at 1:49 p.m. to break prior to convening the Work Session.**

CITY COUNCIL DISCUSSION / ACTION

- **Council convened the Work Session at 2:09 p.m.**

- **Mayor Coble was not present at this time. The Honorable Tameika Isaac Devine is now presiding.**

A. Proposed Health Care Plans – Ms. Jo Stewart, Principal / Towers Perrin

Ms. Jo Stewart, Principal / Towers Perrin stated that this is a follow-up to the meeting on December 17, 2008. Today, she is seeking direction from the City Council regarding how to move forward with the recommendations for health care plan changes for active employees. The recommendations include offering two (2) plan choices for employees; requiring some additional cost sharing through the plan design; increasing the lifetime maximum to provide additional catastrophic coverage; improving the wellness benefit; adding contributions for single employee coverage, because today there is no cost for individual coverage; modifying some of the tier ratios or what we charge per employee plus spouse, child or family to more accurately reflect the risk and cost for those groups; setting contributions so that the city is cost-neutral to the enrollment decision that the employee makes or if an employee opts to buy a higher value plan, that employee will pay the cost difference; and to implement design changes on July 1, 2009, but to ultimately move to a calendar year plan basis, thus starting another plan year on January 1, 2010.

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Councilor Cromartie said that they discussed skewing the payments of the plan in accordance to the income levels of the various employees. In other words, those employees who make less money would have less of a contribution and those who are at the higher end of the economic scale would pay more to offset that, because they do in fact make more. He said that the proposed plans do not reflect the cost differential that will be paid. He would like to see a proposal based on income levels in an effort to make it fair for everybody.

Mr. Charles P. Austin, Sr., City Manager said that there are some issues that need to be discussed as it relates to Mr. Cromartie's recommendation. How do you balance it out when there is a single employee making $35,000 and an employee with five (5) dependents making $60,000?

Councilor Cromartie said that it would need to be a level playing field. He asked if Ms. Stewart has experience with other cities and towns that have done this.

Ms. Jo Stewart, Principal / Towers Perrin said that she doesn't know of any cities and towns that have taken that approach, but there are some organizations that have taken a salary based approach; it is a more limited group of employers that choose to do this for a variety of reasons. The goal is to reallocate or redistribute the cost sharing, but it will not result in cost savings.

Councilor Cromartie said that it would be based on the number of dependents that an employee has.

- **Mayor Coble joined the meeting at 2:15 p.m. and is now presiding.**

Mr. Charles P. Austin, Sr., City Manager said that staff is still focused on making that happen in conjunction with working with the planner so that all of the information is consistent.

Councilor Cromartie said that he expects staff to work with the planner, since she already has the statistical data in her possession. He said that we are moving from a plan where people did not have to pay anything and he is fundamentally concerned about helping those with lower pay. He wants to compare apples to apples and oranges to oranges.

Councilor Devine believes that it would be an administrative nightmare and she's not sure if we should be looking at salary as an indicator. She asked Ms. Stewart to provide the pros and cons of doing this and then let the Council decide, but she doesn't like the idea.

Mr. Charles P. Austin, Sr., City Manager said that ultimately what we bring back to the Council will be in concert with what the consultant recommends.

Councilor Cromartie said that health, age and current conditions should not be factored. It should be based on the number of dependents. We do not exempt pre-existing conditions.

Councilor Davis said that the determinants are marital status and dependents. He would like to see if comparable sized cities have salary based benefits and he wants to know why they do or why they don't.

Mr. Charles P. Austin, Sr., City Manager asked the Council to help staff define where we want to go, because Ms. Stewart needs to know the direction in which we want to go.

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Ms. Jo Stewart, Principal / Towers Perrin said that she would like to have an agreement on the proposed plan designs and an agreement around contribution percentages, even if we don't agree on the exact contribution amount.

Councilor Devine asked for the comments made by the employee focus groups. She recommended that they discuss those comments.

Ms. Jo Stewart, Principal / Towers Perrin said that a summary was provided, but not the actual comments made by employees.

Councilor Cromartie is also interested in knowing what the employees said.

Mr. Jacques Gilliam, Director of Human Resources said that they would provide a more detailed report on what the employees said during the focus groups, which consisted of thirty (30) wage employees and supervisors.

Ms. Jo Stewart, Principal / Towers Perrin said that the employees' comments were summarized on pages 20 and 21 in the December 17, 2008 document.

Councilor Cromartie said that he read those comments and they were not as conclusive and extensive as he would like to see.

Councilor Finlay said that if we don't make some decisions fairly quickly, we won't be able to implement the changes by July 1, 2009. If we don't implement some dramatic savings, we will have to come up with $3 to $6 million in fiscal year 2009/2010.

Mr. Charles P. Austin, Sr., City Manager said that is correct.

Mr. Bill Ellis, Deputy Finance Director said that Mr. Finlay is correct, the city would have to come up with $3 to $6 million, which is derived from the projections being provided by the administrative provider of our claims and it is based on how much generated funds we have versus the cost of claims. It is a shortfall.

Councilor Finlay said we need to start making some decisions fairly quickly or we're going to miss the window to implement a new plan on July 1, 2009, which will mean that we cannot implement it until January 1, 2010. The penalty for that would be potentially $1.5 to $3 million or the cost.

Mr. Charles P. Austin, Sr., City Manager said that all of this is time sensitive.

Councilor Cromartie asked Ms. Stewart if the Council approves the plan changes by the end of this month, will she have enough time to implement the changes by July 1, 2009.

Ms. Jo Stewart, Principal / Towers Perrin said that would be a very aggressive timeline, obviously the sooner we can get a decision, the sooner we can move forward. She referred to page 3 of today's handout stating that it outlines all of the activities that must occur in advance of the plan changing. There are both external and internal requirements for the change to include coordinating with the city's health plan administrator in terms of making those changes; there are internal systems changes that will need to be made as the city moves toward two (2) plan choices; and there's also communication and I would not in any way minimize the need for you to communicate with your employees about these changes. She said that there's work that needs to be done before the communication can be rolled out. If the Council is comfortable with the plan designs, they can begin to do the contributions and get approval of that too.

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Councilor Davis said that he doesn't have a problem with the plans as designed or the schedule, because it makes sense to implement it by July 1, 2009 and then come back with the second date. He asked if they are recommending that we stay with the same carrier.

Ms. Jo Stewart, Principal / Towers Perrin said that they are not making any recommendations regarding that.

Councilor Davis stated that depending on the carrier that we go with, are we getting the best bang for our dollar on this.

Mr. Charles P. Austin, Sr., City Manager said that decision will need to be made once we put this back out for Request for Proposals (RFP). This is highly time sensitive and from my standpoint particularly as the person that will be held accountable for making sure we meet this deadline, I would just urge you to act on this, unless there is some compelling reason not to.

Councilor Cromartie asked about the deductibles for the proposed plans.

Ms. Jo Stewart, Principal / Towers Perrin said that today's deductibles are $200 for an individual and $400 for a family and they are recommending that the deductible for Option A increase to $500 for an individual and $1,500 for a family and the deductible for Option B (the buy up plan) goes to $250 and $750. She said that for Option A they tried to design a plan that is comparable to a peer group of organizations and Option B is a higher value plan that is midway between the new plan and where the city is today, thus allowing people to get close to the plan they have today as a buy up option.

Councilor Cromartie asked how the options compare to the benefits that employees have today. How will Option A relate to the current plan?

Ms. Jo Stewart, Principal / Towers Perrin explained that the relative value of the proposed plan is 15% less than the current plan. The buy up plan or Option B is 8% less in relative value than the current plan.

Councilor Cromartie said that people are concerned about going to get medical treatment. When they walk into a hospital, because they are in need of medical treatment, do they pay the $200 deductible in order to get treated?

Mr. Jacques Gilliam, Director of Human Resources said no and explained that the $200 is the deductible. Right now it pays 95% so if you hit that $200 deductible then it starts to pay that. If you have not met that $200 deductible, you will get billed for it by the doctor.

Councilor Cromartie said that another concern is what employees pay for an ordinary doctor's visit.

Ms. Jo Stewart, Principal / Towers Perrin explained that today employees pay $15, but the proposed plan for Option A increases that co-pay to $20 for primary care and $30 for specialists recognizing that there is a difference in the cost between a primary care physician and a specialist. For Option B the co-pay stays at $15 for primary care and its $25 for a specialist.

Councilor Cromartie said that employees are also concerned about their prescription bills.

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Ms. Jo Stewart, Principal / Towers Perrin explained that drug store purchases are subject to the deductible and then the employee pays 20% and the plan pays 80%. If an employee uses mail order, there is a difference between generic and brand. She recommended a slightly different approach to pharmacy purchases so that the city is moving to a three (3) tier pharmacy plan as follows: $5 for generic; $25 for preferred brand; and $40 for a non-preferred brand. The drug plan remains the same for both options. She added that some people may perceive the proposed drug plan as an enhancement and if the cost of the drug is less, then the employee pays less.

Councilor Cromartie said that currently employees pay $50 for emergency room visits.

Ms. Jo Stewart, Principal / Towers Perrin proposed that the amount be increased to $150 under both plan options.

Councilor Cromartie inquired about the amount of the employee contribution.

Ms. Jo Stewart, Principal / Towers Perrin said that the proposed employee contribution for Option A is 10% or $33.18 and for Option B its $63.17 assuming that Option A is the plan that the city bases its contribution on. There are alternative contributions if the city wanted to set its contribution based on Option B and then have people buy down to Option A. The savings from the alternative are not as significant. If the city goes with the initial recommendation there would be $1.5 million in savings for the final six (6) months in 2009 and approximately $3 million for 2010.

Councilor Devine asked which plan saves more money.

Ms. Jo Stewart, Principal / Towers Perrin said that the plan they originally recommended saves the most money.

Councilor Devine asked which alternate plan saves the most money.

Ms. Jo Stewart, Principal / Towers Perrin said that Alternate 2 saves the same amount, but it also makes Option B the current plan and increases the contributions significantly for employees. You are generating the same dollar savings, but employees are paying the difference to keep the current plan design.

Councilor Cromartie asked how much would a retiree and spouse pay for Option B.

Ms. Jo Stewart, Principal / Towers Perrin said that we are talking about active employees today.

Councilor Cromartie asked how much would an active employee and spouse pay.

Ms. Jo Stewart, Principal / Towers Perrin explained that under Alternative 2 an employee and a spouse would pay $310, noting that Alternative 2 keeps the current plan design as the high plan (Option B). She said that the contributions become pretty high at this point and a lot of people may not participate in this plan.

Councilor Gergel asked Ms. Stewart to summarize the key points of both plans.

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Ms. Jo Stewart, Principal / Towers Perrin explained that the recommendation is for the city to offer two (2) plan choices for employees as outlined on page 13. Option A is about 15% less in value than the current plan and Option B is a choice for employees which is about 8% less in value than the current plan. The recommendations for contributions are outlined on page 16 and the recommendation is for employees to pay 10% of the cost of Option A; dependents pay 30% of the cost of Option A; Option B costs are set as a buy-up to Option A; therefore employees will pay the value difference between the two (2) options to include 10% plus the value difference or the 30% plus the value difference. Those were the initial recommendations that would generate $1.5 million in savings for the last six months of 2009 and $3 million in savings for 2010. She said that they provided alternatives in case the Council thought the contributions under the initial scenario were higher than what they would want to pass on to the employees. We provided that as information and those are the alternatives.

Councilor Finlay said that under Option A, an individual family would contribute 25% of the cost. He noted that the percentage rate would not change based on the number of dependents. He asked if the budgeted rates are guaranteed for the 18-month period from July 1, 2009 through December 31, 2010 or are these estimates.

Ms. Jo Stewart, Principal / Towers Perrin stated that the City of Columbia is self funded and pay claims as they come through. They made a projection based on what they thought the costs were going to be during that time period and then set those budget rates to reflect their projections of that cost.

Councilor Finlay asked what Ms. Stewart thought the deviation would be. from the estimates. Would it be 5%? Do you ever go back and assess your accuracy?

Ms. Jo Stewart, Principal / Towers Perrin replied we do. She said that the city has stop loss insurance to protect against those very catastrophic claims, we feel comfortable that we're within a range of accuracy for a group of this size.

Councilor Finlay asked if that number was 5% or 10%. He feels that this is an important number for us to get a grasp on. Do you feel like this plan is big enough that numerous providers would be willing to bid on the stop loss, etcetera?

Ms. Jo Stewart, Principal / Towers Perrin said that she absolutely believes that the City of Columbia would be an attractive account for health plan administrators.

Councilor Finlay wants to ensure that the plan isn't designed as such that it only attracts two (2) bidders.

Ms. Jo Stewart, Principal / Towers Perrin said that they set the design based on both competitive data and cost savings. We would ask an administrator to administer this plan for you.

Councilor Finlay reiterated the fact that he doesn't want the city to design a plan that only one (1) group would be willing to administer.

Ms. Jo Stewart, Principal / Towers Perrin said that this is not a non-standard plan design.

Councilor Finlay asked if the plans allow for health savings accounts.

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Ms. Jo Stewart, Principal / Towers Perrin replied no. We talked a little about that on December 17, 2008 based on the feedback received in the focus group meetings and given the level of change that this represents, we did not think that now was the time to move to an account based health plan approach. That can be added later.

Councilor Finlay said that it does seem like some employees prefer Option 2, which is the health savings account high deductible plan, because they would know how much had to be paid instead of computing 5%, 10%, 20%, etcetera. If we have employees that are showing interest in a health savings account on the front end, then we need to move towards that quickly. People are willing to take charge of their own healthcare and we should be rewarding them and not preventing it.

Councilor Cromartie said that the only way we would be in a position to provide less of a payment (for employees) would be for the city to make up the difference and pay more. As it relates to the administration of the plan, is the administrator paid a percentage?

Ms. Jo Stewart, Principal / Towers Perrin said that administrators are typically paid a flat fee per employee.

Councilor Cromartie asked if the type of plan makes a difference to the administrator.

Ms. Jo Stewart, Principal / Towers Perrin said that they want to ensure that the plan design is not so off the wall that it's difficult to administrator and it's not; It's a standard plan.

Councilor Davis said that he is fine with the recommendations; this is the best we can do given where everybody else is now when you look at healthcare costs and availability. Comparably, I think it's a good plan.

Councilor Devine inquired about the buy-up plan that is being recommended.

Ms. Jo Stewart, Principal / Towers Perrin said that they are still recommending the buy-up plan, because they believe it is in line with the city's peer group and it's a very good plan in the market. They offered the alternative to show what the contributions could look like if the city chose to make a higher contribution.

Councilor Devine said that she is unclear why the option on page 4 might be cost prohibitive, because it looks like the single employees are paying a little more, but once a dependent is added, it looks like they would pay less. It seems like that would be more attractive to staff.

Ms. Jo Stewart, Principal / Towers Perrin said that it does, but it would not generate the same dollar savings. The plan designs are the same, but the difference is how much the city contributes to the plan.

Councilor Devine inquired about the savings the city would incur from the alternative plans.

Ms. Jo Stewart, Principal / Towers Perrin explained that the savings through 2009 for Alternative A would be $1 million, which is $500,000 less than the initial recommendation. Over a year, there would be a $1 million difference.

Councilor Gergel asked for clarification on the options and alternatives.

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Ms. Jo Stewart, Principal / Towers Perrin explained that Alternative One is the very same plan designs; the same two (2) plan designs in the initial recommendations are the same plan designs in Alternative One. The only difference in Alternative One is how contributions are set and the level of contributions.

Councilor Davis said that we are positioning ourselves so that we don't have to make those drastic cuts and we're still able to provide some level of benefits. We will be realizing some savings for taxpayers as well.

Ms. Jo Stewart, Principal / Towers Perrin reiterated the fact that the plan design was developed on competitive contribution data and we believe that our initial recommendation is competitive in the market.

Councilor Davis said that we can always come back and tweak this, because there are still options here.

Ms. Jo Stewart, Principal / Towers Perrin said that if the Council could finalize the plan designs today, they could finalize the contributions at a later date if they want to look at the alternatives.

Councilor Finlay said that we are struggling with whether to ration quality or quantity or in some way both. He said that we can't do both. The issue is that we need to come up with $1.5 million during the second half of 2009 or $3 million for fiscal year 2009/2010. He asked the City Manager if that is a correct assessment.

Mr. Charles P. Austin, Sr., City Manager said that is a correct assessment.

Councilor Finlay said that if we don't, we will need to be prepared to find that $1 million by cutting other places in the budget or by raising taxes.

Mr. Charles P. Austin, Sr., City Manager said that is correct.

Councilor Finlay suggested that the Council approve the plan design and then focus on how to get those numbers to work going forward. We know what the savings has to be.

Councilor Cromartie said that the problem is who's going to bare the burden; we are balancing the budget on the back of our employees and unfortunately this is what it has come down to. That is the reality. If we went with Alternate One, we would be short of our budget requirements.

Mr. Bill Ellis, Deputy Finance Director said that we are recommending this for your consideration. We are not actually telling you what to do.

Councilor Davis said that if went out into the market now into other forms of government, you wouldn't be able to find anybody getting these kinds of benefits and not paying anything. This is something we all inherited.

Councilor Devine said that we are talking about employees paying for benefits that they never paid for before and we're talking about what benefits they are receiving. She said that Option B is more similar to what employees are currently getting. She tends to agree with Councilman Cromartie and urged her peers to consider all options.

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Councilor Finlay said that he understands the points being made, but decided to look at this from a historical perspective. He recalled that the city had a millage rate of 79 in 2005/2006 and now we are at 101, which is a 25-28% increase in three (3) years. For the last three (3) years we have balanced a budget on the backs of taxpayers. Going forward the amount of millage increase that will be allowed by the State is three (3) mils or $900,000. That money has already been promised to the Police Department in essence for retention. We made a commitment last year to grow funding for the Police and Fire Departments by $900,000 per year. We need to understand that unless revenues are increasing somewhere that we haven't heard about, we cannot direct the Finance Department to come up with a million dollars without recommending the cuts. He asked if he was correct on his math.

Mr. Bill Ellis, Deputy Finance Director said yes sir. He added that they are trying to maintain employee coverage and to cover our health cost. The only way we could figure it out was to keep it cost neutral to the city. We will still contribute the same amount to healthcare as we are in the current budget. We will not diminish that whatsoever. We are trying to keep it cost neutral to the city and maintain benefits with Option B. With Option A, we are trying to give the employees a little bit less coverage and pass less cost onto them. They would get the savings for not having as much coverage and that's what we are proposing.

Councilor Devine said they are still getting that if they are able to buy down.

Councilor Cromartie said that the other problem is the difference in the amount that the plans cost, noting that employees would pay an additional $1,000 each year for the recommended plan. We are saving them on one hand, but we are in the process of taxing our employees to the tune of $1,000 per year that they would not have to pay. We also have 350 Police Officers that have to pay an additional $1,000 per year in order to get the top insurance policy that they should have, which is similar to what we already have. Are we going to bite the bullet? I think that's what we should do.

Councilor Finlay said that 2,000 employees times $1,000 equals $2 million and that's the problem.

Mayor Coble doesn't think there are any good options. Everybody's having to pay more and the matter is how much are we willing to put on the backs of our employees and how much are we going to go back and try to fine tune, cut and look at options in our budget. The strength of our city has been the employees and the benefits they get. We need to look at every option knowing full well that the City Manager will have to come back with budget cuts if we don't make it up from the employees. These are the financial times we live in.

Mr. Charles P. Austin, Sr., City Manager said that Ms. Stewart is looking for some direction today then we at least have a starting point from which to work. Where do we go from here?

Ms. Jo Stewart, Principal / Towers Perrin said that they need a decision on plan design. Are you comfortable with the two (2) choices? Are you comfortable that you will offer choices? Are these two (2) plan designs the right plans to offer? If we could get that level of agreement, we can look at the contributions for each alternative and the budget issues then come back with a recommendation that looks at all of these options.

Councilor Davis said that the options allow us to move forward. The longer we take to move forward the more it will cost us.

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Ms. Jo Stewart, Principal / Towers Perrin said that the city could lose $1 to $1.5 million.

Councilor Davis believes that we are doing the right thing, but he doesn't want to see us penalize the employees even more by not sticking with the schedule.

Councilor Cromartie asked if the Council is in a position to ask staff to put forth both plans and try to make recommendations on contributions so the city can get the benefit of Option B at a better rate.

Ms. Jo Stewart, Principal / Towers Perrin explained that they are recommending certain plan designs that drive the contributions on both page 16 and page 4. If we can agree on those plan designs and that you want your single employees to make some contribution then we can begin moving forward.

Councilor Cromartie said that he is in agreement with being in a position to have options available, but at the same time the differences in the real plan are in Option B, which is most identical to what we currently have. Most of our employees have dependent coverage.

Ms. Jo Stewart, Principal / Towers Perrin said no, most of your employees have single coverage. She reminded the Council that the plan designs are the same, but the contribution levels differ.

Councilor Finlay asked if there was any reason we cannot strive to offer a health savings account by January 2010.

Ms. Jo Stewart, Principal / Towers Perrin said that it is their recommendation that this change becomes effective July 1, 2009 and remain in place for the 18-month period in order to maintain consistency. She would recommend waiting until 2011.

Councilor Finlay said that no one would be forced take the healthcare savings account and that it would affect only a small portion of employees. Are there any federal or state laws that would prohibit it or is it just the ease of implementation?

Ms. Jo Stewart, Principal / Towers Perrin said that it's administration and education.

Councilor Devine and Councilor Cromartie asked if we offer it now.

Ms. Jo Stewart, Principal / Towers Perrin said no.

Mr. Charles P. Austin, Sr., City Manager proposed that the idea of offering healthcare savings accounts be put on the table as an option to be factored in with the other options. There doesn't seem to be anything compelling that would keep us from doing that and it should be factored into the equation.

Ms. Jo Stewart, Principal / Towers Perrin said that she is a member and a fan of health savings accounts. She is speaking from a level of professional and personal experience and when you offer this you want to make sure your employees understand what it is. You want more than 3-4% of employees enrolling in this.

Councilor Devine said that we already have something similar to this. She asked Mr. Gilliam to explain what it is.

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Mr. Jacques Gilliam, Director of Human Resources said that we currently offer a flexible spending account wherein you either use the money within a calendar year or lose it. The health savings account is basically owned by the employee.

Councilor Finlay added that it is cumulative account.

Councilor Devine said that we need to make sure we are working within all of the things that we offer. If an employee is unable to do one thing then they need an option for something else that would ultimately get them to that goal.

Ms. Jo Stewart, Principal / Towers Perrin noted that a flexible spending account does provide that alternative. It's not the same vehicle as the health savings account, but it does give you that ability.

Councilor Finlay asked if the discussion should be opened for public comment.

Mayor Coble stated that the matter was not advertised as a public hearing.

Upon motion by Mr. Cromartie, seconded by Mr. Davis, Council voted unanimously to move forward with the proposed health care benefit plan with a two (2) tier structure for active employees with the idea that we will look at Option B, which is comparable to the current plan we have and come up with a contribution level that is acceptable to the members of City Council.

- **Council recessed at 3:26 p.m.**

- **Council reconvened at 3:31 p.m.**

B. Audit Update – Mr. Bill Ellis, Deputy Finance Director

Mr. Bill Ellis, Deputy Finance Director provided an overview of the findings of the June 30, 2007 Management Letter. He said that the layman's definition of audit findings is determining or evaluating the health of your accounting system. There are three (3) levels of health: symptoms that indicate that you might have a problem; diseases which indicate that you definitely have a problem and you better fix it in a hurry; and the other is like a headache that you need to have evaluated to see if you have a tumor or not. The findings that we have that are the easiest to fix are procedural items. We had findings that involve the lack of timesheets being signed; a formal year-end closing schedule; receiving reports being initiated; and invoices not being paid. He said those are procedural events, which determine that you have a potential problem. They are not actually deficiencies of accounting data; they just say that you are not looking at this as you should. However, there are other kinds of problems to include grant invoicing; grant reporting; sub recipient monitoring; and bank reconciliations. These are serious audit conditions. These are deficiencies within the financial records that must be addressed and corrected immediately. Procedural events are things that you can take your time with, if you have to, but the serious findings must be addressed. He continued his report with matters that management considers to be serious findings. He said the Mr. Addison as the external auditor can indicate to Council whether he agrees with the assessment or not.

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Councilor Finlay said that the Management Letter is generated by the Auditor and asked that the next draft Management Letter be provided to the members of Council before being reviewed by staff, because if he remembers correctly, the Auditor works for Council. He is concerned that there is a perception of a problem when it doesn't go through the proper channel. When it goes to management before going to the client, there is a question of whom the Auditor reports.

Mr. Charles P. Austin, Sr., City Manager said that we will note this for future reference.

Mr. Bill Ellis, Deputy Finance Director explained that **Finding 1. Timely Invoicing of Grant Expenditures** came about because we had Federal grants that were unrecorded in our financial system. The situation that occurred is that federal grants were recorded on a non-regiment schedule if at all. The time period was not determined by accounting staff, but by circumstances meaning that if a grantor agency said that funds were being lapsed or if the funds were underutilized, that would initiate some reaction from the accounting staff. Since last month, we have initiated a formal policy for the way grants will be recorded and this should significantly resolve the problem by fiscal year 2009, but not 2008, because it was not written until December.

Councilor Devine asked if someone is being hired internally to handle this as their primary function.

Mr. Bill Ellis, Deputy Finance Director said that the individual has already been hired. He said that the A-133 for 2006 was recently completed; the 2007 A-133 has two (2) additional areas of concern and then we will be finalized; and we will be able to move into the 2008 A-133, which is basically the reporting of federal grants. That will get us on a timelier schedule. We are initiating procedures that will get us current by the 2009 fiscal year, but a lot of things have to happen on that. He discussed **Finding 8. Sub Recipient Monitoring**, which is a situation where we give out grant funds and are not adequately reviewing whether the sub recipient is complying with the grant requirements or not. The analysis of the sub recipient monitoring are such that the City of Columbia, in his opinion, was doing the sub recipient monitoring, but we were not adequately documenting that we had done so. In the audit world, if you don't document it, you didn't do it. That is a procedural change that we initiated and should satisfy these requirements for the 2009 fiscal year.

Councilor Cromartie asked if this is referring to the Development Corporations.

Mr. Bill Ellis, Deputy Finance Director said that it could be any federal grant that we give to a sub recipient; it could be a loan fund; or it could be something else.

Councilor Finlay asked if a sub recipient was spending the money incorrectly, would we incur a liability or a penalty.

Mr. Bill Ellis, Deputy Finance Director said that we would incur a finding from the feds that would jeopardize the receipt of future grants and we would possibly have to pay the funds back if the sub recipient did not pay the funds back.

Councilor Finlay asked if we have this matter controlled at this point.

Mr. Bill Ellis, Deputy Finance Director responded that the determination he made subject to independent verification in 2008, is that the sub recipient monitoring process was actually taking place and is in fact very good, but it was not documented. It is a legitimate finding for the 2007 audit.

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Councilor Finlay asked if this finding will show up again in 2008.

Mr. Bill Ellis, Deputy Finance Director responded that it would have to. It will show that we addressed the problem in 2008, but it still existed in 2008.

Councilor Finlay asked if we have any liabilities.

Mr. Bill Ellis, Deputy Finance Director said that none have been detected and that we had two (2) HUD reviews and they both said that we were in fine shape. He added that the External Auditor even went out to sub recipients; did some subsequent work; and there was nothing found at that point and there's nothing to indicate that we're not actually complying with our federal grant regulations. The documentation is considerably better and should stand an audit test now. He continued with **Finding 10. Regular Reconciliation of Bank Statements**, which has been a problem that Council is aware of. The June 30, 2008 bank reconciliation was finalized in the month of December. He added that July, August and September 2008 are in progress and nearing completion.

Councilor Finlay said that is not what we are talking about under this Management Letter.

Mr. Bill Ellis, Deputy Finance Director said that it is correct, those time periods will be covered in the next Management Letter, but even a June 30, 2008 reconciliation done in December 2008 is 6-months behind and that's still not timely.

Councilor Finlay told the City Manager that Council was given financial statements that were produced at points based off of checking accounts that were not reconciled. We know that previous bank balances were not reconciled until dramatically after the 2005/2006 year ended. He said that one (1) month out of twelve (12) months in 2006/2007 was reconciled.

Mr. Bill Ellis, Deputy Finance Director clarified that the one (1) month was twelve (12) months.

Councilor Devine stated that they were all done at one time.

Councilor Finlay asked if they reconciled it all in June.

Mr. Bill Ellis, Deputy Finance Director said that is correct.

Councilor Finlay asked how some of those numbers were produced without the reconciliations. I don't understand how you produce draft financial statements for distribution without reconciled numbers. At one point we were 16 to 18 months behind.

Mr. Bill Ellis, Deputy Finance Director explained that he has avoided providing the Council with balance sheet financial statements until January. We are anticipating meeting that goal.

Councilor Finlay asked if Mr. Ellis would have been able to produce accurate balance sheet statements for the Council one year ago without the bank reconciliations.

Mr. Bill Ellis, Deputy Finance Director said no sir; no way.

Councilor Finlay asked Mr. Ellis how he would describe the statements that were presented to the Council.

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Mr. Bill Ellis, Deputy Finance Director said bad.

Councilor Devine said that she would not put Mr. Ellis on the spot.

Councilor Finlay reiterated his point by saying that statements were handed to this Council that we then based budgets off of and could not verify them if you had to.

Mr. Bill Ellis, Deputy Finance Director urged the Council to deal with moving forward rather than past issues. He said that he could not prepare a financial statement for the Council unless he felt that the balance sheets were fairly represented.

Councilor Finlay commented that he understands Mr. Ellis' point, which is that things are getting better quickly and he is appreciative of that, but to not understand where we were doesn't give us the look into the abyss that we need to understand exactly what we skated up against. We should look forward and commit to ourselves that we will never be here again.

Councilor Devine said that Mr. Finlay is saying that he doesn't expect Mr. Ellis to present balance statements to the Council that he is not willing to stand behind and that Mr. Ellis is saying to the Council that he would not present that, so she believes that we are okay. She asked if the Council will start receiving balance sheet statements this month.

Mr. Bill Ellis, Deputy Finance Director said that the Council will start receiving balance sheet statements that he feels is essentially and materially correct and he will have basis to stand upon that assertion. He added that the External Auditor will verify to the Council whether he is doing so or not. He noted that to date they have only given the Council revenues and expenditures, because those are current data which could be verified. We promised to get you balance sheet information at the end of January and we are still on target for that delivery date. He continued with **Finding 11. Control Over Cash Disbursements**, which is difficult to deny when you've paid your External Auditor twice.

Councilor Devine asked if we have sought to get any of the funds returned and how often has this happened.

Mr. Bill Ellis, Deputy Finance Director said that it has happened more times than you would like to think about. There are many conditions in place to try to alleviate this problem to include the implementation of a tremendous amount of review on the receiving reports that are prepared by IFAS so that you can only pay an invoice on a receiving report once; and the Information Technology Department has been helpful with initiating purchase order stops so no additional payments will be allowed once a purchase order has reached its extent.

Councilor Finlay asked Mr. Ellis to explain how the bill payment process works.

Mr. Bill Ellis, Deputy Finance Director said that an invoice goes to an accounts receivable individual after it has been sorted alphabetically; the individual that handles that part of the alphabet, receives the invoice; the invoice is then matched to a purchase order that is outstanding in the receiving report; if it has not been received on, it then goes to a clearing individual on my staff; that clearing individual takes the invoice, calls the department head and asks why the item has not been received; once it is cleared it goes back to the accounts receivable employee for payment and processing.

Councilor Cromartie asked how long it takes.

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Mr. Bill Ellis, Deputy Finance Director said that it's a very fast process now.

Councilor Cromartie asked what does that mean.

Mr. Bill Ellis, Deputy Finance Director said two (2) days.

Councilor Finlay asked Mr. Ellis if he meant that the process was slow and incorrect in the past.

Mr. Bill Ellis, Deputy Finance Director said that he didn't say that.

Councilor Davis asked if the glitches that were identified have been technically fixed.

Mr. Bill Ellis, Deputy Finance Director said that we have implemented procedures and now is the time for evaluating whether those procedures have been successful or not.

Councilor Davis asked if staff will come back to Council to let them know if a procedure is fixed.

Mr. Bill Ellis, Deputy Finance Director said that it is an internal process and he would probably report it to the City Manager and it would get back to the Council. He noted that they have significantly cut down on the number of repeat payments over the last four (4) months, but they are still occurring. We will continue to refine the process until they are virtually eliminated.

Councilor Finlay asked for the value of the invoices that have been paid twice and how much do we think we'll get back.

Councilor Devine asked what the recovery process is.

Mr. Bill Ellis, Deputy Finance Director said that most of the time we deal with the same vendors repetitively and most people are relatively honest and we get credit for it. That's how we've been catching it. There is no recorded amount that is out there and we've only been addressing them as they come up.

Councilor Finlay asked if there were any duplicate payments that we are not aware of. Are you sure that no one caught on to the deficiency and took advantage of us.

Mr. Bill Ellis, Deputy Finance Director said that an analysis was done and all that could be found was corrected. He admitted that a few slipped through the cracks, but it's now minimal. This was an internal process problem that has been corrected. He applauded his staff for working diligently to correct this.

Councilor Gergel asked if this problem was addressed for 2009.

Mr. Bill Ellis, Deputy Finance Director said yes; it was addressed four (4) months ago.

Councilor Devine asked staff to assume that she was a contractor that was paid twice and then decided to send in a third invoice to see if she would get paid.

Mr. Bill Ellis, Deputy Finance Director said that the processes are in place now to catch that and to stop it. We're evaluating whether we are catching them now. Most cases were a result of invoices that were not paid in a timely manner. No instances have occurred in the last thirty (30) days.

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Mr. Bill Ellis, Deputy Finance Director said that in his opinion they have just about gotten to the terminal issues and the rest are procedural type items, which most of them have already been addressed. He commended his staff for being cooperative in initiating these changes. He reported that there were no impediments.

Councilor Finlay inquired about the million dollars the city lost because of its investment policy; how does that flow through to our balance sheet. How do we prevent these decisions from being made again?

Mr. Bill Ellis, Deputy Finance Director said that we don't have any investments of that type left; they've been weeded out of the city's financial system. There are none of which I am aware.

Councilor Finlay asked if that sale would have been under the guidance of Council or not.

Mr. Bill Ellis, Deputy Finance Director said that he can't answer that, because it transpired before he got here.

Councilor Finlay asked if the asset existed, would there be a policy in place today to require the approval of Council.

Mr. Bill Ellis, Deputy Finance Director no sir, we do not have that policy.

Councilor Finlay said that it would be a good thing to have an investment policy.

Mr. Charles P. Austin, Sr., City Manager said that it is recommended.

Councilor Cromartie said that Council did in fact pass an investment policy as it relates to securities and our long-term investments some years ago. At that time, no securities could be sold without the consent of the majority of Council. He noted that the City Manager doesn't have authority over $10,000. You can't sell the securities of a public entify without a vote of Council. If we did otherwise, there is something critically wrong with that.

Mr. Charles P. Austin, Sr., City Manager said that we would be more than happy to continue researching, but to date we have not found it.

Councilor Cromartie asked Mr. Ellis if he said that the City doesn't have any long-term investments.

Mr. Bill Ellis, Deputy Finance Director responded that he did not say that, he said that we don't have any long-term investments of that type.

Councilor Cromartie asked what type.

Mr. Bill Ellis, Deputy Finance Director said the type where you would have to retire them at a loss. We have investments that will have an unrealized loss because of the market fluctuations that have occurred and it will show up in the fiscal year 2007/2008 financial statement. Those long-term investments are to be held long-term and that unrealized loss will show up over a period of seventeen (17) years or so.

Councilor Finlay asked if it is market to market.

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Mr. Bill Ellis, Deputy Finance Director said that it is market to market. Those are structured in such a way that we could not retire them now.

Councilor Cromartie asked for the value of those investments.

Mr. Bill Ellis, Deputy Finance Director said that he could provide a copy of the investment portfolio to the members of Council.

Councilor Finlay asked if we redeemed bonds early and then had to pay a penalty.

Mr. Bill Ellis, Deputy Finance Director said yes.

Councilor Finlay said that in essence we didn't have to do that. We redeemed them early, which meant that we paid a penalty to terminate an interest rate.

Mr. Bill Ellis, Deputy Finance Director said that we bought a long-term investment at a premium and when the market went down we sold it at a discount.

Councilor Cromartie asked when did this happen.

Mr. Bill Ellis, Deputy Finance Director said that it happened in 2007. It was a situation that occurred before I got here. It was reported.

Councilor Cromartie stated that unequivocally no decision like that should be made for any public entity without a vote of the body.

Mr. Charles P. Austin, Sr., City Manager suggested that they go back and research the matter to determine what happened and under what circumstances. We are going to cloud the issue and there will be some things printed that were not intended. He will bring the accurate information back to Council by Monday.

Mr. Bill Ellis, Deputy Finance Director said that he would like for the Council to realize that we've had significant problems of which you are aware and management is addressing them as rapidly as possible. He said that Ms. Caughman should be commended for her yeoman's effort of dealing with these problems. I appreciate the assistance we've had from Council, but it's not a quick fix.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers provided clarification on the interest rate swap that was being discussed. The intent was not to say that the city had a problem in this area; this is the type of thing that the Audit Committee should be focusing on and investigating on a regular basis. The risk with an interest rate swap is with the counterparty; if the counterparty files bankruptcy then that side of the leg goes away and the problem becomes the city's problem. The interest rate swaps are either a hedging transaction where you attempt to fix the debt service payments.

Councilor Cromartie asked how long we have been using swaps.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers replied recently and recently to me is 2007. It is a relatively new financing, especially for municipalities. They have a purpose and they can serve a useful purposeful, but they do have risks. The other point of clarification that I would like from this body stems from a comment that Mr. Finlay made earlier in that you are expecting the external audit firms to report to Council first or at least simultaneously with management, any type findings without giving Management the opportunity to do research and come back to you with the intelligent and accurate

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response that you deserve. If you hear it from me first, Mr. Austin won't have time to do the research and give you a proper answer. The Management Letter which is now referred to as the Statement on Auditing Standards (SAS) No. 112, is customarily shared with management first, because they make the day-to-day decisions; however, if Council wants the information brought to them first, we'll be happy to comply with them.

Councilor Finlay recalled that the previous Auditor slowly morphed from the role of Auditor to slowly bringing problems to management's attention. Occasionally management would ask the Auditor for advice and trying to be a nice person the Auditor made a response and all of a sudden our Auditor moved to in essence a hired Chief Financial Officer or problem solver. Our previous audit firm left because the city could not close its books without their input. Since we have been down this road before I think those contacts should be equal if that's okay with my colleagues and the City Manager. We understand that staff needs time to respond, otherwise, it gives the appearance that problems are being brought to management's attention perhaps to fix before we are aware of them. To what point does that go from being an occasional thing to a habit.

Mr. Charles P. Austin, Sr., City Manager said that in the spirit of transparency he certainly doesn't have a problem with it.

Councilor Davis said that the Auditor does answer to Council, but if there are some systemic issues that are not allowing you to perform your functions then we want to know about that. Those are the kinds of things we're talking about. I wouldn't expect you to give management a jump on us. We need to know when there are problems with the system.

Councilor Cromartie feels that the Auditor has an obligation to provide the Council with information and to bring it to their attention along with the City Manager. You have an obligation to notify the Mayor and Council when these things come to your attention so that we can be in a position to sit down and talk with you.

Councilor Finlay suggested that Mr. Addison be invited to attend the first or second meeting of each month to provide an audit update, because if you are not moving at the schedule as promised, then the person that signs your check can be provided some spirited encouragement. The second thing I would like to understand is when one year worth of checks were not reconciled, at what point was that entire year turned over to you after being reconciled.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that they started testing the bank reconciliations in February 2008. He asked that he be allowed to go over some other things that will include addressing this matter as well. He pointed out that on page 24 of the CAFR this is the revenue and expenses of the governmental funds to include everything but water, sewer, parking and other business type activities. He said that the negative $54,000 in the far right hand column tells you that from the governmental side the city would have appeared to have broken about even during the year; however, if you go over to the middle column to the Columbia Parking Facilities Corporation that has a $4.7 million surplus factored into that $54,000. The Columbia Parking Facilities Corporation was set up to hold the debt and finance the parking garage for USC. This is a multi-year project and at the end of the day it will break even and the city realizes no cash that is available for current operations from this particular entity. He suggested that the negative $54,000 is closer to a $4.7 million deficiency.

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Councilor Finlay said that we're seeing the distortion of an operating budget that has a capital expenditures budget put into it, because as you point out that is a single purpose vehicle that's designed to carry these assets off our balance sheet. An asset is making us look like we're cash flow positive when we're not. Is that a fair assessment?

Mr. Bud Addison, Audit Senior Manager / Webster Rogers replied you may be cash flow positive at the end of this year, but eventually that entity is going to in theory, consume $4.7 million in cash in 2007 and it will probably show a deficiency.

Councilor Finlay said that if we netted it out it would look like we were $54,000 negative plus $4.784 million negative.

Councilor Cromartie asked if the $54,000 is included in the $4.784 million.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers responded yes. He said that on either side of the column there is a deficiency, more expenditures than revenues, which the General Fund will be responsible for eventually. The Columbia Parking Facilities Corporation is mainly the debt. He added that Richland County contributed some money.

Councilor Cromartie asked if this is the same debt that we met time and time again with the University about, because we said that we would not take a loss on that and that any losses would be paid for by the University.

Mr. Steve Gantt, Senior Assistant City Manager for Operations replied no sir. There were two garages: Garage A and Garage B. He reported that Garage A was paid for with General Obligation Bonds; one half of which the City of Columbia took responsibility for and the other half Richland County took responsibility for. He further reported that Garage B was a swap that we talked about earlier, where we borrowed that money from BB&T and the University is responsible for the payback of the principal and interest on that debt, but the City of Columbia and Richland County jointly funded Garage A through GO Bonds and I am assuming this is the debt that has been incurred.

Councilor Cromartie asked didn't we have concerns as to whether or not that parking garage would cash flow.

Mr. Steve Gantt, Senior Assistant City Manager for Operations said that we had concerns about both of those garages cash flowing.

Councilor Cromartie asked if the balance was negative because they have not cash flowed.

Mr. Steve Gantt, Senior Assistant City Manager for Operations said no sir.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers asked the Council to ignore that column, because it will break even and it will cash flow; that's not the issue. The issue is in the columns to the left and the right of it. Those negative numbers are city funds and the city is responsible for that. Don't focus entirely on the General Fund, because with that deficit you are looking at potential issues in 2008. Some way or another those deficits will have to be addressed.

Councilor Cromartie asked Mr. Gantt if the deficit has grown out of the deal with the University. We made a conscience decision to be supportive of the InnoVista project.

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Mr. Steve Gantt, Senior Assistant City Manager for Operations responded that the revenues from Garages A and B were supposed to be used to offset the cost of Garage B, which is an $18 million debt. What you are seeing here is the General Obligation responsibility that the city does have for their half of the construction costs of Garage A. It has nothing to do with operations.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers moved to page 28 of the CAFR, noting that the Governmental Internal Service Fund, which funds litigation claims and health insurance, was negative $20.7 before an approximate $17 million transfer in from the General Fund. The deficit was then $3.8 million. If this trend continues for 2008 you would wipe out the fund balance in the Internal Service Fund.

Councilor Devine asked if the $17 million transfer came from the Risk Management Fund.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said it is primarily from the General Fund.

Mr. Don Mobley, Certified Public Accountant / Scott McElveen, L.L.P. thinks that $7 million came from the General Fund; $6 million from the Water and Sewer Fund and the remainder came from other funds.

Councilor Finlay asked Mr. McElveen what the number looks like now that we have finished the 2007/2008 books.

Mr. Don Mobley, Certified Public Accountant / Scott McElveen, L.L.P. said that he is not as involved in this now and that he doesn't think anyone knows the fund balance at this point.

Councilor Finlay asked for the total net assets and the ending net assets of governmental activities in the Internal Service Fund. It started July 1, 2007 with a net balance of $2.9 million. Since its 6-months after year end, I would imagine that you would be able to tell us what that balance is today or as of June 30, 2008.

Ms. Wanda Charping, C.P.A. said that the fund balance in the Internal Service Fund should merely represent the assets of the Internal Service Fund. All expenditures should flow through to an operating fund. The problem with this is the $16.9 million transfer in that should be represented as expenditures in the other funds.

Councilor Finlay said that the real issue is that we transferred $16.9 million, but we really needed to transfer $27 million. It says that we had an income loss of $20.7 million. For it to be a net zero we would need to transfer an additional $3.8 million from other sources into the Internal Services Fund. I think we are trying to address that $3.8 million deficit that we are currently running.

Ms. Wanda Charping, C.P.A. and Mr. Bud Addison, Audit Senior Manager / Webster Rogers both agreed.

Councilor Cromartie asked how the deficit impacts the General Fund. What is the fund balance of the General Fund?

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that the balance is significant, but eventually these deficits in the other funds ($3.8 million in the Internal Service Fund; $3.7 million in the cumulative Other Governmental Funds; and the $1.6 million in the County Services Fund) will either have to be funded by revenues of that

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fund or transfers in from the General Fund. Most of this would be the General Fund; the Water and Sewer Fund should not be a funding source for the other governmental funds. Councilor Finlay asked if the city ran an approximate $6 million operating deficit in 2006/2007 or maybe more.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that is affirmative. The change in net assets was skewed by the $4.7 million with the Columbia Parking Facilities Corporation. That money made it look a little better, but even if the cash is there the city cannot buy gas or electricity with it.

Councilor Cromartie asked if the cumulative other governmental funds would come from the General Fund.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that it has the potential.

Councilor Finlay said that if the trend continues we could expect the reserves to be hit at $8 million per year.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers agreed with Mr. Finlay and stated that if he was sitting in the Council's seat he would be concerned about that.

Councilor Finlay said that in June 2008 the deficit could be $16 million.

Mr. Bill Ellis, Deputy Finance Director requested two (2) weeks to prepare a stab CAFR for the Council. He noted that it will be subject to significant audit changes. We haven't done the first blush of a fund balance yet. I don't know what the fund balance is today.

Councilor Finlay suggested that Mr. Ellis provide the stab CAFR by the first meeting in February. We are looking back now. Is a month significant time to prepare this?

Mr. Charles P. Austin, Sr., City Manager said that the first meeting in February would be fine.

Councilor Davis applauded Mr. Ellis' initiative. We're not on the same wave length and we just talked about moving forward and having the most accurate information.

Councilor Finlay suggested that they invite Mr. Addison as well. Let's have a two (2) hour interrupted budget session at that time.

Mr. Charles P. Austin, Sr., City Manager suggested that the meeting be held on the second Wednesday in February.

Councilor Devine said that the Council wants to make sure that Mr. Addison communicates with them; that the Council is communicating with Mr. Addison; and that Mr. Addison is getting what he needs to complete the audits in a timely manner. Are we in agreement that you will send your communications to staff and to the members of Council as well? We recognize that staff will need to respond, but we would like to see that communication.

Mr. Charles P. Austin, Sr., City Manager said that he would be responsible for making sure that the information is communicated from Mr. Addison to him and then to the Council.

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Councilor Finlay suggested that they make Mr. Addison aware of the need to copy the members of Council on all communication to the City Manager.

Mr. Charles P. Austin, Sr., City Manager said absolutely.

Councilor Gergel asked Mr. Addison if he has begun the 2007/2008 audit.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said no ma'am.

Councilor Gergel asked Mr. Addison when he anticipates doing that.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers reported that it is scheduled to start next week.

Mr. Charles P. Austin, Sr., City Manager said that he has to be brutally frank about this. I am going to expect a different level of participation from Webster Rogers this time around. We became one of several clients and I think that may have in some way affected us, but we have an assurance that we will have more of their staff available to us that we might get this done in a timelier manner. We certainly believe that staff of course has prepared the information and can transfer that in a timely manner so we should have this audit completed. I will get with Mr. Addison, because I want a date specific that we can anticipate having this audit turned over to us.

Councilor Finlay requested a draft timeline with their first communication. It would be beneficial if you gave us one that the Council and the staff can commit to then we can push you and the City Manager harder than anyone else can.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers welcomed the suggestion, because if you go back and look at the original timeline that was set up you will see some gaping issues that hopefully have been resolved.

Councilor Devine said that the Council will make sure communication is key and as the Auditor you need to communicate any issues to us. There are no excuses as to why the audit cannot be completed in a timely manner.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that at this time he knows of no reason why that would not be a legitimate request.

Councilor Davis reiterated the fact that the Council needed to be informed of systemic problems and infrastructure issues. If you know you can't deliver then we need to know that too.

Mr. Bud Addison, Audit Senior Manager / Webster Rogers said that this group and the City Manager received an e-mail in December 2007 that said that statements would be ready by January 2008 and they would in effect turn the records over. After those records were turned over, the Municipal Association came in and made approximately 200 journal entries after the books were assured to be closed. I don't anticipate that to happen this time, but this gives you an idea of where you were as of January 2008.

Councilor Gergel asked if they would be receiving a timeline in the very near future.

Mr. Charles P. Austin, Sr., City Manager said yes ma'am; we meet again on January 28, 2009, but I would anticipate something long before that.

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EXECUTIVE SESSION

Upon motion by Mr. Davis, seconded by Mr. Finlay, Council voted unanimously to go into Executive Session at 4:52 p.m. for the discussion of matters as outlined below.

C. Discussion of negotiations incident to proposed contractual arrangements
- Capital Project #104901; Restoration of Martha's Glen Road

This item was discussed in Executive Session. No action was taken.

- Cello d/b/a Verizon Wireless

This item was discussed in Executive Session. No action was taken.

D. Receipt of legal advice which relates to a matter covered by attorney-client privilege
- Ordinance No.: 2008-108 - Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 8, Environmental Health and Sanitation, Article IV, Pollution Control, Division 5, Regulations and Requirements Relating to Smoking of Tobacco Products, Sec. 8-218 to add (8); and to delete Sec. 8-219 and renumber subsequent section

This item was not discussed in Executive Session.

E. Discussion of employment of an employee
This item was discussed in Executive Session. No action was taken.

- **Council adjourned the Work Session at 5:00 p.m.**

Respectfully submitted by:

Erika D. Salley
City Clerk

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CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
WEDNESDAY, MAY 6, 2009
9:00 A.M.
CITY COUNCIL CHAMBERS
1737 MAIN STREET

The Columbia City Council conducted a Regular Meeting on Wednesday, May 6, 2009 in the City Hall Council Chambers located at 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Robert D. Coble called the meeting to order at 9:14 a.m. The following members of Council were present: The Honorable E.W. Cromartie, II, The Honorable Tameika Isaac Devine, The Honorable Daniel J. Rickenmann, The Honorable Kirkman Finlay III and The Honorable Belinda F. Gergel. The Honorable Sam Davis was absent. Also present were Mr. Steven A. Gantt, Interim City Manager and Ms. Erika D. Salley, City Clerk.

APPROVAL OF MINUTES

1. Minutes of October 15, 2008, January 28, 2009 and February 4, 2009 – *Approved as presented.*

Upon motion by Mr. Cromartie, seconded by Mr. Rickenmann, Council voted unanimously to approve the Minutes of October 15, 2008, January 28, 2009 and February 4, 2009 with a single motion as presented. Ms. Devine was not present for the vote.

FINANCIAL MATTERS

2. Community Promotions Monthly Funding Recommendations for May 2009 –The Honorable Judge Mildred McDuffie, Chair of the Community Promotions Advisory Committee

Upon motion by Mr. Cromartie, seconded by Ms. Devine, Council voted unanimously to approve the committee's recommendation to award $2,500 to the Greenview Elementary School for the Odyssey of the Minds World Finals from the Community Promotions Fund. *(Please refer to chart below.)*

Community Promotions Monthly Funding 2008-2009

Organization	Project Name	Request	Amount Funded
April			
Lewis Greenview Elementary	Odyssey of the Mind World Finals	5,000	2,500

Upon motion by Mr. Finlay, seconded by Ms. Devine, Council voted unanimously to carry forward any funds remaining in the Community Promotions Fund at the end of Fiscal Year 2008/2009 to Fiscal Year 2009/2010. The estimated remaining balance is $10,000.

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3. Employee Benefits (Retiree) – The Honorable Daniel J. Rickenmann

Upon motion by Mr. Rickenmann, seconded by Dr. Gergel, Council voted unanimously to adopt the active employee benefits plan for retirees who are not eligible for Medicare; the retiree will be asked to contribute 10% for themselves and 30% for their dependents; a single retiree would pay $33.18, $172.54 for retiree and spouse, $82.95 for retiree and dependent child and $252.17 for a family; those retirees that are post-65 and/or Medicare/Medicaid eligible will receive a supplemental policy with a prescription card at no cost to the retiree, but the spouse will be asked to pay 30% or roughly $67 per month; these rates are guaranteed for 18 months; and to form a committee of seven (7) as follows: two (2) retirees, two (2) active employees, two (2) council members, one (1) representative from the Human Resources Department and an independent consultant to explore how we can continue to manage health care.

PRESENTATIONS

4. Introduction of the May 2009 Employee of the Month (Mr. Kristopher Kinard, Maintenance Tech III) – Mr. John Dooley, Jr., P.E. Director of Utilities and Engineering and Mr. Bud Summers, Superintendent

Mr. Bud Summers, Superintendent introduced Mr. Kristopher Kinard, Maintenance Technician III at the Canal Water Treatment Plant as the May 2009 Employee of the Month.

Mayor Coble presented Mr. Kinard with a Certificate of Excellence and Mr. Steven Gantt, Interim City Manager presented Mr. Kinard with a token of appreciation.

5. Introduction to Engineering Program – Ms. Lisa B. Muzekari, P.E., Senior Project Manager of BP Barber

Mayor Coble and the members of Council presented Certificates to the following students at W.G. Sanders Middle School for their participation in the Introduction to Engineering Program.

Jeremy Austin	Natasha Byers	William Campbell
DuQuan Clarke	Kenneth Hill	Shaireef Johnson
Shannin Johnson	David Lewis	Eldrick McCullough
Turquoise Williams	Michael Rankin	Alexandria Hamilton
Rickey Willis	Barron Hopkins	

6. Bike-to-Work Day Proclamation – Ms. Gerry Lynn Hall, Community Development and Mr. John Hall, *BikeColumbia* Evaluation/Planning Co-Team Leader

Mayor Coble and the members of Council proclaimed Friday, May 15, 2009 as Bike-To-Work Day in the City of Columbia.

7. National Public Garden Day Proclamation – Ms. Robin Waites, Executive Director of the Historic Columbia Foundation

Mayor Coble and the members of Council proclaimed Friday, May 8, 2009 as National Public Gardens Day in the City of Columbia.

PUBLIC HEARINGS

8. 2009 / 2010 Annual Action Plan for the Community Development Department – Mr. Tony Lawton, Director of Community Development and Ms. Dollie Bristow, Community Investment Manager

- **Council opened the Public Hearing at 10:29 a.m.**

***Amendment to the Agenda*

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Ms. Regina Mills, Chair of the Citizens Advisory Committee appeared before the members of Council to address concerns related to the proposed projects for the Community Development Block Grant entitlement for fiscal year 2009/2010.

There was a consensus of Council to direct Mr. Tony Lawton, Director of Community Development to meet with Ms. Mills in an effort to help her better understand the recommendations and how those recommendations will be funded.

Upon motion by Mr. Rickenmann, seconded by Ms. Devine, Council voted unanimously to adjourn the Public Hearing at 10:46 a.m.

9. Justice Assistance Grant Program – Ms. Teresa Wilson Florence, Director of Governmental Affairs and Community Relations

- **Council opened the Public Hearing at 11:33 a.m.**

No one appeared in support of or in opposition to **Item 9.**

- **Council closed the Public Hearing at 11:33 a.m.**

Upon motion by Mr. Rickenmann, seconded by Ms. Devine, Council voted unanimously to approve the Columbia Police Department's application for the Edward Byrne Memorial Justice Assistance Grant Program in the amount of $597,483 for equipment and supplies.

9a. **2009 / 2010 Annual Action Plan for the Community Development Department – Mr. Tony Lawton, Director of Community Development

Upon motion by Mr. Cromartie, seconded by Mr. Rickenmann, Council voted unanimously to reconvene the Public Hearing at 11:33 a.m.

Ms. Regina Mills, Chair of the Citizens Advisory Committee asked the members of Council to approve the 2009/2010 Annual Action Plan for the Community Development Department.

- **Council adjourned the Public Hearing at 11:34 a.m.**

Upon motion by Mr. Cromartie, seconded by Ms. Devine, Council voted unanimously to approve the 2009/2010 Annual Action Plan for the Community Development Department.

- **Council recessed at 11:35 a.m.**

- **Council reconvened at 11:45 a.m.**

CITY COUNCIL DISCUSSION / ACTION

10. Front End Loader Collection Operation– Mr. Robert Anderson, Superintendent of Solid Waste

There was a consensus of Council to schedule a Public Hearing for citizen input on the proposal for Front End Loader Collection Operations on Wednesday, May 27, 2009 at 9:00 a.m.

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11. Annexation Urban Service Area – Mr. Marc Mylott, Director of Planning and Development Services / Zoning Administrator

Upon motion by Mr. Finlay, seconded by Dr. Gergel, Council voted unanimously to endorse the Urban Service Areas plan for annexing donut holes and primary areas and to schedule a strategic Work Session for continued discussions in August 2009.

CONSIDERATION OF BIDS, AGREEMENTS and CHANGE ORDERS

Upon motion by Mr. Finlay, seconded by Ms. Devine, Council voted unanimously to approve **Items 12.** through **20.** and **22.** through **24.** with a single motion. **Item 21.** was approved by a separate motion.

12. Council is asked to approve Project #SS7056(24); Price Increase for the Purchase of two (2) Flight Attachment Brackets for the Repair of two (2) DAF Top Flights at the Metro Wastewater Treatment Plant. Award to Siemen Water Technologies, as a Sole Source in the amount of $10,348.00. This vendor is located in Charlotte, NC. *Funding Source: Sewer Improvement Fund 5529999-SS705624-851200 – **Note:** On April 15, 2009, Council approved the purchase of material in the amount of $78,568.00. The amount requested is due to an unexpected price increase. - Approved*

13. Council is asked to approve the Purchase of Vetter Rescue Bags, as requested by the Fire Department. Award to Newton's Fire & Safety, the lowest bidder in the amount of $11,814.94. This vendor is located in Swepsonville, NC. *Funding Source: 2082306-627100 - Approved*

14. Council is asked to approve the Purchase of one (1) lot of Pharmaceuticals, as requested by the Homeland Security / EOC Department. Award to Cardinal Health Distribution, using the SC State Contract in the amount of $12,002.84. This vendor is located in Greensboro, NC. *Funding Source: MMRS Department of Homeland Security Sec 2007 EPA Grant 2549999-624900 9601000207-624900 - Approved*

15. Council is asked to approve the Purchase of Annual Safety Inspection Testing and Certification for Trucks / Equipment, as requested by the Fleet Service Division. Award to American Test Center, the lowest bidder in the amount of $14,701.80. This vendor is located in River Falls, WI. *Funding Source: 6308970-672800 - Approved*

16. Council is asked to approve Project #SS7056(23); Purchase of Wear Shoes and Bottom Sigma Flights in order to repair Primary Clarifier Basins at the Metro Wastewater Treatment Plant, as requested by Utilities and Engineering. Award to Siemens Water Technologies, as a Sole Source in the amount of $15,613.00. This vendor is located in Charlotte, NC. *Funding Source: Sewer Improvement Fund 5529999-SS705623-851200 **Note:** The purpose of primary clarifiers is to separate the settled and floating solids from the raw sewage. This reduces the organic loading on the aeration basins and the secondary clarifiers so they can operate more efficiently. Wear shoes keep the drive chain and flights from rubbing along the clarifier bottom. - Approved*

17. Council is asked to approve the Purchase of Updating of the Columbia, South Carolina Metropolitan Medical Response System (MMRS) Plans, as requested by The Emergency Operations Office. Award to University of South Carolina in the amount of $19,999.00. This vendor is located in Columbia, SC. *Funding Source: 2549999-636700 9601000207-636700 MMRS Department of Homeland Sec 2007 EPA Grant - Approved*

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18. Council is asked to approve the Purchase of Airbag Lifting System, as requested by the Fire Department. Award to Newton's Fire & Safety in the amount of $27,738.68. This vendor is located in Swepsonville, NC. *Funding Source: (1012303-657400 $22,713.96); (1012303-627100 $5,024.72)* – ***Note:*** *These are inflatable lifting bags for rescue work to help persons who are trapped in or under vehicles. - Approved*

19. Council is asked to approve the Purchase of Auto Charge Super Kits, as requested by the Fire Department. Award to Slagle Fire Equipment @ Supply in the amount of $34,309.37. This vendor is located in West Columbia, SC. *Funding Source: (1012303-627100 $16,782.77); (2082306-627100 $17,526.60)* – ***Note:*** *These are electrical power supplies to keep the new onboard computers running in the fire trucks while they are parked in the fire stations. The computers can receive dispatch information through the automatic vehicle location system (AVL) and transmit the trucks' locations. - Approved*

20. Council is asked to approve Project # SD8326; Agreement to Render Structural, Engineering Design and Construction Services in Connection with repair of Columbia Canal Water Treatment Plant Drainage Tunnels, as requested by Utilities and Engineering. Award to Chao and Associates, Inc., in the amount of $75,000.00. This vendor is located in Columbia, SC. *Funding Source: FY 2008 / 2009 Capital Improvement Program Budget. - Approved*

21. Council is asked to approve Purchase of Taser Weapons and Accessories, as requested by the Police Department. Award to Lawmen's, as a Sole Source in the amount of $116,352.41. This vendor is located in Columbia SC. *Funding Source: 2659999-6271000 9211000101-6271000 Gunshot Triangulation – US Justice Grant - Approved*

Upon motion by Mayor Coble, seconded by Ms. Devine, Council voted unanimously to approve the Purchase of Taser Weapons and Accessories, as requested by the Police Department. Award to Lawmen's, as a Sole Source in the amount of $116,352.41. This vendor is located in Columbia SC.

22. Council is asked to approve Project #SS7091; Emergency Sanitary Sewer Replacement Along Quail Lane between Lockewood and Wrenwood Lanes, as requested by Utilities and Engineering. Award to Shady Grove Construction Company, the lowest bidder in the amount of $283,171.00. This vendor is located in Irmo, SC. *Funding Source: Sewer Improvement Fund SS709101 851600 - Approved*

23. Council is asked to approve Project #SD8059; Phase I of Northwood Hills / Delverton Drainage Channel Improvements, as requested by Utilities and Engineering. Award to L-J, Inc., the lowest bidder in the amount of $594,191.75. This vendor is located in Columbia, SC. *Funding Source: Storm Drain Funding Project #SS80591A-656200 – This is a Mentor Protégé Program Project - Approved*

24. Council is asked to approve Project #701702; Removal of Beavers and Beaver Dam Debris, as requested by Utilities and Engineering. Award to McClam & Associates in the amount of $992,013.05. This vendor is located in Little Mountain, SC. *Funding Source: Sanitary Sewer Funding Project #SS701702-851600 – This is a Mentor Protégé Program Project - Approved*

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ORDINANCES – SECOND READING

Upon motion by Mr. Cromartie, seconded by Ms. Devine, Council voted unanimously to give second reading approval to **Items 25.** and **26.** with a single motion.

25. Ordinance No.: 2009-028 - Granting an encroachment to Zion Baptist Church for installation and maintenance of landscaping and an "L" shaped handicap ramp / walkway with guardrail and landings within the right of way area adjacent to 1324 Gadsden Street *(Mr. Chip Land, Long Range Planner. Recommends approval) – First reading approval was given on April 15, 2009. – Approved on second reading.*

26. Ordinance No.: 2009-031 – Granting encroachment to The Church of the Lord Jesus Christ of the Apostolic Faith, Inc. for a directional sign on the southwest corner of Miller Avenue and Main Street *(Mr. Chip Land, Long Range Planner. Recommends approval) – First reading approval was given on April 15, 2009. – Approved on second reading.*

ORDINANCES – FIRST READING

Upon motion by Mr. Cromartie, seconded by Mr. Rickenmann, Council voted unanimously to give first reading approval to **Items 27.** through **29.** with a single motion.

27. Ordinance No.: 2009-037 – Granting a 30' Easement Along a Portion of City Property Identified as the Piney Grove Water Tank Site to Lexington County for Steward Drive Paving and Improvements Project; Lexington County TMS #002898-04-006 (Portion); CF #250-270 – *Approved on first reading.*

28. Ordinance No. 2009-039 – Annexing 745 Hazelwood Road and 7756 Garners Ferry Road Richland County TMS #19102-02-04 and 19102-02-05 *(Mr. Marc Mylott, Director of Planning and Development Services: Recommends approval) – Approved on first reading.*

29. Ordinance No.: 2009-044 – Repealing Ordinance No.: 2008-065 authorizing a property tax credit to taxpayers within the corporate limits of the City of Columbia for installation of fire sprinkler systems in compliance with S.C. Code Ann. §12-6-3622 – *Approved on first reading.*

30. Ordinance No.: 2009-046 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 19, Solid Waste Management, Article II, Collection and Disposal, Sec. 19-31 Definitions, Bulk container; Sec. 19-40 Frequency of collection; limitations on quantity of waste; Sec. 19-41 Restrictions on collection, (g) Bulk containers for multiple dwelling units and (h) Bulk containers for commercial and industrial users; and Sec. 19-43 Service fees to delete (3) Property exempt from ad valorem tax, (4) Commercial refuse collection and (5) Taxable nonresidential properties and to renumber (6) Building material collection – *First reading consideration was deferred.*

30a. **Ordinance No.: 2009-048 – Amending the 1998 Code of Ordinance of the City of Columbia, South Carolina, Chapter 12, Motor Vehicles and Traffic, Article I, General, Sec. 12-13 through trucks prohibited on certain streets – *First reading consideration was deferred.*

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30b. **Ordinance No.: 2009-050 – Authorizing the City of Columbia, South Carolina, to execute and deliver an Equipment Lease Purchase Agreement, 2009, in the amount of not exceeding $900,000 between the City and the Lessor thereof to defray the cost of acquiring certain equipment; and other matters relating thereto – *Approved on first reading.*

Upon motion by Mayor Coble, seconded by Mr. Cromartie, Council voted unanimously to give first reading approval to Ordinance No.: 2009-050 – Authorizing the City of Columbia, South Carolina, to execute and deliver an Equipment Lease Purchase Agreement, 2009, in the amount of not exceeding $900,000 between the City and the Lessor thereof to defray the cost of acquiring certain equipment; and other matters relating thereto.

RESOLUTIONS

Upon motion by Mr. Rickenmann, seconded by Dr. Gergel, Council voted unanimously to approve **Items 31.** through **D.** with a single motion.

31. Resolution No.: R-2009-022 – Authorizing Acceptance and Dedication of Street Known as Jim Hamilton Boulevard to the City of Columbia; Richland County TMS #13702 (Portion); CF #214-10A - *Approved*

A. Resolution No.: R-2009-023 – Authorizing Acceptance and Dedication of Street known as Moores Creek Drive, Musgroves Mill Lane and Nestle Court in Moore's Creek Subdivision to the City of Columbia; Richland County TMS #19108-14-01 (Portion); CF #293-12 - *Approved*

B. Resolution No.: R-2009-024 – Authorizing Eau Claire Community Council's Ribs & Renaissance Arts & and consumption of beer and wine at Hyatt Park, Eau Claire Town Hall and the Eau Claire Print Building - *Approved*

C. Resolution No.: R-2009-026 - Authorizing Condemnation to acquire A 25' Sanitary Sewer Easement Along Richland County TMS#14900-01-31 for Sanitary Sewer Main from Beasley Creek Trunk Line Along Creek Boundary and Crossing Community Road to Richland County TMS#150000-02-02; CIP Project #SS6846, Phase 2; CF#250-231 - *Approved*

D. Resolution No.: R-2009-027 – Authorizing the Interim City Manager to execute Agreements with Richland County School District One to provide School Resource Officers from the Columbia Police Department to various schools - *Approved*

E. Resolution No.: R-2009-028 - Authorizing consumption of beer and wine at the Summer Concert Series in Finlay Park - *Approved*

Upon motion by Mr. Finlay, seconded by Dr. Gergel, Council voted unanimously to approve Resolution No.: R-2009-028 - Authorizing consumption of beer and wine at the Summer Concert Series in Finlay Park.

APPOINTMENTS

F. Animal Services Advisory Committee – *Consideration of this item was deferred.*

G. Complete Count Committee / Census 2010 – *Consideration of this item was deferred.*

H. Greater Columbia Community Relations Council – *Consideration of this item was deferred.*

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**Amendment to the Agenda*

APPEARANCE OF PUBLIC HAVING BUSINESS WITH CITY COUNCIL

Ms. Carolyn Taylor appeared before the Council to inform them of the Attorney General's opinion as it relates to the City of Columbia not having authority to tag vehicles on private property. If a vehicle is parked on private property with the consent of the owner or the person in control of the property the City doesn't have the authority to tag it; it's not abandoned and even it were junk it could not be taken away from that property. She reminded Mr. Rickenmann that the last time she was here he told her to give her questions to Mr. Gantt and the answers would be supplied in written form, but she hasn't received any answers.

Councilor Devine stated that she spoke with the City Attorney and the Director of Planning and Development Services about this and we are in litigation with Ms. Taylor and because of that they have not answered her questions in writing. She would need to take that up with the Legal Department.

Ms. Carolyn Taylor argued that they are not in litigation about abandoned vehicles. No one informed me of this. She provided supporting documentation to the Council from the SC Code of Laws.

Mr. Keith Seymour, Carolina Panorama appeared before the Council to express his concerns about Council considering the availability of public transportation when annexing property.

BUDGET WORK SESSION

I. Fiscal Year 2009 / 2010 Budget Review – The Honorable Kirkman Finlay III - *The Budget Work Session was rescheduled to May 13, 2009.*

EXECUTIVE SESSION

Upon motion by Mr. Cromartie, seconded by Ms. Devine, Council voted unanimously to go into Executive Session at 1:19 p.m. for the discussion of **Items J.** through **M.** as amended.

J. **Discussion of compensation of an employee
This item was discussed in Executive Session. No action was taken.

K. **Receipt of legal advice which relate to matters covered by attorney-client privilege
- Prohibition of Trucks

Items were discussed in Executive Session. No action was taken.

L. **Discussion of negotiations incident to proposed contractual arrangements
- Richland County School District One
- Fire Services
- Benedict College

Items were discussed In Executive Session. No action was taken.

M. ** Receipt of legal advice which relate to pending, threatened or potential claims
Items were discussed in Executive Session. No action was taken.

- **Council adjourned the meeting at 4:15 p.m.**

Respectfully submitted by:

Erika D. Salley
City Clerk

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CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
WEDNESDAY, FEBRUARY 17, 2010
9:00 A.M.
COUNCIL CHAMBERS – 3RD FLOOR
1737 MAIN STREET

The Columbia City Council conducted a Regular Meeting on Wednesday, February 17, 2010 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Robert D. Coble called the meeting to order at 9:03 a.m. The following members of Council were present: The Honorable E.W. Cromartie, II, The Honorable Sam Davis, The Honorable Daniel J. Rickenmann, The Honorable Kirkman Finlay III and The Honorable Belinda F. Gergel. The Honorable Tameika Isaac Devine arrived at 9:12 a.m. Also present were Mr. Steven A. Gantt, City Manager and Ms. Erika D. Salley, City Clerk.

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INVOCATION

The Honorable Belinda F. Gergel offered a moment of silent prayer and reflection.

APPEARANCE OF PUBLIC HAVING BUSINESS RELATED TO THE AGENDA ITEMS

Mr. Bill Manley, Eau Claire Community Resident appeared before the members of Council to express concerns related to **Items 24., 25.** (Tax Increment Financing) and **29.** (Audit Update). While he was sure that the Council would pass **Items 24.** and **25.** today, he asked the Council to take no further actions between now and July 2010, when the new members of Council are sworn in. He asked if the City of Columbia will be liable for $1 million as it relates to **Item 29.**

MINUTES

1. Minutes of August 12, 2009 – *Approved as presented.*

Upon a motion made by Mr. Cromartie and seconded by Mr. Davis, Council voted unanimously to approve the Minutes of August 12, 2009 as presented.

FUNDING RECOMMEDNATIONS

2. January 2010 Community Promotions Funding Recommendations – The Honorable Judge Mildred McDuffie, Chair of the Community Promotions Advisory Committee

The Honorable Judge Mildred McDuffie said that she sent each Councilperson a letter concerning the Community Promotions Fund for 2010/2011 and she has not heard from most of them. She asked if they received the letter.

Upon a motion made by Mr. Cromartie and seconded by Dr. Gergel, Council voted unanimously to approve a request from the OMAN Foundation (Youth Mentor Program) for Community Promotions funding in the amount of $1,500 as recommended by the Community Promotions Advisory Committee.

- **The Honorable Tameika Isaac Devine joined the meeting at 9:12 a.m.**

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3. Request for Funding for the Palmetto Open Source Software Conference - The Honorable Mayor Robert D. Coble

Mr. Todd Lewis, Chairman / Palmetto Open Source Software Conference Planning Committee and Mr. Lonnie Emard, Executive Director / Consortium for Enterprise Systems Management requested $10,000 from the Hospitality Tax Fund to market the Palmetto Open Source Software Conference scheduled for April 15, 16 and 17, 2010 at the Columbia Metropolitan Convention Center.

4. Request for Funding for the Veterans of the Battle of the Bulge, SC Chapter Military Parade – The Honorable Mayor Robert D. Coble

Ms. Barbara J. Mooneyhan, Secretary / Veterans of the Battle of the Bulge, SC Chapter requested $12,000 from the Accommodations Tax Fund for the National Veterans of the Battle of the Bulge Conference scheduled for September 1-6, 2010. Funding allocations would pay for the security and traffic control required in order to conduct a parade in the downtown area.

4a. **Request for Funding from Allen University – The Honorable E.W. Cromartie, II

Dr. Charles Young, President of Allen University requested $10,000 from the Hospitality Tax Fund for a conference entitled "The Gathering", which is scheduled for March 3-5, 2010 at various locations throughout the City of Columbia. Funding is being requested to provide transportation for 12,000 attendees to and from conference sites, hotels and dining in the Vista and Five Points.

A motion made by Mr. Cromartie and seconded by Mayor Coble to approve up to $10,000 from the Hospitality Tax Fund for Allen University as a sponsor of The Gathering Conference was withdrawn.

After an in-depth discussion of **Items 3., 4. and 4a.**, there was a consensus of Council to give further consideration to funding these requests from the Hospitality Tax Fund on February 24, 2010. The remaining balance of the Hospitality Tax Contingency Fund is $75,000 through June 30, 2010. Staff was directed to provide a report on Hospitality Tax collections and the balance of previously approved allocations currently due to organizations. The Conventions and Visitors Bureau was asked to provide an explanation as to why organizations were denied direct funding assistance for marketing and transportation. The City Attorney was asked to provide legal advice on the funding of religious events.

PRESENTATIONS

5. Business Commemoration for the 2009 Business Spotlight Program Honorees – Mr. Angelo McBride, Business Administrator / Office of Business Opportunities

Mr. Angelo McBride, Business Administrator / Office of Business Opportunities reintroduced the following 2009 Business Spotlight Program Honorees; Granger Owings, JT Thomas Salon, Finklin Pharmacy and Argand Energy Solutions. They presented the members of Council with framed tokens of appreciation.

Mr. J. Thomas Leaptrott, of JT Thomas Salon and Mr. Mike Switzer, Argand Energy thanked the Council for their support of small businesses in the City of Columbia.

6. Improvements to the Columbia Tennis Center – The Honorable Belinda F. Gergel

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***Amendment to the Agenda*

Councilor Gergel recalled that a couple of weeks ago the Council voted to receive monies in the Hospitality Bond to update the Columbia Tennis Center as planned many years ago. We have been meeting with and receiving input from a group that is very active at the tennis.

Mr. S. Allison Baker, Senior Assistant City Manager further recalled that in 2000, City Council allocated $2.5 million for the redesign and upgrade of the Columbia Tennis Center. At that time, we had 14 courts; the redesign would allow us to have 17 courts; and the tennis community convinced City Council of the need for 30 courts. The Columbia Tennis Center is landlocked and it was not possible to build 30 courts, hence the development of Southeast Park. He said that $2.1 million of the $2.5 million allocation was used to purchase the land that is now Southeast Park and the other $400,000 was used to improve the parking lot at the Columbia Tennis Center. Prior to 2005, Hospitality Bonds were issued for several projects to include the development of Southeast Park, the renovation of the Columbia Tennis Center and upgrades to Finlay Park. The concept was to develop 30 tennis courts at Southeast Park; move the staff from the Columbia Tennis Center to Southeast Park; improve the Columbia Tennis Center, as is; and to no longer consider the Columbia Tennis Center as our tennis center; our tennis center would move to Southeast Park. We planned to build an environmental education center and a pro shop at Southeast Park, but that phase was not completed. Recently, City Council voted to allow us to move ahead with the upgrades at the Columbia Tennis Center and use any remaining funds to continue the improvements at Southeast Park. There has been some misconception that the $1 million that was set aside out of the Hospitality Bonds for the Columbia Tennis Center was used elsewhere. That is not so; those funds remain in place to be used at the Columbia Tennis Center. Those funds cannot be used for anything other than those projects that the bonds were issued for. He added that Dr. Gergel has had exciting discussions with a group of tennis players, citizens and neighbors. He noted that where they are today is a deviation from the direction that was set by a previous Council. We have discussed upgrading the existing courts at the Columbia Tennis Center and the staff would remain there as opposed to moving to Southeast Park. He suggested that there may not be a need to go beyond the 16 courts at Southeast Park or the 14 to 17 courts at the Columbia Tennis Center.

Mr. Temple Ligon, The Columbia Star provided a historical perspective on the Columbia Tennis Center and tennis centers in other cities.

There was a consensus of Council to endorse the composition of an ad-hoc committee to provide input in the planning process for the upgrades at the Columbia Tennis Center. This group should be diverse to include representatives from Greenview Park. The Council requested a list of the projects included in the bond issuance. Mr. Baker was reminded to address the needs at the Greenview Tennis Courts.

7. Cities Mean Business Month Proclamation – The Honorable Mayor Robert D. Coble

Mayor Robert D. Coble and Councilor Devine presented a proclamation declaring February 2010 as Cities Mean Business Month in support of the Municipal Association of South Carolina.

8. Midlands Housing Alliance Update – Ms. Cathy Novinger, Chair of the Midlands Housing Alliance

Ms. Cathy Novinger, Chair of the Midlands Housing Alliance said that they have made a lot progress on the Midlands Housing Alliance Homeless Transition Center, a 501(c) 3 organization that will be located at the former Salvation Army site at the corner of Elmwood Avenue and Main Street. This is being done in partnership with the Knight Foundation, the faith community, service providers, the business community and many caring individuals. We have raised $11.3 million for capital expenses for this facility. We will begin with onsite environmental abatement this week; immediately after that we will start demolition; and construction will begin immediately after that. Our goal is to be operational by April 2011.

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Mr. Larry Amey, Executive Director of the Midlands Housing Alliance presented a site plan for the 51,000 sq. ft. facility. He reported that the existing chapel will remain and the remainder of the building will be demolished. It's a commercial building with the scale of a school and a campus design. All of the major entrances into the building and the programs housed inside will be accessed from the Calhoun Street entrance. There is a brick garden wall along the back side of the facility that encloses the parking area. There will be two (2) operable gates and a pedestrian gate so that anyone who enters the site will be inside the brick garden area. The old chapel building will serve as our day center, which provides a safe and appropriate daytime alternative to people who have no where else to go. It will provide basic needs such as food, showers, laundry and computers. It is a program of engagement and commitment. We engage homeless people that are living on the street and if they are willing participants and are willing to meet with the case workers and sign on to an individualized recovery program then they will work through a tiered program and ultimately recover from homelessness. The lower level of the new two story building has short-term emergency housing for 52 men and women. This would also serve as nighttime lodging for people who are on the street. Someone could enter our day center and be referred for emergency housing. There will be people with active addictions or mental illnesses, but they have to meet the behavioral and safety standards of the facility; no drugs or alcohol are allowed within the facility. There is a nurse on duty, but individuals with health crisis will be taken to the emergency room. There are 26 beds in the respite center for individuals that are ready to be released from the hospital, but have no place to be discharged to. They can come here for recuperative care if ongoing medical assistance is not needed. Once an individual has developed a recovery plan with a caseworker they will be housed in the second story of the facility, which is the short-term program housing with 72-units. They will be in ongoing communication with a caseworker and they will be required to attend life skill training at the center. If they are successful, then they will be eligible for a series of housing units in another building. These 16 units house 4 persons a piece. We currently plan to house 136 individuals at night within the various programs. There are 214 night time beds. The day center will serve100 to 125 people per day. We hope that we will be able to reduce homelessness and its adverse affect it has on the individuals and our city.

There was a consensus of Council to ask the Midlands Housing Alliance to engage the Downtown Coalition of Neighborhoods in discussions and to engage Mr. Mike King, Assistant City Manager for Public Safety in discussions related to the center's security plans.

- **Council recessed at 11:18 a.m.**

- **Council reconvened at 11:29 a.m.**

9. Update on Health Screenings – Ms. Bonnie Greenwood, St. Jude Medical of South Carolina

Ms. Ray Borders Gray announced that they are actively recruiting and scheduling employees for the next round of health screenings, which begin on Monday. She noted that there are many slots available. She encouraged the members of Council and all employees to participate even if they have their own physicians or if they've already had screenings.

Ms. Bonnie Greenwood, St. Jude Medical of South Carolina reported that they initiated the cardiovascular screening project with City employees in January 2010. The screening included the risk factor assessment, blood pressure, 12-Lead EKG, carotid screening, a cardiac echo and a pulmonary function test. In 3 days we screened 430 employees; 69 needed additional follow-up with cardiologists; and the majority did not list a primary care physician.

10. Efficiency Study Results – Mr. S. Allison Baker, Senior Assistant City Manager

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**Amendment to the Agenda*

Mr. S. Allison Baker, Senior Assistant City Manager explained that the efficiency study looked at where we are and how we can do business better; how we can be effective and efficient; and how we can do the right thing well. As the Executive Sponsor of this, I believe that this is a very good first step. He introduced the following Steering Committee Members: Ms. Gladys Brown, Assistant City Manager for Administrative Services; Ms. Missy Caughman, Budget Director; Ms. Missy Gentry, Public Works Director; and Mr. David Knoche, General Services Director. He asked the Council to receive this limited report today and schedule a future meeting date for an executive session discussion solely dedicated to the efficiency study.

Ms. Angela Robinson, Project Manager / Equa Terra outlined the project methodology used to conduct an organization-wide performance assessment in order to identify opportunities for process improvements and efficiency utilizing Activity Based Costing. There were a total of 42 findings identified during the assessment and the City has the potential of saving $5,320,076.29 in year one of implementation. The next steps are to make the decision to implement; understand the requirements of implementation; understand the resources required for implementation; develop a plan for the implementation of each action; and monitoring those plans.

There was a consensus of Council to schedule a Work Session wherein the details of each finding of the performance assessment will be discussed in executive session.

CONSENT AGENDA

Upon a motion made by Dr. Gergel and seconded by Mr. Cromartie, Council voted unanimously to approve the **Consent Agenda Items 11.** through **23.** as presented.

CONSIDERATION OF BIDS, AGREEMENTS and CHANGE ORDERS

11. Council is asked to approve the One (1) Year Renewal of the Unisys Hardware Maintenance Support for the Business License Division and Municipal Court, as requested by the Information Technology Department. Award to Unisys Corporation of Farmington, NY in the amount of $13,017.45. *Funding Source: 1011120-638200 - Approved*

12. Council is asked to approve the One (1) Year Renewal of Websense, web filtering software, as requested by the Information Technology Department. Award to Dell of Round Rock, TX in the amount of $18,523.31. *Funding Source: 1011120-638200 - Approved*

13. Council is asked for approval to Procure Labor and Materials for the Fabrication and Installation of Gates at the Laurel Street and Gadsden Street entrances of the Main Parking Lot at Finlay Park, as requested by the Parks and Recreation Department. Award to the Iron Man's Iron Shop of Gaston, SC in an amount not to exceed $22,000.00. *Funding Source: PK005601-659300 - Approved*

14. Council is asked to approve Project WM4092; the Purchase of Materials to Replace the Water Main in the Lincolnshire Subdivision, as requested by Engineering Administration. Award to HD Supply Waterworks of West Columbia, SC in the amount of $30,914.94. *Funding Source: 5529999-WM409201-658670 (Water Improvement Fund) - Please note that City Forces will be responsible for constructing the water main. - Approved*

15. Council is asked to approve the Purchase of Six (6) T3 Vehicles and Accessories, as requested by the Police Department. Award to Interceptor Public Safety Products, Inc. in the amount of $62,517.96. This vendor is located in Forsyth, Georgia. *Funding Source: 2609999-657500 / RA24110100-657500 JAG Recovery Act E. Byrne Grant - Approved*

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16. Council is asked to approve the Purchase of Cabling Services, as requested by Parking Services and Information Technology. Award to MD Technologies of Columbia, SC in an annual amount not to exceed $75,000.00. *Funding Source: 1011201-632100 and 5511219-632100 - Approved*

17. Council is asked to approve the Purchase of Vehicles, as requested by the Water Distribution Division. Award to the following vendors in the total amount of $77,991.00. - *Approved*

Vendor	Location	Type	Department	Amount	Funding Source
Dick Smith Ford	Columbia, SC	Ford F-250 w/ Utility Body	Water Dist. & Maint.	$22,712.00	5516203-658500
Vic Bailey Ford	Spartanburg, SC	Ford F-350 w/ Utility Body	Water Dist. & Maint.	$42,011.00	5516203-658500
Vic Bailey Ford	Spartanburg, SC	Ford Ranger	Water Cust. Serv.	$13,268.00	5516202-658500

18. Council is asked to approve an Agreement for Engineering Services for the Senior Matters Project, as requested by Engineering Operations. Award to Cox and Dinkins of Columbia, SC in the amount of $94,500.00. *Funding Source: 5529999-WM419502-636600 (Water Improvement Fund) – Please note that approximately 15% of the fee will be subcontracted to Civil Engineering Consulting Services, which is a small female business enterprise located in Columbia, SC. The firm will provide subsurface utility engineering services. - Approved*

19. Council is asked to approve a Mentor Protégé Project #SS7087; 8' Repair along Sunset Drive and Phillips Street, as requested by the Utilities and Engineering Department. Award to Trussell Bothers Construction in the amount of $384,284.550. This firm is located in Columbia, SC. *Funding Source: SS708701 - Approved*

20. Council is asked to approve the Purchase of Landfill Services, as requested by Solid Waste. Award to Waste Management Pine Hills C & D Landfill of Elgin, SC in the amount of $850,000.00 from March 5, 2010 to March 5, 2011. *Funding Source: 6208955-631900 - Approved*

ORDINANCES – SECOND READING

21. Ordinance No.: 2009-121 – Granting an encroachment to Mark Lovern for installation and maintenance of landscaping; an irrigation system; decorative metal fence; concrete block and stucco columns; and a knee wall within the right of way of the unopened portion of College Street and adjacent to 830 Laurens Street, Richland County TMS #11405-12-01 – *First reading approval was given on February 3, 2010. – Approved on second reading.*

22. Ordinance No.: 2009-125 – Granting an encroachment to Shelby King for installation and maintenance of a wooden split rail fence within the right of way area adjacent to her property at 3108 Hope Avenue, Richland County TMS #13801-21-21 – *First reading approval was given on February 3, 2010. – Approved on second reading.*

23. Ordinance No.: 2010–026 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article IV, Departments, Sec. 12-151, Departments created; department heads; administrative regulations and procedures, (a) to repeal (20) Homeland Security – *First reading approval was given on February 3, 2010. – Approved on second reading.*

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Erika D. Meaw
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***Amendment to the Agenda*

ORDINANCES – SECOND READING

24. Ordinance No.: 2010-031 - (Innovista Redevelopment Plan) - An Ordinance Approving the Innovista Redevelopment Plan of the City of Columbia, South Carolina; Designating Such Area as a Redevelopment Project Area; Making Findings of Blight Within the Redevelopment Project Area and Other Findings Contemplated by the Tax Increment Financing Law; Designating Redevelopment Projects; and Other Matters Relating Thereto – *First reading approval was given on February 4, 2010. – Approved on second reading.*

A substitute motion made by Dr. Gergel and seconded by Mr. Rickenmann to postpone any further consideration of **Items 24.** and **25.** until after July 1, 2010 when the new Mayor and Council members take their seats, was withdrawn.
Upon a motion made by Ms. Devine and seconded by Mr. Cromartie, Council voted four (4) to three (3) to give second reading approval to Ordinance No: 2010-031 - (Innovista Redevelopment Plan) - An Ordinance Approving the Innovista Redevelopment Plan of the City of Columbia, South Carolina; Designating Such Area as a Redevelopment Project Area; Making Findings of Blight Within the Redevelopment Project Area and Other Findings Contemplated by the Tax Increment Financing Law; Designating Redevelopment Projects; and Other Matters Relating Thereto. Voting aye were Mr. Cromartie, Mr. Davis, Ms. Devine and Mayor Coble. Voting nay were Mr. Ricknemann, Mr. Finlay and Dr. Gergel.

25. Ordinance No.: 2010-032 - (Columbia Renaissance Redevelopment Plan) - An Ordinance Approving the Columbia Renaissance Redevelopment Plan of the City of Columbia, South Carolina; Designating Such Area as a Redevelopment Project Area; Making Findings of Blight Within the Redevelopment Project Area and Other Findings Contemplated by the Tax Increment Financing Law; Designating Redevelopment Projects; and Other Matters Relating Thereto – *First reading approval was given on February 4, 2010. – Approved on second reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted four (4) to three (3) to give second reading approval to Ordinance No: 2010-032 - (Columbia Renaissance Redevelopment Plan) - An Ordinance Approving the Columbia Renaissance Redevelopment Plan of the City of Columbia, South Carolina; Designating Such Area as a Redevelopment Project Area; Making Findings of Blight Within the Redevelopment Project Area and Other Findings Contemplated by the Tax Increment Financing Law; Designating Redevelopment Projects; and Other Matters Relating Thereto. Voting aye were Mr. Cromartie, Mr. Davis, Ms. Devine and Mayor Coble. Voting nay were Mr. Ricknemann, Mr. Finlay and Dr. Gergel.

CITY COUNCIL DISCUSSION / ACTION

26. Council is asked for approval to Enter into Contract Negotiations for Medicare Supplemental Insurance for Eligible Post-65 Retirees and Dependents, as requested by the Employee Insurance Committee. Award to UnitedHealthcare at an estimated cost of $1,474,200.00. This firm is located in Minnetonka, MN. *Funding Source: Health Insurance Fund 6048933 - Please note that the amount may fluctuate depending upon the number of eligible retirees and dependents.*

Upon a motion made by Mr. Davis and seconded by Mr. Finlay, Council voted unanimously to enter into Contract Negotiations for Medicare Supplemental Insurance for Eligible Post-65 Retirees and Dependents, as requested by the Employee Insurance Committee. Award to UnitedHealthcare at an estimated cost of $1,474,200.00. This firm is located in Minnetonka, MN.

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27. Council is asked to approve the Medical and Pharmacy Benefits Administration Contracts, as requested by the Employee Insurance Committee. Medco of Franklin Lanes, NJ will be managing the employee, pre-65 retiree and dependent pharmacy benefits/plan design that went into effect July 1, 2009 at an estimated cost of $4,626,000.00. Blue Cross Blue Shield of South Carolina will continue to serve as the Third Party Administrator for our health benefits plan at an estimated annual amount of $16,291,000.00. *Funding Source: Health Insurance Fund 6048933 - Please note that the amounts may fluctuate depending upon the number of eligible employees, retirees and dependents. - Approved*

Upon a motion made by Mr. Rickenmann and seconded by Mr. Finlay, Council voted unanimously to approve the Medical and Pharmacy Benefits Administration Contracts, as requested by the Employee Insurance Committee. Medco of Franklin Lanes, NJ will be managing the employee, pre-65 retiree and dependent pharmacy benefits/plan design that went into effect July 1, 2009 at an estimated cost of $4,626,000.00. Blue Cross Blue Shield of South Carolina will continue to serve as the Third Party Administrator for our health benefits plan at an estimated annual amount of $16,291,000.00.

28. Establishment of a Fact Finding Committee to Address Issues in the City's Hospitality Areas – The Honorable Belinda F. Gergel

Upon a motion made by Dr. Gergel and seconded by Mr. Cromartie, Council voted unanimously to establish a Public Safety Taskforce to review enforcement issues within the City's hospitality areas and relationships with other public safety entities to ensure that our hospitality areas are as safe as they can be. Mr. Mike King, Assistant City Manager for Public Safety was asked to develop recommendations on the committee structure to include representatives from other law enforcement entities, the City's Business License Division, business associations and bars and restaurants within the hospitality corridors.

29. Audit Update – Mr. S. Allison Baker, Senior Assistant City Manager

Mr. S. Allison Baker, Senior Assistant City Manager provided an update on the status of the single audit of the Columbia Empowerment Zone, Inc. In order to finalize the single audit for the Columbia Empowerment Zone, Inc. we are requesting that City Council forgive the Eau Claire Development Corporation of a $200,000 line of credit and two promissory notes in the amount of $426,349.02 and $477,169.46. We are also requesting that the Columbia Empowerment Zone, Inc.'s request to assume the promissory note in the amount of $477,169.46, effective as of September 25, 2008, be rescinded. As you know the Empowerment Zone (EZ) was a federal initiative that was established in 1999. It provided investment funds to communities who otherwise were not attractive to or for private dollars. The EZ had a ten year lifespan, which ended December 31, 2009 and in order to continue or sustain the programs and activities of the Empowerment Zone, the Columbia Empowerment Zone, Inc. (CEZ, Inc.) was formed in April 2006. The staff, with the recommendation of the HUD Office in DC used the Empowerment Zone, Inc. in Knoxville, Tennessee as a model for the establishment of our CEZ, Inc. In September 2008, the CEZ, Inc. acquired the North Main Plaza in a purchase from the Eau Claire Development Corporation. In June 2009, a Request for Proposals (RFP) was done to secure the services of a book keeping firm for the CEZ, Inc. Derrick, Stubbs & Stith, LLP was selected to provide those services. In November 2009, Webster Rogers, LLP was contracted to do a single audit for CEZ, Inc. On Wednesday, February 3, 2010, I met with Mr. Bud Addison of Webster Rogers, LLP, Chuck Statler, CPA / Partner and Dana Ballew, Senior Small Business Specialist both of Derrick, Stubbs & Stith, LLP, Mr. Bill Ellis, Deputy Finance Director and Mr. Tony Lawton, Director of Community Development and his staff to come away with an agreement that would best resolve the audit issues related to the Columbia Empowerment Zone, Inc., hence the recommendations that I have laid out. There were three issues to be resolved. One was the purchase price of the North Main Plaza; the second was a HUD 108 Loan and grant that went to

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the Eau Claire Development Corporation; and the third issue was clarity on the sub recipient relationship between the Columbia Empowerment Zone, Inc. and the City of Columbia. He explained that HUD granted the City of Columbia a $500,000 108 loan that had to be paid back and at the same time a $400,000 EDI Grant, which did not have to be returned to the federal government. In addition to that in 2000, the City Manager granted to the Eau Claire Development Corporation a $200,000 loan; $100,000 from the Water and Sewer Fund in January 2000 and $100,000 from the General Fund in March 2001 for the acquisition of land that was ultimately used to build the North Main Plaza. That $200,000 liability is still carried on the books of the Eau Claire Development Corporation. In January 2006, the City through a promissory noted loaned the Eau Claire Development Corporation $426,349.02 for the construction of phase two of the North Main Plaza. That was an EDI Grant from the federal government. The Executive Director of the Eau Claire Development Corporation signed a promissory note, promising to return that money to the City and that is still being carried as a liability on the books of the Eau Claire Development Corporation. The HUD 108 Loan of $500,000 was scheduled to be paid back to the federal government. In June 2008, the City of Columbia made that payment to the federal government. During the purchase of the North Main Plaza, that remaining $477,169.46 was not secured by mortgage and was not made part of the purchase of the North Main Plaza by the Columbia Empowerment Zone, Inc. We are asking that the $200,000, $426,349.02 and $477,169.46 be forgiven. He recalled that the $426,349.02 could have been granted to the Eau Claire Development Corporation, but the decision was made to loan it to the Eau Claire Development Corporation; it was not money that had to be paid back to the federal government. Also, we ask that the assignment of the $477,169.46 to the Columbia Empowerment Zone, Inc. be rescinded. The liabilities of the Eau Claire Development Corporation that were attached to the sale of the North Main Plaza were taken either through the sale or by assignment to CEZ, Inc.

Rev. Richard Dozier, Chair of the Eau Claire Development Corporation said that the auditors told them that they are in good shape, except for the fact that they need to deal with these problems that are in some cases 6 years old and were never resolved. I would suggest to you that this corporation is the kind of commercial incubator that changes these corridors. This development corporation can move us from where we are to where we need to go in the future.

Upon a motion made by Mayor Coble and seconded by Mr. Davis, Council voted unanimously to adopt the following audit recommendations:

- Forgive the Eau Claire Development Corporation of a $200,000 line of credit.
- Forgive the Eau Claire Development Corporation of a $426,349.02 promissory note.
- Forgive the Eau Claire Development Corporation of a $477,169.46 promissory note.
- Rescind the request of the Columbia Empowerment Zone, Inc. to assume the promissory note in the amount of $477,169.46, effective September 25, 2008.

A motion by Mr. Finlay and seconded by Mr. Rickenmann to direct staff to prepare a plan to resolve the outstanding issues related to the Eau Claire Development Corporation so that the dissolution will be an orderly transition if funding is not approved in next year's budget was withdrawn, subject to Council scheduling a Work Session prior to March 3, 2010.

There was a consensus of Council to direct staff to prepare recommendations on the future of the Eau Claire Development Corporation. Such recommendations will be presented to Council on March 3, 2010. The members of Council requested the following information for discussion during a Work Session prior to March 3, 2010.

- Mission of the Eau Claire Development Corporation
- Assets and Liabilities of the Eau Claire Development Corporation
- Appraised value of the North Main Plaza
- Cash flow of the North Main Plaza

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ORDINANCES – FIRST READING

30. Ordinance No.:2009–106 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 4, Animals, Article II, Livestock - *A Public Hearing was conducted on November 18, 2009. No action was taken.* - Consideration of this matter was deferred to March 3, 2010.

RESOLUTIONS

Upon a motion made by Mr. Rickenmann and seconded by Mr. Finlay, Council voted unanimously to approve **Items 31.** through **34.** with a single motion.

31. Resolution No.: R-2010-007 – Authorizing the Planning and Development Services Department to submit an Application for Designation of the City of Columbia as a Preserve America Community - *Approved*

32. Resolution No.: R-2010-008 - Supporting Joint Strike Fighter (F-35A) Basing at Shaw Air Force Base and McIntyre Joint National Guard Base, South Carolina - *Approved*

33. Resolution No.: R-2010-011 - Authorizing execution of a First Renewal of the Companion Third Party Administration of the City of Columbia's Tort Liability Self-Insurance Program with Companion Third Party Administrators, LLC - *Approved*

34. Resolution No.: R-2010-012 - Authorizing execution of a First Renewal of the Companion Third Party Administrators, LLC Service Agreement for Administration of a Self-Insured Workers' Compensation Program with Companion Third Party Administrators, LLC - *Approved*

APPEARANCE OF PUBLIC HAVING BUSINESS WITH CITY COUNCIL

Ms. Wanda Kemp appeared before the members of Council to express concerns related to the City's Code of Ordinances that prohibit more than three (3) unrelated individuals from living together. The ordinance has been in effect since 1979. I inherited property that was purchased by my father in 1973 and that property has been used as rental, investment property. You are not being very friendly to investors or the students by allowing this ordinance to be on the books. We have been cited for overcrowding, but there were no more young women in the house than there were bedrooms; this is not overcrowding. She cited the introduction of the ordinance, adding that this property doesn't violate the premise of this ordinance. She said that she has approached Zoning three times about grandfathering and was given bad information. The house is currently vacant and I've lost $8,000 in revenue. She asked the Council to revisit the ordinance and change it to at least four (4) or go by the square footage like other communities.

EXECUTIVE SESSION

Upon a motion made by Ms. Devine and seconded by Mr. Cromartie, Council voted unanimously to go into Executive Session at 2:27 p.m. for the discussion of **Items 35.** through **37.** as amended.

35. Receipt of legal advice as it relates to matters covered by attorney-client privilege – *This item was discussed n Executive Session. No action was taken.*

36. Discussion of negotiations incident to proposed contractual arrangements– *This item was discussed n Executive Session. No action was taken.*

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***Amendment to the Agenda*

37. Discussion of employment of employee– *This item was discussed n Executive Session. No action was taken.*

- **Mr. Cromartie left the meeting at 3:00 p.m.**
- **Mr. Finlay left the meeting at 3:17 p.m.**
- **Council adjourned the meeting at 3:35 p.m.**

Respectfully submitted by:

Erika D. Salley
City Clerk

***Amendment to the Agenda*

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CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
TUESDAY, DECEMBER 7, 2010
6:00 P.M.
COUNCIL CHAMBERS – 3RD FLOOR
1737 MAIN STREET

PLEDGE OF ALLEGIANCE

INVOCATION

Chaplain Darrell Croft, Columbia Fire Department offered the invocation.

The Columbia City Council conducted a Regular Meeting on Tuesday, December 7, 2010 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Stephen K. Benjamin called the meeting to order at 6:09 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Daniel J. Rickenmann, The Honorable Belinda F. Gergel and The Honorable Brian DeQuincey Newman. The Honorable Leona K. Plaugh was absent. Also present were Mr. Steven A. Gantt, City Manager and Ms. Niki Daniels, City Clerk Assistant.

PUBLIC HEARING

RESOLUTION

1. Resolution No.: R-2010-099 – A Resolution in Support of the Issuance by the South Carolina Jobs-Economic Development Authority of its Economic Development Revenue Bonds (The University of South Carolina Development Foundation Project) Series 2010, Pursuant to the Provisions of Title 41, Chapter 43, of the Code of Laws of South Carolina 1976, as Amended, In the Aggregate Principal Amount of Not Exceeding $27,000,000.

- **Council opened the Public Hearing at 6:15 p.m.**

No one appeared in support of or in opposition to **Item 1.**

- **Council closed the Public Hearing at 6:15 p.m.**

In the interest of full disclosure, Mayor Benjamin stated that he serves on the University of South Carolina Development Foundation Board; however, this is not a conflict of interest as he has no personal or financial interest in this matter.

Mr. Steven A. Gantt, City Manager explained that anytime a public entity uses a JEDA for the sale of bonds, it has to go through the municipality or jurisdiction for which that public entity lies. There is no financial obligation on behalf of the City of Columbia.

Upon a motion made by Mr. Rickenmann and seconded by Mr. Davis, Council voted unanimously to approve Resolution No.: R-2010-099 – A Resolution in Support of the Issuance by the South Carolina Jobs-Economic Development Authority of its Economic Development Revenue Bonds (The University of South Carolina Development Foundation Project) Series 2010, Pursuant to the Provisions of Title 41, Chapter 43, of the Code of Laws of South Carolina 1976, as Amended, In the Aggregate Principal Amount of Not Exceeding $27,000,000, with the caveat that the Resolution be amended to clarify that the City has no financial responsibility in this matter.

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PRESENTATIONS

2. Introduction of the November 2010 Employee of the Month – Mr. Aubrey Jenkins, Chief of Columbia Fire Department

Mr. Aubrey Jenkins, Chief of Columbia Fire Department introduced Mr. Erwin Boykin, Fire Logistics as the November 2010 Employee of the Month. He described Mr. Boykin as a joyous and faithful 18-year employee that visits every fire station and has contact with every firefighter.

Mayor Benjamin and Mr. Steven A. Gantt, City Manager presented Mr. Boykin with a certificate and a token of appreciation for being selected as the November 2010 Employee of the Month.

3. Introduction of the December 2010 Employee of the Month – Mr. Willie B. Abney, Assistant Superintendent of the Wastewater Maintenance Division

Mr. Willie B. Abney, Assistant Superintendent of the Wastewater Maintenance Division introduced Mr. Martin Golston, Foreman I as the December 2010 Employee of the Month. He described Mr. Golston as a 10-year employee that has moved rapidly through the ranks of the Division.

Mayor Benjamin and Mr. Steven A. Gantt, City Manager presented Mr. Golston with a certificate and a token of appreciation for being selected as the November 2010 Employee of the Month.

4. Recognition of the U.S. Professor of the Year National Award – The Honorable Belinda F. Gergel, Dr. Caroline Whitson, President of Columbia College and Ms. Rebecca B. Munnerlyn, Executive Director of Public Relations for Columbia College

Mayor Benjamin and the members of Council proclaimed Tuesday, December 7, 2010 as Dr. Zubizarreta Day in the City of Columbia. Dr. John Zubizarreta, Director of the Honors Program for Columbia College was named the U.S. Professor of the Year by the Carnegie Foundation for the Advancement of Teaching and the Council for Advancement and Support of Education for undergraduate baccalaureate colleges. This is the first time that a South Carolina professor has been selected for this prestigious national honor.

5. Gonzales Garden Revitalization Project – Ms. Julia Prater, Deputy for Affordable Housing and Hope VI Coordinator/ Columbia Housing Authority

Mr. Gilbert Walker, Executive Director of the Columbia Housing Authority reported that the Columbia Housing Authority is involved in three (3) projects: The Villages at River's Edge, Allen Benedict Court and Gonzales Gardens. He reported that the City is involved in the Village at River's Edge; infrastructure construction is underway; and that construction is expected to begin in January 2011 with Phase I being completed by the middle of 2012. There will be 60 public housing town homes and 36 single-family affordable homes on that site. Phase II will be developed at a later date as determined by the developer. He further reported that The Columbia Housing Authority recently submitted a HOPE VI application for $22 million for the demolition and revitalization of the Allen Benedict Court public housing development. Funding announcements are expected to be made during April 2011. The last project is Gonzales Gardens, which was built in 1940 on Forest Drive. With the assistance of the public and the residents, we developed a master plan and now we are seeking funding for the implementation of the plan. We plan to develop single family homes, multi-family units and elderly units for a total of 170 units. We may seek tax credits to increase the affordability.

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6. Columbia Parks and Recreation Foundation – Mr. Fred Easley, President / Columbia Parks and Recreation Foundation and Mr. Travis Wheeler, Vice President / Columbia Parks and Recreation Foundation

Mr. Fred Easley, President / Columbia Parks and Recreation Foundation presented the revised bylaws for the Columbia Parks and Recreation Foundation for review and approval by the City Council. We are reducing the number of Council appointees from two (2) to one (1). This would reduce the committee to fifteen (15) members with seven (7) being appointed by City Council and eight (8) being appointed by the Foundation. We also added a succession policy that would allow the vice president to take over in the event that something happened to the president. We are now a 501 (c) 3 organization and can raise money for the Foundation.

Upon a motion made by Dr. Gergel and seconded by Mr. Rickenmann, Council voted unanimously to endorse the revised bylaws of the Columbia Parks and Recreation Foundation. The appointments are to be approved by City Council within the next 30 to 60 days.

7. Columbia Museum of Art Update – Ms. Karen Brosius, Executive Director / Columbia Museum of Art

Ms. Karen Brosius, Executive Director / Columbia Museum of Art reported that the Museum serves over 40,000 students and that their core is education. Our 2008 Economic Impact Study revealed that we generate over $23 million annually in economic activity and we serve 11, 000 people a month. In 2011, we will open the year with "Who Shot Rock and Roll", a photographic history from 1955 to the present focusing on the relationship of the visual image and the development of Rock and Roll over 60 years. The 2011 fall exhibition will be "NATURE AND THE GRAND AMERICAN VISION: Masterpieces of the Hudson River School Painters". Today, we launched our new solar power project, which is the largest commercial installation of solar power in the State of South Carolina.

8. Midlands Authority for Conventions, Sports & Tourism – Mr. Ric Luber, President

Mr. Ric Luber, President / Midlands Authority for Conventions, Sports & Tourism distributed a Competitive Analysis Report and a list of bookings from July 2010 to June 2011. He presented a video that highlighted the importance of supporting the promotion of tourism.

9. Vista Greenway Project – Mr. Cliff Spann, President of the Arsenal Hill Neighborhood Association

Mr. Cliff Spann, President of the Arsenal Hill Neighborhood Association presented the proposed development of a portion of the old Seaboard Airlines Railroad bed that lies between Lady Street and Elmwood Avenue into a pedestrian/bike greenway. It would provide improved and safer pedestrian access to Finlay Park and the Vista for residents of Earlewood Park and Arsenal Hill Neighborhoods. He requested Council's endorsement of the use of this City-owned land for development of a Vista Greenway. He estimated the capital cost at $300,000 to $350,000.

Upon a motion made by Mr. Newman and seconded by Dr. Gergel, Council voted unanimously to endorse the project; to provide a letter of support for the Vista Greenway Steering Committee; and to direct the City Manager and staff to work closely with the steering committee to address concerns related to erosion control, to review the capital budget and to develop a maintenance budget.

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CITY COUNCIL DISCUSSION / ACTION

10. Speed Hump Request

Upon a motion made by Mr. Rickenmann and seconded by Mr. Davis, Council voted unanimously to approve the installation of three (3) speed humps on Whittaker Drive.

11. State and Federal Legislative Priorities – Ms. Teresa Wilson, Director of Governmental Affairs, Ms. Barbara McCall and Mr. Ralph Garboushian /CapitalEdge Strategies, LLC

Ms. Teresa Wilson, Director of Governmental Affairs, Ms. Barbara McCall and Mr. Ralph Garboushian /CapitalEdge Strategies, LLC provided a follow-up to the directives, suggestions and recommendations provided by City Council during the September 2010 Retreat. She distributed final working drafts of the State Priorities along with budgetary implications and the Federal Legislative Program.

There was a consensus of Council to amend the Federal Legislative Program to indicate Council's opposition to any adverse affect of Base Realignment and Closure to surrounding military installations and language on the solar power zones, tax credits and incentives, fuel cell, hydrogen and biomass opportunities. The final draft of the State Priorities and Federal Legislative Program will be considered for endorsement by City Council on December 14, 2010.

CONSENT AGENDA

Upon a single motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to approve the **Consent Agenda Items 12.** through **17.** and **20.** through **40. Items 18.** and **19.** were approved by separate motions.

CONSIDERATION OF BIDS, AGREEMENTS and CHANGE ORDERS

12. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to Fast Forward Community Technology Center in the amount of $10,000.00. This vendor is located in Columbia, SC. *Funding Source: FY2010-2011 CDBG-PI; JL9100300910 - Approved*

13. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to Keep the Midlands Beautiful in the amount of $12,000.00. This vendor is located in Columbia, SC. *Funding Source: FY2010-2011 CDBG-PI; JL9100300410 - Approved*

14. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to Eau Claire Promise Zone in the amount of $50,000.00. This vendor is located in Columbia, SC. *Funding Source: FY1997-2008 CDBG; JL910300710 - Approved*

15. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to College Summit in the amount of $50,000.00. This vendor is located in Orangeburg, SC. *Funding Source: FY2010-2011 CDBG; JL9100300210 - Approved*

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16. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to Palmetto Health Richland in the amount of $50,000.00. This vendor is located in Columbia, SC. *Funding Source: FY2010-2011 CDBG; JL9100301110 - Approved*

17. Council is asked to approve the Community Development Block Grant (CDBG) Subrecipient Agreement for Fiscal Year 2010-2011, as requested by the Community Development Department. Award to Epworth Children's Home in the amount of $60,000.00. This vendor is located in Columbia, SC. *Funding Source: FY2010-2011 CDBG-PI; JL9100300510 - Approved*

18. Council is asked to approve the Purchase for the Employee Holiday Luncheon, as requested by the City Manager's Office and coordinated by the Public Works Department. Award to Hudson's Smokehouse, LLC, the lowest bidder meeting specifications in the amount of $10,255.95. This vendor is located in Lexington, SC. *Funding Source: To be determined - Approved*

Upon a motion made by Mr. Davis and seconded by Ms. Devine, Council voted unanimously to approve the Purchase for the Employee Holiday Luncheon, as requested by the City Manager's Office and coordinated by the Public Works Department. Award to Hudson's Smokehouse, LLC, the lowest bidder meeting specifications in the amount of $10,255.95. This vendor is located in Lexington, SC.

19. Council is asked to approve the Retiree Medicare Supplemental Insurance Contract for the plan period of January 1, 2011 through December 31, 2011, as requested by The Employee Insurance Committee. Award to United Healthcare at a per member monthly rate of $185.50 for medical, which includes a three percent (3%) increase and $205.32 for pharmacy, which includes a twenty percent (20%) increase. *Funding Source: GL 6048933 – **Note:** There are no changes to the term of the contract. The increase was determined based on higher claims than originally anticipated, and the City spending more on higher cost drugs than the overall book of business. - Approved*

Upon a motion made by Ms. Devine and seconded by Mr. Rickenmann, Council voted unanimously to approve the Retiree Medicare Supplemental Insurance Contract for the plan period of January 1, 2011 through December 31, 2011, as requested by The Employee Insurance Committee. Award to United Healthcare at a per member monthly rate of $185.50 for medical, which includes a three percent (3%) increase and $205.32 for pharmacy, which includes a twenty percent (20%) increase.

20. Council is asked to approve an Agreement for the Operation and Maintenance of the Fountains in Five Points, as requested by the Parks and Recreation Department. Award to the Five Points Association, Inc (FPA) for a total of $2,960.00 per month, payable in advance of the first day of each month, with a three percent (3%) annual increase per lease over the previous lease year. This vendor is located in Columbia, SC. *Funding Source: 1015102-638200 - Approved*

21. Council is asked to approve the Purchase of a Flygt Pump, as requested by the Metro Wastewater Treatment Plant. Award to ITT Water & Wastewater, as a Sole Source in the amount of $11,473.61. This vendor is located in Charlotte, NC. *Funding Source: Utilities Metro Wastewater Plant/Equipment Repair/Service Supply 5516208-631800 - Approved*

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22. Council is asked to approve Project #SS7167-01; Reroute Existing Sanitary Sewer Line around the New Parks and Recreation Building in Earlewood Park, as requested by Utilities and Engineering. Award to HD Supply Waterworks, the lowest bidder in the amount of $16,310.00. This vendor is located in West Columbia, SC. *Funding Source: Sanitary Sewer Capital Improvement Fund 5529999-SS716701-658650 - Approved*

23. Council is asked to approve Project #SS7074-01; Installation of Replacement Air Release Valve for Sanitary Sewer Force Mains System Wide, as requested by Utilities and Engineering. Award to New Independent Waterworks, the lowest bidder in the amount of $16,775.09. This vendor is located in Lexington, SC. *Funding Source: Sanitary Sewer Capital Improvement Fund 5529999-SS707401-851600 - Approved*

24. Council is asked to approve Project #SS717101; Task Order for Geotechnical Assessment Services for Existing Levees near Metro Wastewater Treatment Plant, as requested by Utilities and Engineering. Award to Terracon Consulting, Inc., in the amount of $24,600.00. This vendor is located in Columbia, SC. *Funding Source: Sewer Improvements Fund 5529999-SS717101-636600 – Approved*

25. Council is asked to approve the Purchase for Replacing Fire Resistant Coating at 1136 Washington Street, as requested General Services Division. Award to Hawkridge Enterprises, Inc., the lowest bidder in the amount of $30,987.00. This vendor is located in Augusta, GA. *Funding Source: General Capital Projects/Professional Services for Capital Projects Elevator Renovations Washington Sq/Professional Serv. for Capital Projects 4039999-658600/CP105903-658600 - Approved*

26. Council is asked to approve an Endorsement Extension for Worker's Compensation Excess Loss Insurance Coverage from January 1, 2011 through July 1, 2011. Award to Safety National Casualty Corporation in the amount of $41,276.00. This vendor is located in St. Louis, Missouri. *Funding Source: Workers' Compensation Administration 6098939/636200 Insurance and Bonding - Approved*

27. Council is asked to approve Project #SS7161; An Agreement for Headworks Analysis and Local Limits Study at the Metro Wastewater Treatment Plant, as requested by Utilities and Engineering. Award to Black & Veatch Corporation in the amount of $58,500.00. This vendor is located in Little Mountain, SC. *Funding Source: Sewer Improvements Fund 5529999-SS716101-636600 - Approved*

28. Council is asked to approve the Purchase of a Pothole Patcher, as requested by the Fleet Services Division. Award to Public Works Equipment and Supply, Inc., the lowest bidder in the amount of $147,400.00. This vendor is located in Monroe, NC. *Funding Source: Capital Replacement, Auto Trucks, Heavy Equipment>$5,000; GL 6308972-658500 - Approved*

29. Council is asked to approve Project #SS7112; West Columbia Outfall Manhole Rehabilitation, as requested by Utilities and Engineering. Award to McClam and Associates, the lowest, responsive and responsible bidder in the amount of $256,252.50. This vendor is located in Little Mountain, SC. *Funding Source: Sewer Maintenance Fund-Special Contracts 5516212-638300 – This is a Mentor Protégé Program Project and Patriot Construction is the Protégé. - Approved*

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30. Council is asked to approve Project #WM4139; An Agreement for Chapin Booster Pumping Station Improvements, as requested by Utilities and Engineering. Award to Brown & Caldwell, Inc., in the amount of $354,000.00. This vendor is located in Columbia, SC. *Funding Source: Water Improvements Fund 5529999-WM413901-636600 - Approved*

31. Council is asked to approve Project #SS7154 & SS7155; An Agreement for Repairs and Modifications at the Metro Wastewater Treatment Plant, as requested by Utilities and Engineering. Award to B.P. Barber & Associates, Inc., in the amount of $400,430.00. This vendor is located in Columbia, SC. *Funding Source: Sewer Improvements Fund 5529999-SS7154-636600 & 5529999-SS715501-636600 – This is a Mentor Protégé Program Project and DESA, Inc is the Protégé. – Approved*

32. Council is asked to approve Project #SS7143; Easement Clearing, as requested by Utilities and Engineering. Award to McClam and Associates, the lowest responsive and responsible bidder in the amount of $961,069.15. This vendor is located in Little Mountain, SC. *Funding Source: Sewer Maintenance Fund-Special Contracts 5516212-638300 – This is a Mentor Protégé Program Project and Patriot Construction is the Protégé. - Approved*

33. Council is asked to approve Project #SS7088; II Rehabilitation Saluda River Basin 09, as requested by Utilities and Engineering. Award to Trussell Bros. Construction Co., Inc., the lowest bidder in the amount of $1,455,379.00. This vendor is located in Columbia, SC. *Funding Source: Sanitary Sewer Maintenance Fund-Special Contracts 5516212-638300 – This is a Subcontracting Outreach Program Project. - Approved*

MAP AMENDMENT – SECOND READING

34. **1320 Buckner Road,** TMS# 11704-03-07; request recommendation to rezone D-1 (Development District) to M-1 (Light Industrial). – *First reading approval was given on November 16, 2010. - Approved on second reading.*

CASES WITH MAP AND TEXT AMENDMENTS – SECOND READING

35. **TEXT AMENDMENT- Amend §17-691(c) to add 1614 Main Street as a Group II Landmark**

Ordinance No.: 2010-151 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 17, Planning, Land Development and Zoning, Article V, Historic Preservation and Architectural Review, Division 4, Landmarks, Sec. 17-691 Buildings and sites list, (c) to add 1614 Main Street, TMS #09014-04-16 – *First reading approval was given on November 16, 2010. – Approved on second reading.*

MAP AMENDMENT- 1614 Main Street- TMS# 09014-04-16; rezone to add –DP (Design Preservation Overlay) to C-5 zoning. *First reading approval was given on November 16, 2010. - Approved on second reading.*

ANNEXATION WITH MAP AMENDMENT – SECOND READING

36. **W/S Club Ridge Road, 209, 213, 217, 219 Club Ridge Road,** TMS# 28900-01-33, 28906-08-02, 28906-08-03, 28906-08-04, and 28906-08-05; annex and zone property PUD-R (Residential Planned Unit Development). The property is zoned PDD (Planned Development District) in Richland County. *First reading approval was given on November 16, 2010. – Approved on second reading.*

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Ordinance No.: 2010-148 – Annexing W/S Club Ridge Road, 209 Club Ridge Road, 213 Club Ridge Road, 217 Club Ridge Road and 219 Club Ridge Road, Richland County TMS #28900-01-33, #28906-08-02, #28906-08-03, #28906-08-04 and 28906-08-05 – *First reading approval was given on November 16, 2010. – Approved on second reading.*

37. **167 Island View Circle,** TMS# 28908-02-10; annex and zone property PUD-R (Residential Planned Unit Development). The property is zoned PDD (Planned Development District) in Richland County. *First reading approval was given on November 16, 2010. – Approved on second reading.*

Ordinance No.: 2010-149 – Annexing 167 Island View Circle, Richland County TMS #28908-02-10 – *First reading approval was given on November 16, 2010. – Approved on second reading.*

38. **1 Old Landing Court,** TMS# 28901-03-06; annex and zone property PUD-R (Residential Planned Unit Development). The property is zoned PDD (Planned Development District) in Richland County. *First reading approval was given on November 16, 2010. – Approved on second reading.*

Ordinance No.: 2010-150 – Annexing 1 Old Landing Court, Richland County TMS #28907-03-06 – *First reading approval was given on November 16, 2010. – Approved on second reading.*

39. **405, 407 and 409 S. Assembly Street**, TMS# 11204-04-01, 11204-04-02, 11204-04-03, and 11204-04-05; annex and zone property M-1 (Light Industrial). The property is zoned M-1 (Light Industrial) in Richland County. *First reading approval was given on November 16, 2010. – Approved on second reading.*

Ordinance No.: 2010-147 – Annexing 405 South Assembly Street, 407 South Assembly Street and 409 South Assembly Street, Richland County TMS #11204-04-01, #11204-04-02, #11204-04-03 and 11204-04-05 – *First reading approval was given on November 16, 2010. – Approved on second reading.*

TEXT AMENDMENT – SECOND READING

40. **§17-258 Table of Permitted Uses, SIC# 7381 Detective agencies and protective services.**

Ordinance No.: 2010 -143 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 17, Planning, Land Development and Zoning, Article III, Zoning, Division 8, District Descriptions; Use and Dimensional Regulations, Sec.17-258 Table of permitted uses, SIC 738 Miscellaneous business services – *First reading approval was given on November 16, 2010. – Approved on second reading.*

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RESOLUTIONS

41. Resolution No.: R-2010-101 – Authorizing and the City Manager to execute an Amended Agreement of Purchase and Sale between the City of Columbia and 1620 Main, LLC for the purchase of 1620-4 Main Street, Richland County TMS #09014-04-17 and the adjacent alleyway - *Approved*

Upon a motion made by Mr. Davis and seconded by Mr. Rickenmann, Council voted unanimously to approve Resolution No.: R-2010-101 – Authorizing and the City Manager to execute an Amended Agreement of Purchase and Sale between the City of Columbia and 1620 Main, LLC for the purchase of 1620-4 Main Street, Richland County TMS #09014-04-17 and the adjacent alleyway.

APPEARANCE OF PUBLIC HAVING BUSINESS WITH CITY COUNCIL

Mr. Ernest Stroman appeared before the members of Council as the heir and landowner of 1914 Wiley Street where the City of Columbia Edisto Discovery Park is currently located. He feels that he deserves more money for this property than what the City has offered under the condemnation. He said that he was employed by the City of Columbia, but loss his job due to budget cuts; he has an existing mortgage under the City's employee loan program; and he has health problems.

MOMENT OF SILENCE

Councilor Gergel led the group in a moment of silence in memory of Ret. Captain Michael Hendrix. Captain Hendrix passed away on Tuesday, November 30, 2010. He retired in June of 2010 after 25 years of service with the Columbia Police Department.

EXECUTIVE SESSION

Upon a motion made by Mr. Rickenmann and seconded by Dr. Gergel, Council voted unanimously to go into Executive Session at 8:35 p.m. for the discussion of **Items 42.** and **43.**

42. Discussion of negotiations incident to proposed contractual arrangements – *This item was discussed in Executive Session. No action was taken.*

43. Discussion of negotiations incident to the proposed sale of property – *This item was discussed in Executive Session. No action was taken.*

- **Council adjourned the meeting at 8:50 p.m.**

Respectfully submitted by:

Erika D. Salley
City Clerk

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CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
TUESDAY, OCTOBER 18, 2011
6:00 P.M.
CITY HALL – COUNCIL CHAMBERS
1737 MAIN STREET

The Columbia City Council conducted a Regular Meeting on Tuesday, October 18, 2011 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Pro-Tempore Leona K. Plaugh called the meeting to order at 6:01 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Daniel J. Rickenmann, The Honorable Belinda F. Gergel and The Honorable Brian DeQuincey Newman. The Honorable Mayor Stephen K. Benjamin was absent. Also present were Mr. Steven A. Gantt, City Manager and Ms. Erika D. Salley, City Clerk.

PLEDGE OF ALLEGIANCE

INVOCATION

Chaplain Darrel Croft, Columbia Fire Department offered the Invocation.

ADOPTION OF THE AGENDA

Upon a motion made by Mr. Davis and seconded by Mr. Newman, Council voted unanimously to adopt the agenda with the following revisions:

- Defer consideration of Item 35
- Add consideration of the Intergovernmental Agreement for the Central Midlands Regional Transit Authority as Item 34b

APPEARANCE OF PUBLIC WITH COMMENTS RELATED TO THE AGENDA

Mr. Howard Winslow appeared before the members of Council to express concerns about the safety of all cab drivers.

APPROVAL OF MINUTES

1. Minutes of October 11, 2011 *(Revised) - Approved*

Upon a motion made by Dr. Gergel and seconded by Mr. Rickenmann, Council voted unanimously to approve the Minutes of October 11, 2011, as revised.

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***Amendment to the Agenda*

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Tameika D. Isaac Devine
CITY CLERK

PRESENTATIONS

2. Introduction of the September 2011 Employee of the Month – Mr. Emmanuel Lawson, Superintendent of Solid Waste

Mr. Emmanuel Lawson, Assistant Superintendent for the Solid Waste Division introduced Mr. Legrand Ingram, Recycling Truck Driver III as the September 2011 Employee of the Month.

Mayor Pro-Tem Plaugh presented Mr. Ingram with a plaque and Mr. Steven A. Gantt, City Manager presented Mr. Ingram with a token of appreciation.

3. Introduction of the October 2011 Employee of the Month – Mr. Randy Scott, Chief of Columbia Police Department

Mr. Randy Scott, Chief of Columbia Police Department introduced Investigator Robert McCracken as the October 2011 Employee of the Month.

Mayor Pro-Tem Plaugh presented Mr. McCracken with a plaque and Mr. Steven A. Gantt, City Manager presented Mr. McCracken with a token of appreciation.

4. Check Presentation to the SC Special Olympics – Mr. Randy Scott, Chief of Columbia Police Department

Mr. Gary Coats, President and CEO / SC Special Olympics reported that 21,422 individuals are served statewide by the SC Special Olympics. He said that law enforcement agencies are their biggest partners. The Columbia Police Department contributes over $25,000 annually to the SC Special Olympics.

Ms. Sue Maner, Vice President of Programs and Public Relations recognized Chief Scott, members of the Columbia Police Department, Krispy Kreme Donuts, Fort Jackson and the University of South Carolina for their support of the recent fund raiser. Ms. Maner noted that all funds will go towards athletics and not to support the organization's expenses.

Police Chief Randy Scott presented a fund raiser check to the SC Special Olympics in the amount of $17,855.75. The check includes donations from the "Cops on Doughnut Tops" event held at Krispy Kreme Donuts on September 21-23, 2011.

5. Introduction of the Walk Against Domestic Violence Advocates – The Honorable Tameika Isaac Devine

Councilor Devine announced that October is Domestic Violence Month. The City of Columbia hosted the 5th Annual Walk Against Domestic Violence on Saturday, October 8, 2011 at Finlay Park. It was the largest walk to date with over 750 participants. There were over 15 exhibitors to include Sistercare, the State Office of Victim's Assistant, the SC Attorney General's Office, the 5th Circuit Solicitor's Office, the Columbia Police Department and the SC Coalition Against Domestic Violence and Sexual Assault. She offered a special thanks to Houston's Low Country Grill, The "M" Word, RC's Celebrations, Kimestry Salon and Spa and the City's Public Relations Department for their donations and support of this year's walk. There was a renewed sense of partnership with Sistercare and the SC Coalition Against Domestic Violence and Sexual Assault.

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6. Fast Forward Update – Ms. Dee Albritton, Executive Director

Ms. Dee Albritton, Executive Director of Fast Forward announced the 13th Anniversary of Fast Forward, which started with a grant from the SC Department of Education. The City of Columbia has been a partner since the very beginning and still remains as our biggest and most important partner. As Fast Forward extends its reach, our work with veterans has become very important. South Carolina has 400,000 veterans to include 35,000 female veterans.

Mr. Ted Creech, Director of Governmental Relations for AT&T presented an AT&T Foundation Grant to Fast Forward in the amount of $21,000.

7. Capital City Lake Murray Update – Ms. Miriam Atria, Executive Director

Ms. Miriam Atria, Executive Director of Capital City Lake Murray Country reported that their regional tourism program has been very busy. When you think of our organization, think of outdoor recreation, vacationing families and fishing. This weekend we will have over 500 fishermen arriving for the Lake Murray Berkley/Sebile Big Bass Tournament. We have booked the FLW National Championship Collegiate Tour in April 2012. We are negotiating for another FLW tour event in April 2013.

Mr. Kevin Roberts, Director of Business Development for Capital Software Consultants said that they are delighted to help Lake Murray Country further extend their footprint into the mobile marketplace. Lake Murray Country has a new mobile website and a Quick Response (QR)Code campaign.

Mr. Scott Ellison, Promotions Manager for FLW Outdoors Community Outreach Department said that they are excited about bringing the 3rd Annual Collegiate Championship here. Over 1,000 anglers competed in the 2011 college tournaments and 25 events have led up to this national championship. This event will have a lot of national exposure and will be televised on Versus. He presented video footage from the college tournament.

CITY COUNCIL DISCUSSION / ACTION

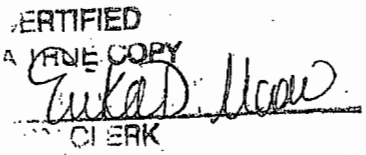
8. Neighborhood Street Lighting Request – Mr. Dave Brewer, Director of Traffic Engineering - *Approved*

Neighborhoods Listed by Priority	Existing Lights	Requested Lights	Current Lease Cost / Annually	Increased Amount
Forest Hills	42	14	$5,181.84	$2,039.28

Upon a motion made by Dr. Gergel and seconded by Ms. Devine, Council voted unanimously to approve the Neighborhood Street Lighting Request for Forest Hills.

Upon a single motion made by Mr. Newman and seconded by Mr. Davis, Council voted unanimously to approve **Items 9** and **10.**

9. Council is asked to approve an Application for Certificate of Convenience and Necessity, as requested by the Business License Division. This certificate is being awarded to Victor Simon Laben doing business as Royal Cabs, LLC at 69 Lexington Drive #A-5, West Columbia, SC. - *Approved*



10. Council is asked to approve an Application for Certificate of Convenience and Necessity, as requested by the Business License Division. This certificate is being awarded to Jennifer Porter doing business as New South Limo at 332 Trent Court, Irmo, SC. - *Approved*

CONSENT AGENDA

Upon a single motion made by Mr. Newman and seconded by Mr. Rickenmann, Council voted unanimously to approve the **Consent Agenda Items 11** through **30**.

CONSIDERATION OF BIDS, AGREEMENTS and CHANGE ORDERS

11. Council is asked to approve the Renewal of the Retiree Medicare Supplemental Plan, effective January 1, 2012 through December 31, 2012, as requested by the Employee Insurance Committee. Award to United Healthcare at a per member per month rate of $199.41 for medical which includes a 7.5% increase and $219.16 for pharmacy which includes a 6.7% increase. This vendor is located in Columbia, SC. *Funding Source: Health Insurance Fund GL 6048933 – **Note:** The renewal increase is due to the healthcare trend, community rating evaluation and decreased funding from the Centers for Medicare & Medicaid Services (CMS). There are no changes to the terms of the contract. - Approved*

12. Council is asked to approve the Purchase of a Service Plan for the Atomic Absorption/Graphite Furnace, as requested by the Columbia Canal Water Plant Division. Award to Perkin Elmer, as a Sole Source in the amount of $11,517.48. This vendor is located in Shelton, CT. *Funding Source: Utilities Columbia Canal WP/Maint. & Service Contract: $5,758.74 and Utilities Lake Murray Pl/Maint & Service Contract; $5,758.74 – **Note:** The purpose of this instrument is to measure the level of metals in water. - Approved*

13. Council is asked to approve an Agreement for Safety Consulting Services, as requested by the Utilities and Engineering Department. Award to URS / BP Barber in the amount of $15,500.00. This vendor is located in San Francisco, CA. *Funding Source: FY2011/2012 Operating Budgets for the Columbia Canal, 5516206-638300 and Lake Murray, 5516207-638300 **Note:** The agreement is to provide safety consulting and advisement services to the Utilities and Engineering Department and the Columbia Waterworks Division on various safety issues. - Approved*

14. Council is asked to approve a Memorandum of Agreement to provide Strategic Business Consulting and Business Assistance Services to Minority Firms. Award to the Minority Business Development Agency Business Center, as a Sole Source in the amount of $20,000.00. This vendor is located in Columbia, SC. *Funding Source: 1011126-636600 - Approved*

15. Council is asked to approve Capital Improvement Project #WM4215; Little Jackson Creek Bridge Water Main Crossing, as requested by the Utilities and Engineering Department. Award G.H Smith Construction, Inc., the lowest, responsive and responsible bidder in the amount of $32,920.00. This vendor is located Little Mountain, SC. *Funding Source: Water Main Special Contracts, 5516210-638300 – This is a Mentor Protégé Program Project and Lake Murray Utility Company, Inc. is the Protégé. - Approved*

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16. Council is asked to approve the Renewal of the HP Storage Area Network Maintenance Support Agreement, as requested by the Information Technology Department. Award to Hewlett Packard Direct in the amount of $40,454.28. This vendor is located in Omaha, NE. *Funding Source: 1011120-638200 - Approved*

17. Council is asked to approve Capital Improvement Projects WM4243 and SS7203; 2011 General Services Agreement, as requested by Utilities and Engineering. Award to Howard Engineering to provide services on an hourly rate basis not to exceed a total fee of $50,000.00. This vendor is located in Marietta, SC. *Funding Source: (Water Maintenance Fund; 5516210-WM4243-636600) and (Sewer Maintenance Fund; 5516212-SS7203-636600) Note: The firm will render certain engineering services in relation to the operation of the City's water and wastewater treatment plants and respective distribution and collection systems. - Approved*

18. Council is asked to approve the Purchase of Two (2) Supervisor Engines, as requested by the Information Technology Department. Award to NWN Corporation, the lowest bidder in the amount of $67,970.68. This vendor is located in Atlanta, GA. *Funding Source: (6218954-658600; $51,169.54); (6218954-627510; $12,840.00) and (6218954-627500; 43,961.14) – Note: The supervisor engines manage all of the data traffic that goes through the network. - Approved*

19. Council is asked to approve the Purchase of Resurfacing of Tennis Courts, as requested by Parks and Recreation Department. Award to Howard B. Jones, the lowest bidder in the amount of $77,896.00. This vendor is located in Lexington, SC. *Funding Source: General Capital Projects-Machinery and Equipment Capital; 4039999-658300. - Approved*

Locations	Number of Courts
Woodland Park	8
Earlewood Park	2
Hampton Park	2
Mays Park	2

20. Council is asked to approve the Purchase of Four (4) Ford F-250s, as requested by the Wastewater Maintenance Division. Award to Benson Ford Mercury, using the SC State Contract in the amount of $96,624.00. This vendor is located in Easley, SC. *Funding Source: Utilities Wastewater Maintenance-Auto, Trucks Heavy Equipment Capital; 5516205-658500 - Approved*

21. Council is asked to approve the Purchase of Thirty (30) Computers for Police Cars, as requested by the Fleet Services Division. Award to CDW Government, the only bidder in the amount of $127,244.40. This vendor is located in Vernon Hill, IL. *Funding Source: Capital Replacement/Auto, Trucks, Heavy Equip Capital; 6308972-658500 - Approved*

22. Council is asked to approve the Purchase of a Rear Loader Garbage Truck, as requested by the Fleet Services Division. Award to Columbia Truck Center, the lowest bidder in the amount of $159,828.00. This vendor is located in Columbia, SC. *Funding Source: Capital Replacement/Auto, Trucks, Heavy Equipment-Capital; 6308972-658500 - Approved*

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23. Council is asked to approve the Purchase of Four (4) Trash Trucks, as requested by the Fleet Services Division. Award to Magic City Ford, the lowest bidder in the amount of $256,672.00. This vendor is located in Roanoke, VA. *Funding Source: Capital Replacement/Auto, Trucks, Heavy Equipment-Capital; 6308972-658500 - Approved*

24. Council is asked to approve Capital Improvement Project #SS691111; Root Removal for Sanitary Sewers, as requested by the Utilities and Engineering. Award to Dukes Root Control, Inc., the lowest, responsive and responsible bidder in the amount of $757,560.12. This vendor is located in Syracuse, NY. *Funding Source: Sanitary Sewer Special Contracts, 5516212-638300 – Approved*

25. Council is asked to approve Capital Improvement Project #WM3068; Water Main Improvements off Trenholm Road, as requested by Utilities and Engineering. Award to Trussell Bros. Construction Co., Inc., the lowest, responsive and responsible bidder in the amount of $778,307.50. This vendor is located in Columbia, SC. *Funding Source: Water Maintenance Improvement Fund; WM306801-658650 – This is a Mentor Protégé Program Project and Corley Construction is the Protégé. - Approved*

26. Council is asked to approve Capital Improvement Project #CM2004; Contract Amendment No. 1 for North Harden Street Phase II, as requested by Utilities and Engineering. Award to LPA Group, Inc., in the amount of $876,265.39. This vendor is located in Columbia, SC. *Funding Source: Harden Streetscaping Fund; 4139999-9801000105-658650 – **Note:** This project was initiated by the City of Columbia to add Construction Administration Services for the Read Street portion of the renovation being done in conjunction with Harden Street. - Approved*

27. Council is asked to approve Change Order #3, SS7073; Rehabilitation of Existing 48", 54", &60" Gravity Sewer, as requested by Utilities and Engineering. Award McClam and Associates, Inc., in the amount $3,618,247.24. This vendor is located in Little Mountain, South Carolina. *Funding Source: Sewer Improvements Fund – **Note:** This change order is necessary to compensate the contractor to perform additional work requested by the City of Columbia due to unforeseen circumstances and additional bypass pumping necessary to complete the project. Project Summary - Approved*

28. Council is asked to approve Capital Improvement Project #SS6871: A Subcontractor Outreach Program and Local Business Preference Program Project for the Metro Wastewater Treatment Plant Final Clarifiers, as requested by Utilities and Engineering. Award to M.B. Kahn Construction, the lowest, responsive and responsible bidder in the amount of $11,298,900.00. This vendor is located in Columbia, SC. *Funding Source: Maintenance Fund/Special Contracts, 5516212-638300 – **Note:** Currently the Wastewater Treatment Plant has ten (10) clarifiers in two flow trains. This CIP will replace one of these units and repair/refurbish the other units. The new clarifier and refurbished clarifiers will be more efficient and will provide a more reliable operation. The CIP Budgeted Amount for this Project is $19,461,078.00. - Approved*

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ORDINANCES – SECOND READING

29. Ordinance No.: 2011-045 – Amending Ordinance 83-99 to grant additional encroachments to Parkside Center, LLC for installation and maintenance of columns/pilasters, glass and steel cantilevered canopy, underground parking garage, and nine (9) tables and thirty-six (36) chairs for outdoor dining within the 1100 block of Lady Street adjacent to 1301 Main Street – *First reading approval was given on October 11, 2011. – Approved on second reading.*

30. Ordinance No.: 2011-054 *(Revised)* - Granting encroachment to the University of South Carolina for use of the right of way areas of the 700 block of Assembly Street, 1000 block of Greene Street and 700 block of Park Street adjacent to the Darla Moore School of Business, Richland County TMS #08915-08-01 for installation and maintenance of landscaping, irrigation systems; sidewalks; concrete drop-off drives; service drive; storm drainage junction boxes; catch basin pipe; sanitary sewer service manholes and piping; water services valves; fire hydrant; ~~and~~ piping; and "soil nails" (steel reinforcing bars) – *First reading approval was given on September 20, 2011. – Approved on second reading.*

ORDINANCES – FIRST READING

31. Ordinance No.: 2011-076 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article V, Procurement, Sec. 202-7 Award of contracts – *Approved on first reading.*

Upon a motion made by Mr. Rickenmann and seconded by Mr. Davis, Council voted unanimously to give first reading approval to Ordinance No.: 2011-076 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article V, Procurement, Sec. 202-7 Award of contracts.

32. Ordinance No.: 2011-078 – Granting an easement to South Carolina Electric & Gas Company (SCE&G) for overhead and underground power lines along a portion of City Property Identified as Earlewood Park for the North Main Street Streetscape Project, Phase IA-2; Richland County TMS #09111-08-01 (Portion); CF#250-304 – *Approved on first reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to give first reading approval to Ordinance No.: 2011-078 – Granting an easement to South Carolina Electric & Gas Company (SCE&G) for overhead and underground power lines along a portion of City Property Identified as Earlewood Park for the North Main Street Streetscape Project, Phase IA-2; Richland County TMS #09111-08-01 (Portion); CF#250-304.

ORDINANCES - SECOND READING

33. Ordinance No.: 2011-036 *(Revised)* – Amending the 1998 Code of Ordinance of the City of Columbia, South Carolina, Chapter 24, Vehicles for Hire, Article II, Taxicabs, Shuttles and Limousines – ***Note:*** *A Public Hearing was held on June 21, 2011. No Action was taken. – First reading approval was given on October 11, 2011. - Approved on second reading.*

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Mr. Dallas Ball, Esq. stated that the changes to the ordinance will improve cab business for the patrons, the companies and the City of Columbia. There hasn't been a rate increase since 2005. After talking with Capitol City Cab, Blue Ribbon and Checker Yellow, we are requesting $2.30 per mile, because $2.50 is too much for our patrons. The current drop rate is $1.80 and we are requesting that it be increased to $2.00.

Upon a motion made by Mr. Rickenmann and seconded by Mr. Davis, Council voted unanimously to give second reading approval to Ordinance No.: 2011-036 - Amending the 1998 Code of Ordinance of the City of Columbia, South Carolina, Chapter 24, Vehicles for Hire, Article II, Taxicabs, Shuttles and Limousines, subject to the following:

- Sec. 24-141. Rates established, being effective on November 7, 2011.
- The fuel surcharge shall be based upon the American Automobile Association's average regular gasoline per gallon fuel rate for Columbia, South Carolina as of January 1st, April 1st, July 1st and October 1st of each calendar year.

34. Ordinance No.: 2011-058 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 24, Vehicles for Hire, Article IV, Wrecker and Towing Services, Sec. 24-207 Zone service generally; Sec. 24-210 New applications to participate in zone service; Sec. 24-211 Equipment for emergency wreckers; 24-hour service required; Sec. 24-214 Storage lots and Sec. 24-215 Towing and storage charges – *First reading approval was given on September 6, 2011. - Approved on second reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to give second reading approval to Ordinance No.: 2011-058 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 24, Vehicles for Hire, Article IV, Wrecker and Towing Services, Sec. 24-207 Zone service generally; Sec. 24-210 New applications to participate in zone service; Sec. 24-211 Equipment for emergency wreckers; 24-hour service required; Sec. 24-214 Storage lots and Sec. 24-215 Towing and storage charges.

34b. **Intergovernmental Agreement Relating to the Interim Financing for the Central Midlands Regional Transit Authority

Mr. Kenneth E. Gaines, City Attorney reviewed each revision to the Intergovernmental Agreement. He stated that the CMRTA is in need of its October contribution, but the City Council doesn't meet again until November 1st.

Councilor Plaugh expressed concerns about there not being sufficient revenues to operate a transit system.

Upon a motion made by Dr. Gergel and seconded by Mr. Rickenmann, Council voted unanimously to approve the Intergovernmental Agreement Relating to the Interim Financing for the Central Midlands Regional Transit Authority, subject to approval by the Central Midlands Regional Transit Authority, Lexington County and Richland County. Mr. Newman was not present for the vote.

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APPOINTMENTS

35. Bicycle and Pedestrian Advisory Committee (BPAC) – *Consideration of this item was deferred.*

36. Citizens Advisory Committee for Community Development

Upon a motion made by Dr. Gergel and seconded by Ms. Devine, Council voted unanimously to approve the appointment of Mr. Marvin Heller to the Citizens Advisory Committee for Community Development, as requested by Dr. Gergel. Mr. Newman was not present for the vote.

CITY COUNCIL COMMITTEE REPORTS

Councilor Gergel reported that the Public Safety Committee, chaired by Mr. Newman met today to discuss the effectiveness of the curfew; to review a comprehensive security plan and recommendations by the Police Department; and to discuss a timeline for the firefighter attrition review. We recommend that staff expedite the completion of the questionnaires for the curfew and that staff also continue to review high crime areas for public/private partnerships for the security cameras.

Upon a motion made by Dr. Gergel and seconded by Mr. Davis, Council voted unanimously to direct staff to expedite the completion of the questionnaires for the curfew; to continue to review high crime areas for public/private partnerships for the security cameras; and expedite the review of the firefighter attrition rates.

Upon a motion made by Mr. Rickenmann and seconded by Ms. Devine, Council voted unanimously to direct the City Manager to notify Richland County in writing that we would like a response to the Fire Contract by January 1, 2012.

APPEARANCE OF PUBLIC HAVING BUSINESS WITH CITY COUNCIL

No one appeared at this time.

Upon a motion made by Mr. Davis and seconded by Ms. Devine, Council voted unanimously to adjourn the meeting at 7:33 p.m.

Respectfully submitted by:

Erika D. Salley
City Clerk

CITY OF COLUMBIA CITY COUNCIL
WORK SESSION MINUTES
JANUARY 10, 2012 – 2:00 P.M.
CITY HALL - 1737 MAIN STREET

The Columbia City Council met for a Work Session on Tuesday, January 10, 2012 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 2:08 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Daniel J. Rickenmann, The Honorable Belinda F. Gergel, The Honorable Leona K. Plaugh and The Honorable Brian DeQuincey Newman. Also present were Mr. Steven A. Gantt, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

CITY COUNCIL DISCUSSION / ACTION

1. Rocky Branch Floodplain – Ms. Ryan Nevius, Executive Director / Sustainable Midlands

Ms. Ryan Nevius, Executive Director Sustainable Midlands announced the formation of the Rocky Branch Watershed Alliance, which conducted its first technical meeting on January 5, 2012.

Mr. Christian Mergner, Independent Consultant said that their goal is to find the most cost effective solution for the flooding problem. He presented a topographic map of Richland County, the Rocky Branch Basin within the Congaree Watershed, and the FEMA 100 Year Flood Map. He presented photographs of flooding within the Rocky Branch Basin that occurred on September 25, 2011. He said that the most extreme instances of flooding occur near the Capital City Stadium property. The developers have decided to engineer a retaining wall around the property and then backfill the area. The effect is that it adds 202,000 cubic yards of material to that area and it displaces over 40,000 gallons of water. There are other choices. Retaining walls are used as a last resort in any planning design to solve a problem. He suggested that they look at the small margin of issues that affect everybody. A lot of resources are available that can share in collecting data.

Dr. Venkat Lakshmi, University of South Carolina Department of Earth and Ocean Sciences Professor of Hydrology for the / Chair of the Rocky Branch Watershed Alliance said that development in low lying areas is a problem. Rocky Branch is a very small creek and there isn't a lot of data. The first step is to conduct a study in order to collect information on the urban watershed and then work together to find a solution.

Mr. Joey Jaco, City Engineer reported that in 2006, the city hired Parsons Brinckerhoff to conduct a study of Rocky Branch and they brought forth many recommendations to address flooding in Five Points and at Whaley and Main Streets. The recommendations were $40 million in improvements.

Mr. Steven A. Gantt, City Manager added that a study was done prior to that on flooding around Palmetto Baptist to Constan Carwash. It was another $16 million to retain the water toward Hampton Street.

Ms. Eunice McAllister stated that Rocky Branch doesn't start at Martin Luther King Park. No one has done a study of the contiguous watersheds. There are a great number of things to be considered from an historical point of view, both upstream from the site and at the development site. The current development isn't something that should be dumped on and considered by the City without further study.

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Ms. Ryan Nevius, Executive Director / sustainable Midlands stated that this is publicly owned property that serves as a flood basin. Why would we want to sell that? Our recommendation is to allow the technical team to come up with a solution. Don't sell the property until we understand the implications.

Ms. Viola Hedley agreed that a traffic engineering study is needed. This is a grand opportunity. We understand nationally and federally that watersheds are to be preserved and they are the best way to deal with storm water.

2. Renaissance Tax Increment Financing – The Honorable Tameika Isaac Devine

Councilor Devine reported that Chairman Livingston appointed Councilors Rose, Jeter and Jackson from Richland County to work on a committee. The Mayor appointed me and Councilors Davis and Newman, since their districts are involved. There are various opinions on this, but we can't answer questions unless we know that this is going to move forward. Meetings will begin later this month. We've received feedback from Richland County and Richland School District One. They need more information on both plans. The Renaissance Plan doesn't have as much information as the Innovista Plan. I would like to retain Haynsworth, Sinkler and Boyd, P.A. through a Letter of Engagement that is on tonight's agenda for consultant representation for the Renaissance District Plan. A Council briefing will be scheduled in February.

Councilor Rickenmann expressed concerns about expenditures in the letter of engagement not being subject to a cap on funding.

Councilor Plaugh expressed concerns about establishing a committee before the City Council had an opportunity to discuss the boundaries, projects to be included and TIF funding levels.

Councilor Devine said that the plans have already been approved. We need a full understanding of where their concerns lie. We need input from them so that we will know what changes to make.

Councilor Plaugh expressed further concerns about the source of funding for the letter of engagement. We should move ahead with our internal audit function. Whether the City Manager wants to hire someone internally or have someone work externally.

A motion made by Ms. Plaugh and seconded by Dr. Gergel, to direct the City Manager to proceed with the internal audit function by hiring someone internally or externally. The auditing function would be funded by contingency funding already set aside for this purpose, was not voted upon.

Mayor Benjamin urged Ms. Devine to move forward with the committee discussions and to keep the lines of communication open.

Ms. Teresa Wilson, Assistant City Manager noted that the source of funding is contingency funding from the Legislative budget. There is a balance of $65,000. Other expenses have already come from this line item.

Dr. Gergel sought clarification on the need to approve the Letter of Engagement and expend funds when we are not sure where this is headed. Is this funding set aside for legislative lobbying?

Councilor Rickenmann suggested that the city use the funding for internal auditing services as intended. He suggested that funding for the Letter of Engagement come from the Legal Department's budget. It makes sense to have someone look at the global picture. This could change the boundaries, participants, how we backstop it, and who helps with the liability, etc.

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Mr. Ken E. Gaines, City Attorney sought clarification on the funding cap for the agreement. He agreed to contact Mr. Shytle to discuss funding for the Letter of Agreement prior to tonight's meeting.

Upon an amended motion made by Ms. Plaugh and seconded by Dr. Gergel, Council voted unanimously to direct the City Manager to proceed with a Request for Proposals for an external firm to provide internal auditing services for a six (6) month period. A cost estimate should be provided to City Council. The funding source was identified as the contingency line item within the Legislative budget.

3. Ebenezer Lutheran Church Security, Mr. Steven A. Gantt, City Manager

Mr. Steven A. Gantt, City Manager explained that we had an agreement with the Cooperative Ministry for us to provide funding for security during feedings at Ebenezer Lutheran Church. The contract expired on December 31, 2011. It is our responsibility to provide security at Ebenezer until March 31st. He requested authorization from City Council to expend no more than $10,000 for security through March 31st to include reimbursing the Salvation Army for January. I have not identified a source of funding.

Councilor Rickenmann asked that the City Attorney review the contract with the Cooperative Ministry to ensure there's no liability.

Councilor Gergel suggested that funds come from the contingency fund within the Legislative budget.

Upon a motion made by Mr. Davis and seconded by Mr. Rickenmann, Council voted unanimously to approve a Short Term Letter of Agreement with G4S Secure Solutions for Security Services at Ebenezer Lutheran Church from January 1, 2012 to March 31, 2012 in an amount not to exceed $10,000.00. The City Manager will identify the funding source. Ms. Devine was not present for the vote.

4. NAACP 2012 King Day at the Dome

Mr. Steven A. Gantt, City Manager said that the Statewide Leadership Committee has submitted a request for $12,375 for police services during the Annual King Day at the Dome March and Rally on Monday, January 16, 2012. Funding has been identified in the Hospitality Tax Contingency Fund.

Mayor Benjamin asked that a letter be sent to the organization asking them to comply with the application process for annual funding requests.

Upon a motion made by Mayor Benjamin and seconded by Mr. Newman, Council voted unanimously to authorize the allocation of funding in an amount not to exceed $12,000 for public safety services during the 2012 King Day at the Dome March and Rally.

5. **South Carolina Justice Assistance Grant Program – Mr. Randy Scott, Chief of Columbia Police Department and Cpl. Robert Allmann, Columbia Police Department

Mr. Randy Scott, Chief of Columbia Police Department said that they are proactively seeking ways to lower crime in Columbia.

Cpl. Robert Allmann, Columbia Police Department proposed the composition of a Proactive Gun Unit in an effort to reduce gun violence by aggressively enforcing firearm laws and removing tools of the

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crimes. We will work closely with Federal Task Forces and the Narcotics and Gang Units. We are requesting approximately $670,000 from the SC Justice Assistance Grant, which requires a 10% match from the City each year based on the allocation. The unit would consist of one (1) supervisor and five (5) officers.

Councilor Devine inquired about the impact this additional unit would have on healthcare costs.

Mr. Randy Scott, Chief of Columbia Police Department said that healthcare expenses for these officers would be covered by the grant for three (3) years.

Councilor Davis stated that it would be helpful for this unit to be cross-trained with other units.

Upon a motion made by Mr. Davis and seconded by Mr. Newman, Council voted unanimously to endorse the South Carolina Justice Assistance Grant Program application.

6. GASB45 Update – Mr. Bill Ellis, Finance Director and Ms. Melisa Caughman, Budget Director

Mr. Bill Ellis, Finance Director said that our GASB45 is open-ended. We have no cap, whatsoever. In 2005, the value of the liability was $95.6 million and in 2009, it was $161.8 million. The Governmental Accounting Standards Board requires that governments perform a valuation every two (2) years. Since 2008, the city reduced the retiree liability; however, our actuarial liability is growing at such an exponential rate that the City must do something to cap the cost. The City now funds 7% of salaries towards its GASB 45 liability for an approximate $6.2 million. For 2012, our liability is going to be over 412 million, but we can cap it. On November 15, 2011, City Council received a presentation from Towers Watson on the recent valuation of the City's liability and on alternatives for consideration. City Council instructed staff to come back with further analysis of three (3) alternatives and the potential impact the alternatives would have at reducing the liability along with any budgetary or cost savings.

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Mayor Benjamin endorsed Alternative 3B.

Mr. Steven A. Gantt, City Manager recommended the approval of Alternative 3D.

Ms. Melisa Caughman, Budget Director said that the Human Resources Department will identify a Health Insurance Exchange Program for post-65 retirees.

Mr. Bill Ellis, Finance Director suggested a $5 million cap and retirees would be required to pay the difference.

It is noted for the record that Ms. Plaugh is a current City of Columbia retiree and abstained from discussions due to a conflict of interest.

Councilor Davis supports Alternative 3D.

Councilor Rickenmann supports Alternative 3D. It gives us the flexibility for the long run.

A motion made by Mayor Benjamin and seconded by Ms. Devine to endorse Alternative 3B in response to the 2012 GASB 45 Valuation and Cost Scenarios presented by Towers Watson on November 15, 2011, failed by a vote of two (2) to four (4). Voting aye were Ms. Devine and Mayor Benjamin. Voting nay were Mr. Davis, Mr. Rickenmann, Dr. Gergel and Mr. Newman. Ms. Plaugh abstained from voting due to a conflict of interest.

Mayor Benjamin said that whether we like it or not we made an obligation to past and current employees. Some of you may think you are looking long-term, but you are being short sighted.

Upon a motion made by Mr. Rickenmann and seconded by Dr. Gergel, Council voted to five (5) to one (1) to endorse Alternative 3D in response to the 2012 GASB 45 Valuation and Cost Scenarios presented by Towers Watson on November 15, 2011. The City of Columbia will no longer assume sponsorship of the post-65 plan. Voting aye were Mr. Davis, Ms. Devine, Mr. Rickenmann, Dr. Gergel and Mr. Newman. Mayor Benjamin voted nay. Ms. Plaugh abstained from voting due to a conflict of interest.

- **Council recessed at 5:14 p.m.**

- **Council reconvened at 5:35 p.m.**

EXECUTIVE SESSION

Upon a motion made by Ms. Devine and seconded by Dr. Gergel, Council voted unanimously to go into Executive Session at 5:35 p.m. for the discussion of **Items 7** through **9**.

7. Discussion of negotiations incident to proposed contractual arrangements – *This item was discussed in Executive Session. No action was taken.*

8. Receipt of legal advice which relates to matter covered by attorney-client privilege – *This item was discussed in Executive Session. No action was taken.*

9. **Discussion of the employment of an employee – *This item was discussed in Executive Session. No action was taken.*

- **Council adjourned the Work Session at 6:00 p.m.**

Respectfully submitted by:

Erika D. Moore
City Clerk

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CITY CLERK

**Amendment to the Agenda

CITY OF COLUMBIA CITY COUNCIL
WORK SESSION MINUTES
OCTOBER 2, 2012 – 2:00 P.M.
EAU CLAIRE TOWN HALL
3905 ENSOR AVENUE

We Are Columbia

The Columbia City Council met for a Work Session on Tuesday, September 18, 2012 at the Eau Claire Town Hall located at 3905 Ensor Avenue, Columbia, South Carolina. The Honorable Mayor Steven K. Benjamin called the meeting to order at 2:06 p.m. The following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Brian DeQuincey Newman, The Honorable Cameron A. Runyan and The Honorable Moe Baddourah. The Honorable Leona K. Plaugh was absent. Also present were Mr. Steven A. Gantt, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

CITY COUNCIL DISCUSSION / ACTION

1. River Alliance Update – Mr. Mike Dawson, Executive Director – *This item was not discussed.*

2. 2013 Retiree Premiums – Ms. Pamela Benjamin, Human Resources Director

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Ms. Pamela Benjamin, Human Resources Director explained that GASB 45 is an accounting provision that requires governmental employers to measure and report liabilities associated with Other Post-Employment Benefits (OPEB). The city offers health insurance as post-employment benefits to pre-65 retirees who have the same benefits as active employees and to post-65 retirees under a fully insured plan with Medicare Part A and B as the primary coverage with a senior supplemental plan and Pharmacy Part D through United Health Care. Since 2005, the city's GASB 45 liability increased and the city contracted with Towers Watson to provide an actuarial study in 2011. The actuarial showed that the city's liability increased to over $2 million. Towers Watson presented several alternatives to the city that would cap those costs. In January 2012, Council voted to cap the city's contribution to a defined dollar amount and the retirees were notified in May. She asked City Council to adopt the alternative that would cap the city's contribution to $800 for pre-65 retirees/$600 for dependents and $300 for post-65 retirees/$225 for dependents. Dependent coverage is 75% of retiree coverage. She reviewed the monthly premiums that would be effective on January 1, 2013 through December 31, 2013. The city splits the premium for both the retiree senior supplemental plan and the retiree Part D pharmacy plan.

Councilor Devine asked if retirees are eligible to go to the new pharmacy.

Ms. Pamela Benjamin, Human Resources Director replied no; pharmacy services are only offered to active employees.

Councilor Runyan inquired about the impact this alternative will have on the GASB liability.

Ms. Pamela Benjamin, Human Resources Director stated that it is $1.3 million. Councilor Baddourah asked about the additional expenses the new plan will create for the city.

Mr. Steven A. Gantt, City Manager explained that OPEB wasn't capped previously and there was a cost containment issue.

Upon a motion made by Mr. Newman and seconded by Mr. Runyan, Council voted unanimously to approve the plan alternative that would cap the city's contribution as follows:

- $800 for pre-65 retirees and 75% of the retiree contribution or $600 for dependents;
- $300 for post-65 retirees and 75% of the retiree contribution or $225 for dependents;
- The city will split the premiums for both the retiree senior supplemental plan and the retiree Part D pharmacy plan; and
- Premiums are effective January 1, 2013 through December 31, 2013.

Mr. Steven A. Gantt, City Manager reported that from July 2012 to September 2012 there has been a $165,000 savings in healthcare costs.

3. Police Department Operational Plan – Mr. Randy Scott, Police Chief

Mr. Leslie G. Wiser, Jr., Assistant Chief of Police presented the Five Points/Vista Operational Plan, noting that it is fluid and will improve as the weekend approaches. He said that the upcoming game is important and a sell-out crowd is anticipated along with a huge crowd in Five Points late into the night. Also, Benedict College will have their fall open house, high school visitation and a football game at 2 p.m. Special duty officers and a fire arms prevention team will be in the vicinity, which will rotate out to Five Points and the Vista, as needed. He insisted that there will be regular patrols in all five (5) regions through the use of overtime in at an estimated amount of $12,000. He noted that resources won't be drawn out of other regions. Other entities have offered their resources, as well. The Police Chief is requiring that all laws be enforced. The highest priority is to prevent violent crimes and to protect personal and real property. The enhanced operations will begin Friday evening and continue through Sunday morning, as needed. He outlined the resource utilization plan and the coordination of resources.

Ms. Kathryn Fenner, University Hill Neighborhood resident stated that the University of South Carolina Athletics Department is making a lot of money on this and suggested that the city consider a way to recoup funding from them to cover expenses.

Mayor Benjamin stated that the city's concern is making sure we have an equal and fair application of the law and that the city is covered comprehensively and not just in Five Points. He agreed that Five Points is a unique challenge with 20,000 to 30,000 people having a good time all at once in a very small area. We should remain focused on the public safety aspects and make sure that we preserve all of the sanctity that surrounding residents enjoy while making it clear that no other neighborhoods will suffer from a lack of service. While the home games may create a strain on resources, they also provide a significant economic boom for the city. He has been in constant contact with USC's President, Police Chief and student leadership.

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Mr. Leslie G. Wiser, Jr., Assistant Chief of Police added that the Richland County Sheriff's Department will be providing resources as well.

4. 2012 City Council Retreat – Ms. Melisa A. Caughman, Budget Director

Ms. Melisa A. Caughman, Budget Director distributed a proposed outline for the 2012 Retreat to include suggested dates, locations, facilitators and topics.

Mr. Steven A. Gantt, City Manager reviewed the suggested topics, noting that the list could change at Council's discretion.

Councilor Devine suggested that Council participate in a team building exercise such as a scavenger hunt.

Mayor Benjamin requested that staff reports be objectively measured against the strategic plan. He suggested that Ms. Devine work with Mr. Gantt to finalize plans for the 2012 City Council Retreat in late October or early November for 1 ½ days.

EXECUTIVE SESSION

Upon a motion made by Mr. Davis and seconded by Mr. Newman, Council voted unanimously to enter in Executive Session at 2:52 p.m. for the discussion of **Items 5** through 7 as amended.

5. Receipt of legal advice which relates to a matter covered by attorney-client privilege – *This item was discussed in Executive Session. No action was taken.*

6. Discussion of negotiations incident to proposed contractual arrangements – *This item was discussed in Executive Session. No action was taken.*

7. **Receipt of legal advice which relates to a pending, threatened or potential claim – *This item was discussed in Executive Session. No action was taken.*

- **Council adjourned the Work Session at 4:55 p.m.**

Respectfully submitted by:

Erika D. Moore

Erika D. Moore
City Clerk

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We Are Columbia

CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
TUESDAY, AUGUST 19, 2014 - 6:00 P.M.
CITY HALL - 1737 MAIN STREET
COUNCIL CHAMBERS - 3RD FLOOR

The Columbia City Council conducted a Meeting on Tuesday, August 19, 2014 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 6:27 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Brian DeQuincey Newman, The Honorable Cameron A. Runyan and The Honorable Moe Baddourah. The Honorable Leona K. Plaugh was absent. Also present were Ms. Teresa Wilson, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

Councilor Devine announced that Councilwoman Plaugh is at home recuperating. She asked that we all continue to keep Ms. Plaugh in our thoughts and prayers.

PLEDGE OF ALLEGIANCE

Mr. Tower Jones led the audience in the Pledge of Allegiance.

INVOCATION

Chaplain Byron Powers, Columbia Police Department offered the invocation.

ADOPTION OF THE AGENDA

Upon a motion made by Mr. Davis and seconded by Mr. Runyan, Council voted unanimously to adopt the agenda as presented.

PUBLIC INPUT RELATED TO AGENDA ITEMS

No one appeared at this time.

APPROVAL OF MINUTES

1. Meeting Minutes of February 18, 2014 Work Session & Council Meeting and February 26, 2014 Special Called Meeting – *Approved as presented.*

Upon a motion made by Mr. Newman and seconded by Mr. Runyan, Council voted unanimously to approve the February 18, 2014 Work Session & Council Meeting and February 26, 2014 Special Called Meeting Minutes.

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PRESENTATIONS

2. Introduction of the August 2014 Employee of the Month *(Robert "Bob" Probst, Construction Management Administrator)* – Mr. Sam Catoe, Senior Construction Administrator for the Construction Management Division

Mr. Sam Catoe, Senior Construction Administrator for the Construction Management Division introduced Mr. Bob Probst as the August 2014 Employee of the Month. He said that "Bob" is difficult to describe. He credited Mr. Probst with saving the City of Columbia a lot of money by carefully reviewing all construction contracts. He said it is a pleasure to have him as a coworker and as a friend.

Mayor Benjamin and City Manager Teresa Wilson presented Mr. Robert Probst with a plaque and a token of appreciation for being selected as the City of Columbia August 2014 Employee of the Month.

3. City LIGHTs Employee Recognition Program – Ms. Teresa Wilson, City Manager

Chief William "Skip" Holbrook, Columbia Police Department said that Corporal Glenn Sawyer initially recognized Community Safety Officer Tamara Kelly for her work with a youth safe haven at Hammond Village where she provides homework assistance, physical fitness and recreational activities, safety skills, and so much more. In 2011, the program was funded by a grant through the Eisenhower Foundation, but even when funding ran out, CSO Kelly continued the program by paying for various needs out of her own pocket. He announced that CSO Kelly was recently named a Community Builder and received a $1,000 award from the Mungo Foundation.

Ms. Teresa Wilson, City Manager recognized Community Safety Officer Tamara Kelly as a City LIGHT, an employee who has gone the extra mile. She presented CSO Kelly with a certificate and encouraged her to continue to let her light shine.

Mr. Matt Mungo of Mungo Homes thanked CSO Kelly for all she has done to be a Community Builder. He has spent a lot of time around Housing Authority properties and he told CSO Kelly that he greatly appreciates what she is doing in Hammond Village.

4. Presentation of Proclamation – The Honorable Tameika Isaac Devine

Councilor Devine recognized Ms. Dianne Light for her hard work in our community and for giving tirelessly to this city.

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Mayor Benjamin and the members of City Council proclaimed Sunday, August 10, 2014 as Dianne Light Day in the City of Columbia.

Ms. Dianne Light, Co-Owner of DiPrato's Delicatessen said thank you.

5. Introduction of the University of South Carolina's Student Body Deputy Secretary of State Affairs McBryde Campbell – Ms. Lindsay Richardson, University of South Carolina Student Body President

Miss Lindsay Richardson, University of South Carolina Student Body President said throughout the summer she and her staff have been exploring the City and they realize what a great partnership this is for the University and its students. She introduced Miss Ellen Riegel who will be representing 30,000 student voices at every City Council meeting.

Ms. Ellie Riegel, University of South Carolina Student Body Attorney General thanked City Council for their willingness to work with USC's Student Government. She said they are also working with the City Center Partnership to host the Mammoth on August 23, 2014 from 1 p.m. to 3 p.m.; they are working towards having the most students on campus that are registered to vote; and they will host a Safety Day in Five Points on Saturday, August 30, 2014. She announced that 6,000 new students were welcomed on campus this week; major construction is underway; and the women's quad has been renovated.

CITY COUNCIL DISCUSSION / ACTION

6. Active & Pre-65 Retiree Health Care Strategy Findings & Recommendations – Ms. Pamela Benjamin, Human Resources Director and Ms. Melisa Caughman, Budget and Program Management Director

Mayor Benjamin reported that staff has talked with Council and there is a great deal of consensus. He said many of you have been active in this discussion as we work hard to honor the service of men and women who worked for the city for a number of years and have retired. While at the same time we have to keep our eyes on the bottom line as we deal with our long-term actuarial liabilities. We are dealing with non-pension related benefits. He said staff will make recommendations today that will give us more time to deal with this and without adding to the long-term liability of the city in a significant way. He acknowledged that many retirees have fixed incomes and we have to respect that and allow people to continue to live good lives.

Ms. Melisa Caughman, Budget and Program Management Director said this discussion will cover active employee plan changes and an alternative plan for pre-65 retirees; this discussion will not relate to post-65 retirees. She outlined the current plan enrollment as of April 2014 to include a total of 1,084 active employees, 211 pre-65 retirees and 258 post-65 retirees. She reported that

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without GASB, which is our long-term liabilities for Other Post-Employment Benefits, our claims and healthcare costs are projected at $28,159,000 for fiscal year 2014/2015.

Councilor Runyan inquired about the large increase in costs from 2010/2011 to 2011/2012.

Ms. Melisa Caughman, Budget and Program Management Director said there was not one particular reason.

Ms. Pamela Benjamin, Human Resources Director said new enhancements were introduced to our active employee health care plan in April and in 2015, the Affordable Care Act will require that all costs associated with the purchase of prescription medications be applied towards the out-of-pocket maximums. In order to offset the anticipated increase in costs, she recommended that we increase some deductibles, co-pays and out-of-pocket maximums. She noted that these changes will cause us to forego the grandfathered status as a health insurance provider. She introduced a third plan for active employees. She noted that the plan has low monthly premiums, but the deductibles, out-of-pocket maximums; and other insurance costs are higher. She explained that the wellness incentive will promote healthy behaviors and employees can earn up to $225. She explained that tobacco users will be assessed an additional $25/$50 monthly surcharge and a smoking cessation program will be provided to employees and their covered dependents. She presented a plan design summary for active employees, noting that the premiums for the core and buy-up plans will not increase.

Councilor Devine expressed concerns about many employees moving to the base plan to save money without understanding that they will be paying more if they get sick. She asked what will be done to ensure that the message is clearly communicated.

Ms. Pamela Benjamin, Human Resources Director said there will be mandatory open enrollment for everyone whether they make changes or not. She said letters, emails and other communications will be sent to employees as well.

Ms. Teresa Wilson, City Manager suggested that follow up may be needed with the individual that makes the decisions within the household.

Councilor Baddourah said it is important to note that there are incentives for being healthy. He recalled today's Work Session discussion about what we can do to make our communities healthier twenty years from now.

Ms. Pamela Benjamin, Human Resources Director noted that employees will be able to rollover the wellness incentive into the second year when they don't use it during the first year.

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Ms. Melisa Caughman, Budget and Program Management Director recalled that staff previously presented the following three (3) alternatives for pre-65 retirees: public exchanges; setting premiums to the cost of healthcare; and a new plan design with lower premiums than the second alternative. She further recalled that in 2012, Council approved a defined dollar benefit (DDB) at $800 for the pre-65 and post-65 retiree and $600 for the dependent. At that time the City's annual liability was $108 million. She said an increase in the DDB would increase the City's liability costs and its annual costs. She said it was determined in January 2014 that the premiums were significantly insufficient to cover the cost of healthcare; the city was paying more than $800/$600 for the DDB. She noted that the city should have been paying $4.7 million, but we paid $7 million in costs. She reported that for 2015, pre-65 retirees would be offered the same plan design as active employees, except for the wellness credits. She reported that this could increase the City's long-term liability by $28.3 million and increase the annual OPEB cost by $1.9 million. She noted that the employee health center has always been available to pre-65 retirees and dependents.

Councilor Runyan asked what the percentage increase is for the $1.9 million.

Ms. Melisa Caughman, Budget and Program Management Director said it is increasing from $7.7 million to $9.6 million, which is what we put aside for the long-term liability and what we pay in actual claims; it's a 25% increase.

Mr. Mike Jones, Senior Consultant for Towers Watson presented the retirement healthcare valuation results. He recommended that the city maintain the structure of the defined dollar benefit plan. He explained that the Actuarial Accrued Liability increases to approximately $135 million and there is a $700,000 increase in normal costs, which increases the Annual Required Contribution by $1.9 million.

Councilor Runyan asked if this is a trend, because a 25% increase isn't sustainable.

Mr. Mike Jones, Senior Consultant for Towers Watson said the market trend is to increase deductibles and to focus on lowering costs by helping participants become better healthcare consumers by taking advantage of wellness opportunities and catching things earlier.

Councilor Davis asked if the fluctuation is based on the adjustments we made to accommodate active and pre-65 employees.

Mr. Mike Jones, Senior Consultant for Towers Watson said these results are focused on retirees and the pre-65 retiree changes.

Councilor Davis asked what can we project 6-months after enrollment.

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Ms. Teresa Wilson, City Manager said this is a complicated discussion and we are going to discuss next steps with the understanding that we can't have a 25% increase every year going forward; we will work towards a solution that is palatable.

Mayor Benjamin said he doesn't support a 25% increase for this year. He said we must inject that spirit of consumerism into each employee and retirees, recognizing that all pre-65 retirees aren't created equal; they have different responsibilities, family situations and other insurance options. We have to look at how we continuously decrease our long-term OPEB liability. He said this has to become a number one priority.

Mr. Jeff Palen, Chief Financial Officer said that option four creates a $1.9 million increase in the annual OPEB costs. He said we will need $720,000 for this year and we will be able to handle that through current year surplus funds.

Councilor Baddourah said this is not a perfect solution, but it is the perfect solution for now. He said part of the long-term solution is to make our retirees and employees get into good health habits.

Councilor Newman recalled that there was a lot of backlash when these recommendations were first introduced, but we were reacting to laws that were created outside of our purview. He said this is a good temporary solution, but we need to continue to communicate this information.

Ms. Pamela Benjamin, Human Resources Director said open enrollment is in October and action needs to be taken on this issue. She asked Council to approve the plan design for active employees as discussed tonight; alternative four for retiree benefits as a stop-gap measure that can only be maintained for one year while we continue discussions for longer term solutions; staff will pursue creative approaches to meet the needs of retirees; and staff will return to Council with recommendations on longer term solutions by March 31, 2015.

Upon a motion made by Mr. Baddourah and seconded by Mr. Newman, Council voted unanimously to approve the following recommendations:

- Approve the 2015 Plan Design and Premiums for Active Employees
- Approve Alternative 4 for Retiree Benefits
- Evaluate Longer Term Solutions

Councilor Baddourah asked to keep the committee on healthcare discussions open for the next few months. He offered to continue to serve.

Mayor Benjamin concurred and also offered to continue to serve as long as staff believes that the members of Council are adding value to the process.

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STAFF UPDATE / CITY COUNCIL DISCUSSION

7. Exclusive Minor Child Play Zones and the Public Notice Process – Mr. Jeff Caton, Director of the Parks and Recreation Department - *Please note that this is an update. No action will be taken on this matter. Prior to implementing exclusive minor child play zones within any park, the Parks and Recreation Director shall request that the designation be placed on City Council's agenda for public input and for approval by a majority vote of members of City Council present at that meeting.*

Mr. Jeff Caton, Director of the Parks and Recreation Department recalled that Councilwoman Devine asked staff to look at a procedure that would mirror the City's zoning ordinance in order to provide due process to neighborhoods and organizations that would like to pursue a child safety zone designation. He explained that the process would be initiated by the neighborhood association's board that is contiguous to the park property; the request will come to the Parks and Recreation Department for verification and then reviewed by City Administration; if agreed upon, the matter will be placed on a Council agenda with the property being posted fifteen (15) days prior to the public hearing; and City Council will decide whether to approve the designation or not. He presented a list of parks that were funded with Land Water Conservation Funds, which is a federal program that has restrictions in terms of access in perpetuity. He said we can be relieved of these requirements through a conversion process that would require an appraisal and the appraised value will need to be invested in a new park property; not an existing facility. He noted that Roy Lynch Park was developed with Land Water Conservation Funds. He said these factors must be considered during the evaluation of the designation on any park.

Councilor Devine said some parks are contiguous to several neighborhoods. She asked if the request needed to come from one neighborhood or all of them.

Mr. Jeff Caton, Director of the Parks and Recreation Department said they would attempt to gain concensus among the contiguous neighborhood associations and would bring any unresolved issues to the City Manager for consideration.

Councilor Devine said we have a diverse group of neighborhoods that operate differently. She asked if a letter from the board would be sufficient.

Mr. Jeff Caton, Director of the Parks and Recreation Department said it would be wise to make sure as many people are involved in the process as possible while recognizing that not all neighborhoods function the same.

Councilor Davis sought clarification on the intent of the ordinance. He asked if an adult would be excluded from a park that has a safety zone. He said the intent is not to completely shut the park off.

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Mayor Benjamin said the restrictions would come into play if in fact Council decides to establish an exclusive minor child play zone that spans the size the entire park. He doesn't anticipate anyone on this Council supporting any child play zone that would encompass the entirety of a park.

Councilor Davis agreed that requests should come from the neighborhood that surrounds that park. He said we are talking about the safety of children; there are areas where very young children do go to parks alone. He disagreed with totally barring people from parks. He said we shouldn't entertain the conversion process, because it's too expensive.

Mr. Jeff Caton, Director of the Parks and Recreation Department explained that it may be logistically impossible not to restrict adult access in parks with smaller land masses. He noted that there are child play elements all over Roy Lynch Park and we would effectively create a safety zone over the entire park because of the way it is laid out.

Ms. Teresa Wilson, City Manager clarified that we don't want to go down the path of conversion and we don't want to create a situation where we are mandated to do so.

Mayor Benjamin said if we decide to go in a certain direction that forces conversion, then that's a decision that we've made; we know there are unintended consequences at times; and we may have to make changes to a park to accommodate the zone. He said this is an issue that has a number of implications and we want to make sure that we respect human rights, civil rights, the freedom of assembly and those things we treasure in America, while at the same time we want to make sure we protect our children.

Councilor Runyan inquired about the acreage of Roy Lynch Park.

Mr. Jeff Caton, Director of the Parks and Recreation Department said .79 acres.

Councilor Runyan said the whole city is 88,000 acres and we are fighting over making .0009% of the City of Columbia a zone that is safe for children. He questioned the step in the process where staff will work to build consensus with the neighborhoods.

Ms. Teresa Wilson, City Manager said she has no comfort with there being a staff decision based off consensus in a neighborhood process; we will have to seek guidance from Council about what that actually means.

Councilor Runyan said children are the most defenseless members of our society and we owe it to them to have a clean and safe environment for them to play. It is a child's park, thus the very small nature of it. It has equipment for children dispersed throughout the park. He asked if we have done this conversion before.

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Mr. S. Allison Baker, Senior Assistant City Manager said this was done with the Little Red Schoolhouse at Riverfront Park, but staff wasn't involved with that.

Councilor Runyan said this is not a new concept; it may be cumbersome; it may be difficult; and there may be some costs, but we are a nation of responsibility first and rights second. He said we have a responsibility to protect those areas for our children.

Mayor Benjamin said significant issues do not need to be left to the interpretation of staff; Council has to make those policy decisions. He said it is important to have a process in place that allows us to look at the variables, data and challenges.

Mr. Jeff Caton, Director of the Parks and Recreation Department said we want to do our due diligence to collect the information.

Councilor Devine said Mr. Caton was probably trying to convey that this won't be done at the request of one neighborhood at the exclusion of others. There will be disagreements on multiple issues and that would come to this Council. She asked if Mr. Runyan's intent is to propose a designation for the entire Roy Lynch Park.

Councilor Runyan said it is his intention to have a safe place for children to play and that park is a well-documented problem area. He agreed to allow staff to determine how we effectuate that goal. He recalled that staff originally reported that it would be difficult to carve out a portion of the park for an exclusive child safety zone due to its size. He said the original discussion was to designate the entire park.

Councilor Devine said we need to be honest and clear as to where this is going so that the neighborhood can discuss this first. She recalled that Mr. Baddourah attempted to refer this to committee several times, but we didn't get there. She said we all need to be clear on the ramifications and not get into unintended consequences. She noted that the LWCF wasn't on our radar until someone brought it to our attention. We need to be cautious about what this will ultimately cost our tax payers; investing in a new park will require us to acquire property and invest in other things. This is not as cut and dry as some people are trying to make it.

Mayor Benjamin didn't recall the discussion of Roy Lynch Park being an exclusive minor child safety zone; that's not a part of my consideration. He said people can disagree with this and pursue ways to change it. He said this has been publicly discussed and publicly noticed and now we have to come up with a clear process to effectuate these zones. He reiterated that he doesn't support making Roy Lynch Park or any other park off limits to the citizens of this city. He doesn't think the issue of conversion is a major issue; it is something we have to

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deal with properly. He acknowledged that there are major public safety and public health issues in Roy Lynch Park. He said the issues are so grave there that having other tools at our disposal is necessary.

Ms. Teresa Wilson, City Manager said the ordinance is limiting our flexibility to create what's reasonable. She asked if Council would be willing to look at the language.

Mayor Benjamin agreed that we should look at the language and the structure of the park.

Councilor Devine said there may be opportunities for Roy Lynch Park, because the Junior League would like to provide a grant to help with the park. We need to manage the expectations and Council needs to clearly communicate the intent. She said the majority of the things that are happening aren't happening on playground equipment; it's happening on benches and other areas. She said we could move the equipment, but would the desire still be there by those who support this.

Councilor Newman sought to clarify that this ordinance will allow a neighborhood to come forward with an interest to establish a child zone; it will come to Council like a regular zoning matter; and Council will vote as to whether or not that designation will be created.

Mr. Jeff Caton, Director of the Parks and Recreation Department said that's correct.

Councilor Newman asked who would be initiating that designation.

Ms. Teresa Wilson, City Manager said we are seeking that clarification. She said staff will never recommend the designation; it will come from Council or your constituents.

Mayor Benjamin asked staff to recommend a process that's sensible and fair and includes community participation.

Councilor Runyan stated for the record that his goal as a member of this body is to have a zone whether it's the entire park or part of the park; a zone that is safe for the children, because right now, it's not and we can demonstrate that very clearly. He said if staff reports that there is no way to cut the zone to 49% for a safe zone for children where they don't have to worry about people continuing to have sex in the park and do drugs in the park then I will support the designation for the entire park, because my concern is for the children.

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Councilor Davis said he would not designate an entire park; the intent is an area whether it's a large or small park. He said children should be in an area where they don't have to worry about grown up behavior. He said if a neighborhood has concerns and would like to designate an area in a park, that should be the trigger; not the city; then it goes through the process; they have a discussion through email, petitions or signatures; and they present that concern or desire to city staff; staff interacts to determine if there is concensus; if it is, then we figure out how to accommodate that request; if there is no consensus then it is a dead issue. He asked if what he outlined is correct.

Mr. Jeff Caton, Director of the Parks and Recreation Department said yes.

- **Council opened the meeting for public input at 8:20 p.m.**

Mr. Matthew DeGuire said he lives a half block away from Roy Lynch Park, it is a terrific place to live and many of us care about children. He was under the impression that we were talking about the whole park having a designation and he would not be able to walk his dog or have a picnic in the park. He expressed concerns about the power a neighborhood association would have with making this designation, because there is not consensus on this issue in his neighborhood. He doesn't think that a land percentage is a releveant factor of whether something is right or wrong. He reported that the city did a terrific job with installing security cameras and there is increased police presence; it has made a difference and he hasn't seen any type of unsavory behavior in that park lately.

Mayor Benjamin noted that there isn't any situation where they would designate an entire park as a child safety zone.

Ms. Cheryl Myrick, Elmwood Park resident said her children enjoyed Roy Lynch Park and as a walker she would no longer be allowed to take a rest in Roy Lynch Park and would be subject to having a criminal record. She encouraged Council to think about the resources that will be used to monitor the ordinance. She suggested that those same resources should be used towards prevention. She suggested that parks and recreation employees come out earlier in the day to clean the parks before children come out. She hopes that all available avenues will be explored before taking away her rights.

Mr. Clayton King, Earlewood Community resident thanked Councilwoman Devine for responding to the email. He would like to see the ordinance shut down. He said our parks are public places that are maintained with public tax dollars. He understands and appreciates child safety. He also enjoys reading and swinging in the parks and this ordinance makes it illegal for him to enter public land that he owns. He insisted that the notion that opposition to this ordinance is synonymous with child safety is offensive. He suggested that we spend more resources on fixing the problems.

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Ms. Ellen Blundy, Elmwood Park resident said this thing about rights is very nice, but when it comes down to it, Roy Lynch Park is for children and it is impossible for law enforcement to address the issues. She said Roy Lynch Park has special problems and it needs this ordinance. She announced a meeting in Roy Lynch Park on September 6, 2014 where the Director of Parks and Recreation will be the guest speaker.

Dr. Lonnie Randolph, President of the SC Chapter of the NAACP said it is this process that makes government work. He asked why we are doing this. He said he hasn't heard an answer that he is comfortable with. He is uncomfortable with the decision that what is good for one group isn't good for another. He said he is disturbed by Mr. Runyan's comments. He said there aren't a large number of police reports in that park. He suggested that we address the things that can make a difference right now.

- **Council closed the public input portion at 8:39 p.m.**

8. Update on the Request for Proposals for a Construction Manager At-Risk for the Multi-Use Entertainment Venue – Mr. Gregory Tucker, Special Projects Administrator

Mr. Gregory Tucker, Special Projects Administrator reported that the Request for Proposals for a Construction Manager At-Risk was issued on August 11, 2014 and responses are due back on September 2, 2014.

Councilor Davis asked about the aspirational goals.

Ms. Teresa Wilson, City Manager noted that the aspirational goals developed by City Council were included the RFP.

Councilor Baddourah asked if this is related to **Item 9.**

Mr. Gregory Tucker, Special Projects Administrator said no.

Councilor Devine asked who will be reviewing the responses.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations said it would likely be Gregory Tucker, a representative from the Utilities and Engineering Department and the developer and the owner of the Baseball team will be represented.

Mayor Benjamin suggested that the Chairman of the Bull Street Commission serve on the selection committee as well.

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Councilor Newman reiterated Mr. Davis' inquiry regarding the aspirational goals. He wants to make sure we are communicating as much as we can, because the purpose of the aspirational goals is to make sure we are investing locally.

Mayor Benjamin said the goals are for subcontracting participation with emphasis on small, local, minority owned and woman owned businesses. He requested an update on how much has been awarded under the Local Business Preference Policy since 2010. He said we've set bold goals for delivering this multi-purpose venue and we want to be kept apprised as to how we are meeting those goals.

Mr. Gregory Tucker, Special Projects Administrator explained that the City has designated an aspirational goal of 40% for Disadvantaged Business Enterprises (DBE) and 35% for Local Business Enterprises (LBE) under the 49% Subcontractor Outreach Program requirement.

Mayor Benjamin added that the goal for Women-owned Business Enterprises (WBE) is 10%.

CONSIDERATION OF BIDS and AGREEMENTS

9. Council is asked to approve an Agreement between Owner and Architect for Design and Engineering Services for the Multi-Use Venue on the Bull Street Development, as requested by the Assistant City Manager for Operations. Award to Populous, Inc. in the amount of $2,025,000.00. This vendor is located in Kansas City, MO. *Funding Source: Columbia Commons Project Budget – Note: The following local sub-consultants will be utilized for this project at 22.5% of the contract value. – Approved by a vote of four (4) to one (1).*

Sub-consultants	Locations	Services	Contract %
LS3P	Columbia, SC	Architecture	10.9%
ADC Engineering Specialists	Columbia, SC	Structural Engineering	2.8%
Davis & Floyd	Columbia, SC	Civil Engineering	5.9%
Buford Goff & Associates	Columbia, SC	Engineering	2.9%

Councilor Baddourah said we are committing to a contract for an architect to design a baseball stadium and we don't have ownership of the land that we are going to put the stadium on. He asked how can we tell the architect the elevation and do we have ownership records.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations said the Venue Development Agreement says we won't start construction before we own the property and several things must happen before we own the property.
Councilor Baddourah insisted that we are committing ourselves to another $2 million to design a stadium for a property we do not own.

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Ms. Melissa Gentry, P.E., Assistant City Manager for Operations said we have an agreement with the developer to provide the property to us.

Upon a motion made by Mayor Benjamin and seconded by Mr. Runyan, Council voted four (4) to one (1) to approve an Agreement between Owner and Architect for Design and Engineering Services for the Multi-Use Venue on the Bull Street Development, as requested by the Assistant City Manager for Operations. Award to Populous, Inc. in the amount of $2,025,000.00. Voting aye were Mr. Runyan, Ms. Devine, Mr. Davis and Mayor Benjamin. Mr. Baddourah voted nay. Mr. Newman abstained from voting due to a potential conflict of interest.

OTHER MATTERS

10. Council is asked to approve a Request for a Certificate of Convenience and Necessity, as requested by the Business License Division. Award to James St. Fort doing business as CPC Exclusive, LLC, which is a limousine service located at 7356 Garners Ferry Road, Columbia, SC 29209. *Note: The applicant is planning to place one (1) limousine into service and add additional limousines at a later date. - Approved*

Upon a motion made by Mr. Baddourah and seconded by Mayor Benjamin, Council voted unanimously to approve a Request for a Certificate of Convenience and Necessity, as requested by the Business License Division. Award to James St. Fort doing business as CPC Exclusive, LLC, which is a limousine service located at 7356 Garners Ferry Road, Columbia, SC 29209.

11. Council is asked to approve the Installation of Two (2) Speed Humps within the 2200 block of Hampton Street between Pine Street and Oak Street and the 2300 block of Hampton Street between Oak Street and Heidt Street. *Note: The Columbia Fire and Police Departments support this request. – Consideration of this item was deferred.*

Ms. Catherine Bruce said she lives in the 2200 block of Hampton Street between Pine Street and Oak Street. She said that the neighborhood association did not discuss this and they were told that the humps would be placed on Oak Street. Councilor Newman said there were questions about public safety and the speed bumps during the forum at Martin Luther King Park. He said the Waverly Neighborhood was asked to do an assessment. He said there was a majority of folks that wanted the speed bumps and the request was expedited since the students were back in town.

Ms. Catherine Bruce said the neighborhood president wasn't aware of the request. She noted that there is little speeding within the 2200 block and there are already speed humps in front of the dorms.

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An unidentified male said the Priest of St. Martin de Porres wasn't aware of this being on the agenda and he is not in favor of this proposal.

Councilor Newman said he has received significant feedback about this matter, but he agreed to defer consideration of the matter until the next meeting.

CONSENT AGENDA

Upon a single motion made by Mr. Newman and seconded by Ms. Devine, Council voted unanimously to approve the **Consent Agenda Items 12** through **39.** Mr. Baddourah was not present for the vote.

CONSIDERATION OF BIDS and AGREEMENTS

12. Council is asked to approve a Professional Services Contract Renewal for Citywide Technology Training, as requested the Information Technology Department. Award to Fast Forward in the amount of $100,000.00. This vendor is located in Columbia, SC. *Funding Source: 1011120-631200 and 5518415-631200 - Approved*

13. Council is asked to approve a Contract Renewal for Customer Suite and Service Suite Software for Fiscal Year 2014/2015, as requested by the Information Technology Department. Award to Ventyx in the amount of $111,590.48. This vendor is located in Atlanta, GA. *Funding Source: General Admin Information Tech/Maintenance and Service Contract; 6218950-638200 – Note: The original budgeted amount is $111,600.00. **CIO Comment**: I am in agreement with this annual renewal of Banner/Customer Suite software support. - Approved*

14. Council is asked to approve a Contract for the Acquisition, Implementation and Annual Maintenance of Energov® Enterprise Server License for Permitting and Land Management and Energov® Enterprise Software License Extensions, as requested by the Planning and Development Services Department. Award to Tyler Technologies, Inc. in the amount of $472,620 for the licensing and implementation services and $66,805.00 per year or a total 5 years $334,025 for annual support and maintenance and IG Workforce in the total amount of $806,645.00. This vendor is located in in Dallas, TX. *Funding Sources: 6218954-658600 Technology Replacement in the amount of $472,620 for licensing and implementation services and 1014101-658660 Development Services in the amount of $334,025 for annual support and maintenance (year 1-5) for EnerGov Support/Maintenance and IG Workforce Subscription. – Note: This software will allow the Planning & Development Services Department to acquire a tool for managing the process of receiving, reviewing, tracking, permitting and inspection on citywide construction projects. The software will also facilitate the*

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administration of code enforcement activities to include logging, tracking and documenting action on property maintenance and zoning violation cases. ***CIO Comment****: I approve this purchase as described. - Approved*

15. Council is asked to approve the Purchase of One (1) Backhoe Loader, as requested by the Metro Wastewater Treatment Plant. Award to Blanchard Machinery Company, using the National Joint Power Alliance Contract in the amount of $76,132.00. This vendor is located in Columbia, SC. *Funding Source: Utilities Metro Wastewater Plant/Machinery and Equipment-Capital – Note: The original budgeted amount for this purchase is $86,400.00. - Approved*

16. Council is asked to approve the Purchase of a Crane Truck, as requested by the Metro Wastewater Treatment Plant. Award to H & E Equipment Services, using the National Joint Powers Alliance Contract in the amount of $196,196.00. This vendor is located in Columbia, SC. *Funding Source: Utilities Wastewater Maintenance/Auto, Truck, Heavy Equipment-Capital – Note: The original budgeted amount for this purchase is $194,400.00 and the additional $1,796 will be covered within the overall budget. - Approved*

17. Council is asked to approve the Purchase of Two (2) Tandem Dump Trucks, as requested by the Wastewater Maintenance Division. Award to Shealy's Truck Center, Inc., a Local Business Enterprise firm and the lowest bidder meeting specifications in the amount of $275,482.00. This vendor is located in Columbia, SC. *Funding Source: Utilities Wastewater Maintenance-Autos, Truck, Heavy Equipment-Capital; 5516205-658500 – Note: The original budgeted amount for this purchase is $302,400.00. - Approved*

18. Council is asked to approve an Agreement for Project SS721514 for On-Call General Wastewater Engineering Services, as requested by the Utilities and Engineering Department. Award to Hazen & Sawyer in an amount not to exceed $75,000.00. This vendor is located in Columbia, SC. *Funding Source: Wastewater; 5511706-SS721514-5516205 – Note: These services are for general tasks for various wastewater projects that may arise in the upcoming year. The original budgeted amount of this project is $75,000.00. - Approved*

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19. Council is asked to approve an Agreement for Project SS723514 for On-Call Wastewater Engineering Services, as requested by the Utilities and Engineering Department. Award to URS Corporation in an amount not to exceed $75,000.00. This vendor is located in Columbia, SC. *Funding Source: Wastewater; 5511706-SS723514-5516205 – Note: These services are for specific tasks for various wastewater projects that may arise in the upcoming year. The original budgeted amount of this project is $75,000.00. - Approved*

20. Council is asked to approve an Agreement for Engineering Services for the Sims Park Playground Design, Equipment and Installation, as requested by the Utilities and Engineering Department. Award to Churchich Recreation and Design, Inc., in the amount of $100,000.00. This vendor is located in Hilton Head, SC. *Funding Source: General Capital Project Budget – Note: The original budgeted amount for this project is $100,000.00. - Approved*

21. Council is asked to approve an Agreement for Engineering Services for the Evaluation, Design and Construction of the Greenview Park Pool, as requested by the Utilities and Engineering Department. Award to Kimley-Horn and Associates, Inc., in the amount of $265,000.00. This vendor is located in Irving, TX. *Funding Source: General Capital Projects Budget – Note: The original budgeted amount for this project is $2,041,483.00. - Approved*

22. Council is asked to approve Project WM3921; Demolition of Four (4) Ground Storage Tanks, as requested by the Utilities and Engineering Department. Award to Complete Demolition, the lowest responsive and responsible bidder in the amount of $322,000.00. This vendor is located in Carrollton, GA. *Funding Source: Special Contracts Maintenance Fund; 5516210-638300 – Note: The original budgeted amount for this project is $500,000.00. The project includes the demolition, removal and disposal of the Ballentine, Dubard, North 21 and Sandhills Ground Storage Tanks. - Approved*

23. Council is asked to approve Project WM4291; Construction along Wesley Drive, Keats Street and Ashton Street, as requested by the Utilities and Engineering Department. Award to Patriot Construction (Protégé), the lowest responsive and responsible bidder in the amount of $385,809.82. This vendor is located in Columbia, SC. *Funding and Supplement Source: Water Capital Improvement Fund; 5529999-658650/WM429101-658650 – Note: This is Protégé Led Program Project and McClam and Associates (Mentor) is implementing 1.2% ($5,000) of the contract value. This project consists of the abandonment of existing water lines, bore and jack steel casing pipes, dry bore of water main beneath trees, new water services lines, gate valves and water*

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service connections. The original budgeted amount for this project is $413,655.00. - Approved

24. Council is asked to approve an Agreement for Engineering Services for a Sewer System Evaluation Study of the Olympia Sub Basin Division I and II, as requested by the Utilities and Engineering Department. Award to W.K. Dickson, Inc., in an amount not to exceed $500,000.00. This vendor is located in Columbia, SC. *Funding Source: Sanitary Sewer Budget; 5529999-SS6857-636600 – Note: This is a Mentor Protégé Program Project and HPG and Company Consulting Engineers (Protégé), a SBE firm located in West Columbia, SC will provide design and construction management services at 20% of the contract value. The original budgeted amount for this project is $2,700,000 ($700,000 is for professional services and $2,000,000 is for construction). - Approved*

25. Council is asked to approve an Agreement for Engineering Consultation, Design and Construction Phase Services to Implement a New Non-Potable Water Pumping System, as requested by the Utilities and Engineering Department. Award to Black and Veatch Corporation in an amount not to exceed $501,500.00, which includes $271,500, is for design, permitting and bidding and $230,000 is for construction phase services. This vendor is located in Greenville, SC. *Funding Source: Sanitary Sewer Budget; 5529999-SS7275-636600 – Note: This is a Mentor Protégé Program Project and Howard Engineering (Protégé), a WBE firm located in Marietta, SC, will provide electrical and instrumentation system design, construction phase services and observation at 23.69% of the contract value. The following sub-consultants will be utilized for this project at 9.25% of the contract value. The original budgeted amount for this project is $3,450,000 ($250,000 is for design and $3,200,000 is for construction). - Approved*

Sub-consultants	Locations	Services	Contract %
K&P Engineering, LLP *(SBE Firm)*	Lexington, SC	Structural Design	2.47%
Studio 2LR *(SBE Firm)*	Columbia, SC	Architectural Design	4.18%
Felkel & Hastings, Inc. *(SBE Firm)*	Columbia, SC	Mechanical Building Systems Design	1.0%
Summit Engineering	Spartanburg, SC	Surveying Services	.9%
Terracon	Columbia, SC	Materials Testing	.7%

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26. Council is asked to approve the Purchase of Water Meters for Fiscal Year 2014/2015, as requested by the Water Distribution Division. Award to lowest bidder of each lot in the total amount of $615,589.39. *Funding Source: Utilities Water Distribution & Maintenance/Meter Parts & Supplies – Note: The original budgeted amount for this purchase is $631,800.00. - Approved*

Lots	Size	Vendors / Locations	Amounts
1	¾"	HD Supply Waterworks - West Columbia, SC	$139,008.00
2	2"	HD Supply Waterworks - West Columbia, SC	$76,536.00
3	4", 6" & 8"	Mainline Supply Company/Fortiline - Columbia, SC	$354,446.18
		SC Sale Tax	$45,599.21
		Total	$615,589.39

27. Council is asked to approve a Contract Renewal for Repair Materials Bid for Fiscal Year 2014/2015, as requested by the Water Distribution Division. Award to the lowest bidder of each lot in the amount of $647,273.74. *Funding Source: Utilities Water Distribution and Maintenance; 5516203-625700 – Note: The repair material bid includes: plastic tubing; brass goods; straight and steel couplings; gate valves; megalugs; service, patch and repair clamps; meter boxes and concrete; fire hydrants, brass fittings; fittings for ductile iron; dual check valves; tapping sleeves; meter boxes and plastic; and ductile iron pip. The original budgeted amount is $650,000.00. - Approved*

Lots	Vendors / Locations	Amounts
1,6,12,14,16,18, 21	HD Supply Waterworks (W. Columbia, SC)	$129,299.00
2,3,7,8,10,11,17,20	Hayes Pipe Supply (Nashville, TN)	$393,082.36
4,5,9,13,15,19	Independent Waterworks (Lexington, SC)	$76,946.18
	SC Sale Tax	$47,946.20
	Total	$647,273.74

28. Council is asked to approve an Agreement for Engineering Services to provide Technical Engineering Support to the Smith Branch II Sewer System Evaluation Study, as requested by the Utilities and Engineering Department. Award to MWH Americas, Inc., in an amount not to exceed $999,800.00. This vendor is located in Clemson, SC. *Funding Source: Sanitary Sewer Budget; 5529999-SS7273-636600 – Note: This is a Mentor Protégé Program Project and Chao and Associates, Inc. (Protégé), a MBE firm located in Columbia, SC will provide manhole surveys, GIS and construction management support at 21.5% of the contract value. Sub-consultant Hydro-structures, P.A. will receive 29.1% of the contract value. The original budgeted amount for this project is $1,000,000.00. - Approved*

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29. Council is asked to approve Project SS7251; Blossom Street Improvements, as requested by the Utilities and Engineering Department. Award to LAD Corporation, the lowest responsive and responsible bidder in the amount of $1,126,866.00. This vendor is located in Swansea, SC. *Funding Source: Sewer Improvement Fund; 5529999-658650-SS7251 – Note: This is Mentor Protégé Program Project and Lexington Earthworks (Protégé) is implementing 20% ($225,373) of the contract value. The original budgeted amount for this project is $1,800,000.00. - Approved*

30. Council is asked to approve Project WM3791-01; Water Main Construction along Sylvan Drive, Shannon Spring Road and Briarfield Road, as requested by the Utilities and Engineering Department. Award to LAD Corporation of West Columbia, the lowest responsive and responsible bidder in the amount of $1,409,022.60. This vendor is located in West Columbia, SC. *Funding and Supplemental Source: Water Capital Improvement Fund; 5529999-658650/WM379102-658650 – Note: This is a Mentor Protégé Program Project and Lexington Earthworks (Protégé) is implementing 20% ($281,804) of the contract value. This project consists of abandoning existing water lines, horizontal directional drilling, new water service line, gate valves, and water service connections, paving/patching and all necessary connections. The original budgeted amount for this project is $1,420,000.00. - Approved*

31. Council is asked to approve Project WM3956-02; 24" Water Main Construction along Broad River Road and Chapin Road, as requested by the Utilities and Engineering Department. Award to McClam and Associates, Inc., the lowest responsive and responsible bidder in the amount of $3,196,801.60. This vendor is located in Little Mountain, SC. *Funding and Supplement Source: Water Capital Improvement Fund; 5529999-658650/WM395602-658650 – Note: This is a Subcontracting Outreach Achievement Provision and McClam and Associates, Inc., is responsible for achieving the outreach project and implementing 20% ($639,360.32) of the contract value. This project consists of constructing new water mains, connection to existing water mains and fire hydrants. The original budgeted amount for this project is $3,287,414.00. - Approved*

32. Council is asked to approve Projects WM4113 Killian Road Tank, WM4136 Genstar Tank and WM4137 Ballentine Tank; Construction Improvements for Elevated Storage Tanks, as requested by the Utilities and Engineering Department. Award to Landmark Structures, the lowest responsive and responsible bidder in the amount of $14,378,000.00. This vendor is located in Fort Worth, TX. *Funding and Supplement Source: CIP Improvement Fund; 5529999-658650 – Note: The original budgeted amount for these projects is $16,530,000.00. - Approved*

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ORDINANCES – SECOND READING

33. Ordinance No.: 2014-068 – To Grant Crown Castle NG East Inc., its Successors and Assigns the Right, Power and Authority to Construct, Install, Maintain and Operate In, Over, Upon and Under the Streets and Public Places of the City of Columbia, its Lines, Poles, Wires, Cables and other Telecommunications Facilities to Render Telecommunications Service to Its Customers in the Limits of the City of Columbia for Such Period as Provider Herein; and to Provide for the Payment of Compensation for the Use of the Streets and Public Places – *First reading approval was given on August 5, 2014. – Approved on second reading.*

34. Ordinance No.: 2014-084 – Authorizing the City Manager to execute a Ground Lease between the City of Columbia and the SC Crime Victim's Council for a Crime Victim's Memorial Garden at the River Walk entrance of Riverfront Park – *First reading approval was given on August 5, 2014. – Approved on second reading.*

35. Ordinance No.: 2014-075 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article V, Procurement Sec. 2-201 Statutory authority; title; definitions and Sec. 2-204 Competitive sealed bidding required; exceptions – *First reading approval was given on August 5, 2014. – Approved on second reading.*

36. Ordinance No.: 2014-085 – *(Revised)* Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article V, Procurement, Sec. 2-208 Source selection method for procurements related to construction and Sec. 2-209 Design-build project delivery method authorized – *First reading approval was given on August 5, 2014. – Approved on second reading.*

EVENT RESOLUTIONS

37. Resolution No.: R-2014-069 – Authorizing consumption of beer and wine only at the USC Pep Rally at Wild Wing Café in the Vista – *This event is scheduled for Saturday, September 20, 2014 from 3:00 p.m. until 10:00 p.m. – Approved*

38. Resolution No.: R-2014-070 – Authorizing consumption of beer and wine only within Boyd Plaza adjacent to the Columbia Museum of Art for the Contemporaries Oyster Roast – *This event is scheduled for Thursday, September 18, 2014 from 5:00 p.m. until 8:30 p.m. - Approved*

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39. Resolution No.: R-2014-075 – Authorizing consumption of beer and wine only at the South Carolina Oyster Festival in the 1600 block of Blanding Street – *This event is scheduled for Sunday, November 23, 2014 from 11:00 a.m. until 6:00 p.m. - Approved*

ORDINANCES – FIRST READING

40. Ordinance No.: 2014-081 - Granting an encroachment to First Citizens Café at 1210 Main Street for placement and maintenance of two tables, eight chairs and two umbrellas immediately in front of their business for use by its patrons for outdoor dining during its normal business hours - *Approved on first reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Runyan, Council voted unanimously to give first reading approval to Ordinance No.: 2014-081 - Granting an encroachment to First Citizens Café at 1210 Main Street for placement and maintenance of two tables, eight chairs and two umbrellas immediately in front of their business for use by its patrons for outdoor dining during its normal business hours. Mr. Baddourah was not present for the vote.

41. Ordinance No.: 2014-082 - Granting an encroachment to Atlanta Bread Company at 1307 Main Street for placement and maintenance of four tables, twelve chairs and four umbrellas immediately in front of their business for use by its patrons for outdoor dining during its normal business hours - *Approved on first reading.*

Upon a motion made by Mr. Runyan and seconded by Ms. Devine, Council voted unanimously to give first reading approval to Ordinance No.: 2014-082 - Granting an encroachment to Atlanta Bread Company at 1307 Main Street for placement and maintenance of four tables, twelve chairs and four umbrellas immediately in front of their business for use by its patrons for outdoor dining during its normal business hours. Mr. Baddourah was not present for the vote.

42. Ordinance No.: 2014-083 – Granting an encroachment to CEO Staffing and Executive Search for installation and maintenance of two red bud trees within the right of way areas of the 1300 block of Richland Street adjacent to its building at 1830 Sumter Street, Richland County TMS #09015-09-01 - *Approved on first reading.*

Upon a motion made by Mr. Newman and seconded by Mr. Runyan, Council voted unanimously to give first reading approval to Ordinance No.: 2014-083 – Granting an encroachment to CEO Staffing and Executive Search for installation and maintenance of two red bud trees within the right of way areas of the 1300 block of Richland Street adjacent to its building at 1830 Sumter Street, Richland County TMS #09015-09-01. Mr. Baddourah was not present for the vote.

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43. Ordinance No.: 2014-089 – Authorizing the City Manager to execute a Contract of Sale and any other documents necessary to consummate the transfer of 5212 Randall Street, Richland County TMS # 11701-06-06 from the City of Columbia to Columbia Housing Authority - *Approved on first reading.*

Upon a motion made by Ms. Devine and seconded by Mayor Benjamin, Council voted unanimously to give first reading approval to Ordinance No.: 2014-089 – Authorizing the City Manager to execute a Contract of Sale and any other documents necessary to consummate the transfer of 5212 Randall Street, Richland County TMS # 11701-06-06 from the City of Columbia to Columbia Housing Authority.

44. Ordinance No.: 2014-090 – Authorizing the City Manager to execute a Contract of Sale and any other documents necessary to consummate the transfer of 14 Guernsey Drive, Richland County TMS #11607-1 7-02 from the City of Columbia to Donvale M. Springs - *Approved on first reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to give first reading approval to Ordinance No.: 2014-090 – Authorizing the City Manager to execute a Contract of Sale and any other documents necessary to consummate the transfer of 14 Guernsey Drive, Richland County TMS #11607-1 7-02 from the City of Columbia to Donvale M. Springs.

TEXT AMENDMENT – SECOND READING

45. **Amend Chapter 17 - Article V** – Historic Preservation and Architectural Review, for updates and modifications.

Proposal:	Amend §17 - Article V – Historic Preservation and Architectural Review for updates and modifications
Applicant:	Krista M. Hampton, Director of Planning and Development Services
PC Recommendation:	Approve (6-0), 04/07/14
Staff Recommendation:	Approve

Ordinance No.: 2014-076 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 17, Planning, Land Development and Zoning, Article V, Historic Preservation and Architectural Review, Division 1, Generally, Sec. 17-652 Definitions, Sec. 17-653 Design and development review commission and Sec. 17-655 Administration; and Division 2, Preservation Standards for Landmarks and Design Protection Districts, Sec. 17-674 Review process

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– First reading approval was given on July 15, 2014. – Approved on second reading.

Upon a motion made by Mr. Davis and seconded by Mr. Newman, Council voted unanimously to give second reading approval to Ordinance No.: 2014-076 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 17, Planning, Land Development and Zoning, Article V, Historic Preservation and Architectural Review, Division 1, Generally, Sec. 17-652 Definitions, Sec. 17-653 Design and development review commission and Sec. 17-655 Administration; and Division 2, Preservation Standards for Landmarks and Design Protection Districts, Sec. 17-674 Review process.

RESOLUTIONS

46. Resolution No.: R-2014-058 – Supporting the Little Free Library and Encouraging Midlands Area Residents to Participate - *Approved*

Upon a motion made by Mr. Baddourah and seconded by Mayor Benjamin, Council voted unanimously to approve Resolution No.: R-2014-058 – Supporting the Little Free Library and Encouraging Midlands Area Residents to Participate.

47. Resolution No.: R-2014-073 – Authorizing the City Manager to execute an Agreement with Richland County School District One to provide School Resource Officers from the Columbia Police Department to various schools for school year 2014-2015 - *Approved*

Upon a motion made by Mr. Newman and seconded by Mr. Baddourah, Council voted unanimously to approve Resolution No.: R-2014-073 – Authorizing the City Manager to execute an Agreement with Richland County School District One to provide School Resource Officers from the Columbia Police Department to various schools for school year 2014-2015.

48. Resolution No.: R-2014-076 - A Resolution Relating to the Declaration of Intent by the City of Columbia, South Carolina, to Use Proceeds of Tax-Exempt Bonds or Other Obligations Issued by or on Behalf of the City to Reimburse Certain Expenditures Prior to the Issuance of Such Bonds or Other Obligations - *Approved*

Upon a motion made by Mr. Baddourah and seconded by Mr. Runyan, Council voted unanimously to approve Resolution No.: R-2014-076 - A Resolution Relating to the Declaration of Intent by the City of Columbia, South Carolina, to Use Proceeds of Tax-Exempt Bonds or Other Obligations Issued by or on Behalf of the City to Reimburse Certain Expenditures Prior to the Issuance of Such Bonds or Other Obligations.

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CITY COUNCIL COMMITTEE REPORTS/REFERALS

49. Public Safety Committee Report – *This report was received as information.*

APPEARANCE OF THE PUBLIC

Ms. Gwen Jordan, Board Member for the Auntie Karen Foundation said they applied for Hospitality Tax funding; they have been here for ten (10) years; and they educate students about the arts and financing. She believes that there is an inequity in the amount of money that goes to some organizations. She insisted that their funding is constantly decreasing. She asked Council to look at the funding for the Auntie Karen Foundation and the Black Expo in comparison to other organizations.

Councilor Devine told Ms. Jordan that Council approved funding for the Auntie Karen Foundation and the Black Expo earlier today. She noted that the Foundation received $20,000, which is $5,000 more than last year.

Mr. Rodrick Johnson congratulated the Mayor on his pay raise and he asked to meet with Mr. Newman in private.

Councilor Newman agreed to speak with Mr. Johnson after the meeting. He also agreed to schedule a meeting at his office.

Upon a motion made by Ms. Devine and seconded by Mr. Newman, Council voted unanimously to adjourn the meeting at 8:59 p.m.

Respectfully submitted by:

Erika D. Moore
City Clerk

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We Are Columbia

CITY OF COLUMBIA
CITY COUNCIL MEETING MINUTES
TUESDAY, OCTOBER 21, 2014 - 6:00 P.M.
CITY HALL - 1737 MAIN STREET
COUNCIL CHAMBERS - 3RD FLOOR

The Columbia City Council conducted a Meeting on Tuesday, October 21, 2014 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 6:10 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine and The Honorable Cameron A. Runyan. The Honorable Leona K. Plaugh, The Honorable Brian DeQuincey Newman and The Honorable Moe Baddourah were absent. Also present were Ms. Teresa Wilson, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

PLEDGE OF ALLEGIANCE

Little Miss Jais Green led the audience in the Pledge of Allegiance.

INVOCATION

Chaplain Byron Powers, Columbia Police Department offered the invocation.

ADOPTION OF THE AGENDA

Upon a motion made by Mr. Davis and seconded by Mr. Runyan, Council voted unanimously to approve the adoption of the agenda with the following amendments:

- **Item 32** was withdrawn from the agenda.
- Consideration of **Items 34** through **36** is being deferred.
- **Item 33a** will be presented first.

PUBLIC INPUT RELATED TO AGENDA ITEMS

No one appeared at this time.

PRESENTATIONS

A. Resolution No.: R-2014-103 – Approving the honorary naming of the 100 block of Wayne Street between Whaley Street and Heyward Street to "Larry Gates Way" - *Approved*

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to approve Resolution No.: R-2014-103 – Approving the honorary naming of the 100 block of Wayne Street between Whaley Street and Heyward Street to "Larry Gates Way".

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Mayor Benjamin and the members of City Council proclaimed the honorary naming of the 100 block of Wayne Street from Whaley Street to Heyward Street as Larry Gates Way. *Click here to view the proclamation*

APPROVAL OF MINUTES

1. Meeting Minutes of October 7, 2014 – *Approved*

Upon a motion made by Mr. Davis and seconded by Ms. Devine, Council voted unanimously to approve the October 7, 2014 Council Meeting Minutes as presented.

PRESENTATIONS

2. Introduction of the October 2014 Employee of the Month *(Ms. Pamela G. Gibson, Master Police Officer)* – Mr. William "Skip" Holbrook, Columbia Police Chief

Mr. William "Skip" Holbrook, Columbia Police Chief introduced Ms. Pamela G. Gibson, Master Police Officer as the October 2014 Employee of the Month. He described MPO Gibson as a 20 year employee who maintains a positive attitude and demonstrates initiative with an attitude of quality and excellence; she enhances the department's ability to better serve the citizens of Columbia and she helps to achieve the department's goal of being a premiere law enforcement agency.

Ms. Teresa Wilson, City Manager and Mayor Benjamin presented Ms. Pamela G. Gibson, Master Police Officer with a token of appreciation and a plaque for being selected as the City of Columbia October 2014 Employee of the Month.

3. Woman to Woman Entrepreneurs Association Day Proclamation – The Honorable Tameika Isaac Devine

Councilor Devine announced that October is National Women's Small Business Month. She recognized Ms. Tamara Canzater for starting the Woman to Woman Entrepreneurs Association as an opportunity to network with women who own small businesses in the City of Columbia.

Mayor Benjamin and the members of City Council proclaimed October 21, 2014 as Woman to Woman Entrepreneurs Association Day in the City of Columbia.

4. Introduction of Mrs. Frances E. Ashe-Goins – Dr. Germon Miller, Park Leader for the Parks and Recreation Department and RICH Program Founder

Dr. Germon Miller, Park Leader for the Parks and Recreation Department and RICH Program Founder said it is with great enthusiasm that she stands here with the individuals who make the RICH Program happen at many different levels. She introduced Mrs. Frances E. Ashe-Goins. She announced that she has published the research for the RICH Program.

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Mrs. Frances Ashe-Goins said she was born in Columbia, South Carolina and has worked in Washington, DC as the Deputy Director for the Office of Women's Health for more than seventeen (17) years. After retirement, she returned to Columbia to work on issues that are near and dear to her heart. She noted that she created national programs related to violence, HIV/AIDS, Lupus, and minority women's health awareness. She has received numerous awards and hopes to share her expertise and work more closely with Dr. Miller who has done amazing work with her son.

Officer Chris Davis, RICH Program Mentor said you have to go beyond the surface and you'll find that these young men are just like us; they deserve the opportunity, they want the opportunity and most of all, they want to be loved.

Mr. Carl Wilson, RICH Program Mentor said he will be sharing his skills and knowledge in the area of computer literacy and pc repair.

Ret. Colonel Carroll Lucas, RICH Program Mentor said he has been a mentor since 1973 and this is the best program he has seen; it is outstanding. He asked that Council provide funding support for the program, because these young people are our future.

5. Home Works of America Columbia Blitz – Reverend James Powell, Executive Director of Home Works of America

Reverend James Powell, Executive Director of Home Works of America announced that Hank Chardos, Founder and Program Director of Home Works of America is retiring on November 7, 2014. He noted that Home Works of America has completed home repairs across the southeast, but they've been most active in Columbia by working on 800 homes in the last twenty (20) years. He explained that the organization completes home repairs for low income, elderly and disadvantaged homeowners. He announced that nineteen (19) homes will be repaired on Saturday, October 25, 2014 and roof replacements for two (2) homes will be funded by the Community Development Block Grant. He stated that they will continue to be good stewards of the resources that come from the City, corporations, donors and foundations across the country.

6. Update from the Dreher High School Drama Students – Ms. Jeanette Arvay Beck, Director of Theatre Arts and Film for Dreher High School

Ms. Jeanette Arvay Beck, Director of Theatre Arts and Film for Dreher High School told the members of Council that the financial support provided to these students helped to broaden their horizons; Taylor and Zan scored 295 out of 300 points during their performance; Liam Aidan Toumey's short file *The Balloon* placed 6th in the nation; and Zan auditioned for twenty (20) colleges. She announced that the three (3) students will perform at Dreher High School's Anything Goes on November 20, 2014.

Miss Taylor Goodwin, Dreher High School Sophomore and Miss Alexandra "Zan" Dubose, Dreher High School Senior sang *Don't Rain on My Parade* by Funny Girl.

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6a. University of South Carolina Student Government Update – Ms. Ellie Riegel, Attorney General for the University of South Carolina Student Government

Ms. Ellie Riegel, Attorney General for the University of South Carolina Student Government reported that they recently broke ground on the new law school and they are compiling ridership information on the corridor of transportation. She reported that 1,000 students used the buses and Carolina Cab during one weekend in September when the Gamecocks had an away game. She announced that Student Government is hosting a civic engagement event.

OTHER MATTERS

7. Neighborhood Street Lighting Requests - *Approved*

Upon a single motion made by Ms. Devine and seconded by Mr. Davis, Council voted unanimously to approve the following Neighborhood Street Lighting Requests:

Neighborhoods Listed by Priority	Existing Lights	Requested Lights	Current Lease Cost/ Annually	Project Request Total	Total Year to Date
Ashwood Commons on Stuckey Road	2	2	$237.84	$237.84	$832.44
Saluda Avenue between Waccamaw Avenue and Blossom Street	2	2	$237.84	$237.84	$1,070.28

CONSENT AGENDA

Upon a single motion made by Mr. Runyan and seconded by Mr. Davis, Council voted unanimously to approve the **Consent Agenda Items 8 through 26.**

CONSIDERATION OF BIDS and AGREEMENTS

8. Council is asked to approve the Purchase of One (1) Rollback Wrecker Truck, as requested by the Fleet Services Division. Award to American Wrecker Sales in the amount of $65,011.00. This vendor is located in Cayce, SC. *Funding Source: Equipment Services-Machinery & Equipment Capital; 6308971-658300 – Note: The original budgeted amount for this purchase is $70,300.00. - Approved*

9. Council is asked to approve the Purchase of Fifty (50) Morning Pride Bunker Gear for Fiscal Year 2014/2015, as requested by the Fire Department. Award to Newton's Fire and Safety Equipment, Inc. in the amount of $99,630.00. This vendor is located in Swepsonville, NC. *Funding Source: County Fire Administration-Safety Clothing and Supply; 2082301-625900 ($49,815) and Fire Suppression-Safety Clothing and Supply 1012303-625900 ($49,815) – Note: The original budgeted amount for this purchase is $96,768.00. - Approved*

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10. Council is asked to approve Contract Amendment #3 to a Clean Water 2020 Program Project SS6722 for Construction of an 150 Million Gallons per Day (MGD) Influent Pump Station and the Associated Preliminary Treatment Facility at the Metro Wastewater Treatment Plant, as requested by the Utilities and Engineering Department. Award to Hazen and Sawyer, P.C. in an amount not to exceed $155,000.00. This vendor is located in Columbia, SC. *Funding Source: 5529999-SS7288-636600 – Note: This amendment provides operational assistance at the new head work facilities. The original budget amount was $1,731,280.0 and the revised contract total is $2,098,897.00. $155,000 was transferred from SSMISC annual budget for unforeseen & miscellaneous projects. - Approved*

11. Council is asked to approve Project WM4328; Emergency Water Main Construction and Street Repairs on Monticello Road, as requested by the Utilities and Engineering Department. Award to Lane Construction in the amount of $129,200.00 with a 20% project contingency in the amount of $25,840.00 for a total amount of $155,040.00. This vendor is located in West Columbia, SC. *Funding Source: Water Maintenance Operating Budget; 5516203-638305 – Note: The original budgeted amount for this project is $287,520.00. - Approved*

12. Council is asked to approve the Purchase of Two (2) Backhoe Loaders, as requested by the Street Division. Award to Blanchard Machinery Company, using the National Joint Powers Alliance Contract in the amount of $166,864.00. This vendor is located in West Columbia, SC. *Funding Source: Street Water/Sewer Repair-Auto, Trucks, Heavy Equipment-Capital; 5513202-658500 ($80,275) and Street Water/Sewer Repair-Auto, Trucks, Heavy Equipment-Capital; 5534203-658500 ($86,589) – Note: The original budgeted amount for this purchase is $179,288.00. - Approved*

13. Council is asked to approve a One Year Contract Renewal for Uniform Rental Services, as requested by the Support Services Division. Award to Unifirst Corporation in the amount of $300,780.00. This vendor is located in Lexington, SC. *Funding Source: Uniform Rental Service Contract Renewal; 6208956-6241000 – Note: The original budgeted amount is $300,780.00. The original contract was approved on September 6, 2011 for a 3-year term with the option to renew for two additional one year terms. - Approved*

14. Council is asked to approve Change Order #4 for Clean Water 2020 Program Project SS696612 for Emergency Repairs, as requested by the Utilities and Engineering Department. Award to Improved Technologies Group, LLC, in the amount of $403,722.40. This vendor is located in Knoxville, TN. *Funding Source: Sewer Improvement Fund Project SS7286 – Note: This is a Mentor Protégé Program Project. This change order was requested by the City to provide emergency repairs along Margrave Avenue ($234,091.40); install new release valves on Regatta Road ($12,021) and Stoneridge Drive ($13,600); and rehabilitation of an 18" sewer main along Lincoln Street ($144,010). The new completion date is June 30, 2015. The original budgeted amount was $3,674,570.00; the revised amount is $6,674,570.00. - Approved*

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15. Council is asked to approve Change Order #1 for Clean Water 2020 Program Project SS7251 Blossom Street Sewer Improvements Phase 2, as requested by the Utilities and Engineering Department. Award to LAD Corporation, Inc., in the amount of $561,834.00. This vendor is located in West Columbia, SC. *Funding Source: FY 2014/2015 Approved Project Budget $3,500,000.00 – Note: This is a Minority Business Enterprise. This change order is requested by the City to provide sewer service along Wheat Street and Pulaski Street for new development currently permitted in this area. Design for Phase 3 of this project is currently underway. The original contract amount for this project was $1,146,941.00; the revised contract amount is $1,708,775.00. - Approved*

16. Council is asked to approve Change Order #6 for Projects SS6884, WM4179, SD8141, CM2004 and CM1024; North Harden Street Phase II Rehabilitation and Street Scape Project, as requested by the Utilities and Engineering Department. Award to McClam and Associates, Inc., in the amount of $793,190.89. *Funding Source: Contingency Funds ($193,281.48); WM4323-5526209-741552 ($249,802.28); SS7288-5526209-741552 ($134,799.54); and SD8398-5544204-741554 ($215,307.49) – Note: This change order is requested by the City to perform additional work for landscaping along Calhoun Street; reconstruction services on Read Street; replacement of sidewalk along Read Street and traffic loop on Oak Street at Read Street. The new completion date is December 18, 2014. The original contract amount for this project was $13,671,424.36; the revised contract amount is $14,271,333.77. - Approved*

17. Council is asked to approve a Contract Renewal for the Dental Benefits Plan, effective January 1, 2015 through December 31, 2015, as requested by the Human Resources Department. Award to Delta Dental of Missouri, as a third party administrator in the amount of $60,000.00. This vendor is located in Columbia, SC. *Funding Source: Dental Insurance Plan GL-6028931 – Note: There are no changes to the contract for plan administration. - Approved*

18. Council is asked to approve a Contract Renewal for the Pharmacy Benefits Plan, effective January 1, 2015 through December 31, 2015, as requested by the Human Resources Department. Award to Medco/Express Scripts, as the third party administrator in the amount of $138,000.00 This vendor is located in St. Louis, MO. *Funding Source: Health Insurance Fund GL-6048933 – Note: There are no changes to the contract for plan administration. - Approved*

19. Council is asked to approve a Contract Renewal for the Medicare Supplement and Prescription Coverage Plan, effective January 1, 2015 through December 31, 2015, as requested by the Human Resources Department. Award to United Healthcare in the amount of $1,350,000.00. This vendor is located in Minneapolis, MN. *Funding Source: Health Insurance Fund GL-6048933 – Note: The eligible participants are Post-65 and Medicare eligible retirees and dependents. - Approved*

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20. Council is asked to approve a Contract Renewal for the Health Benefits Plan, effective January 1, 2015 through December 31, 2015, as requested by the Human Resources Department. Award to Blue Cross Blue Shield, as the third party Administrator in the amount of $1,880,000.00 for Annual Administration Fees and $704,850 for Employee Health Clinic Costs. This vendor is located in Columbia, SC. *Funding Source: Health Insurance Fund GL-6048933 – Note: There are no changes to the contract for plan administration. - Approved*

ORDINANCES – SECOND READING

21. Ordinance No.: 2014-087 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 11, Licenses, Permits, Business Regulations, Article II, Business and Professional Licenses, Sec. 11-49 Classification rate schedules to add Provider-Sponsored Organization Contractors – *Note: This ordinance adds Provider-Sponsored Organization Contractors. – First reading approval was given on October 7, 2014. – Approved on second reading.*

22. Ordinance No.: 2014-091 – Granting an encroachment to Timothy H. Carroll and Adrienne L. Carroll for placement and maintenance of a retaining wall, landscaping and an irrigation system within the right of way of the 1300 block of Palmer Road adjacent to 1317 Palmer Road; Richland County TMS #13905-06-05 – *First reading approval was given on October 7, 2014. – Approved on second reading.*

23. Ordinance No.: 2014-092 – Authorizing consumption of beer and wine beverages only at the 2015 Famously Hot New Year Event – *This event is scheduled for Wednesday, December 31, 2014. – First reading approval was given on October 7, 2014. – Approved on second reading.*

24. Ordinance No.: 2014-098 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 12, Motor Vehicles and Traffic, Article I, In General to repeal Sec. 12-9 E-mailing or text messaging on mobile device while operating a motor vehicle – *First reading approval was given on October 7, 2014. – Approved on second reading.*

25. Ordinance No.: 2014-099 – Granting an Easement to South Carolina Electric & Gas Company Along a portion of City-owned property identified as Richland County TMS#07314-02-05 (Riverfront Park/Canal Walk along the Columbia Canal) for construction of a new overhead electrical transmission line to the SCE&C Lyles 230/115KV Substation; CF#250-354 – *First reading approval was given on October 7, 2014. – Approved on second reading.*

26. Ordinance No.: 2014-101 – Approving certification of site under S.C. Code Ann. §12-65-50 of the South Carolina Textiles Communities Revitalization Act for 612 Devine Street, Richland County TMS #08914-02-01 – *First reading approval was given on October 7, 2014. – Approved on second reading.*

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ORDINANCE – SECOND READING

27. Ordinance No.: 2014-053 – A Second Supplemental Ordinance providing for the Issuance and Sale of City of Columbia, South Carolina, Parking Facilities Refunding Revenue Bonds, In One or More series, In the Principal Amount of not exceeding $23,500,000; Delegating the authority to the Mayor, City Manager, Chief Financial Officer and Finance Director, or any two of them acting together, to determine certain matters with respect to the bonds; prescribing the form and details of such bonds; and other matters relating thereto – *First reading approval was given on May 6, 2014. – Approved on second reading.*

Upon a motion made by Mayor Benjamin and seconded by Ms. Devine, Council voted unanimously to give second reading approval to Ordinance No.: 2014-053 – A Second Supplemental Ordinance providing for the Issuance and Sale of City of Columbia, South Carolina, Parking Facilities Refunding Revenue Bonds, In One or More series, In the Principal Amount of not exceeding $23,500,000; Delegating the authority to the Mayor, City Manager, Chief Financial Officer and Finance Director, or any two of them acting together, to determine certain matters with respect to the bonds; prescribing the form and details of such bonds; and other matters relating thereto.

ORDINANCE – FIRST READING

28. Ordinance No.: 2014-097 – Granting an encroachment to Frederick Ronald Dennis for installation and maintenance of a brick and mortar retaining wall and sidewalk/drainage area within the right of way area of the 800 block of Albion Road adjacent to 819 Albion Road, Richland County TMS #13808-01-01- *Approved on first reading.*

Upon a motion made by Mayor Benjamin and seconded by Mr. Runyan, Council voted unanimously to give first reading approval to Ordinance No.: 2014-097 – Granting an encroachment to Frederick Ronald Dennis for installation and maintenance of a brick and mortar retaining wall and sidewalk/drainage area within the right of way area of the 800 block of Albion Road adjacent to 819 Albion Road, Richland County TMS #13808-01-01

RESOLUTIONS

Upon a single motion made by Mayor Benjamin and seconded by Mr. Runyan, Council voted unanimously to approve **Item 29** Resolution No.: R-2014-079 – Amending Resolution R-2013-077 Recognizing Cherod Webber as an Honorary Ambassador between the City of Columbia, South Carolina and Ghana and the greater Western and Southern Africa Regions and **Item 30** Resolution No.: R-2014-080 – Amending Resolution R-2011-073 Recognizing Bob Chen as an Honorary Ambassador between the City of Columbia, South Carolina and Taiwan and the Pacific Rim.

29. Resolution No.: R-2014-079 – Amending Resolution R-2013-077 Recognizing Cherod Webber as an Honorary Ambassador between the City of Columbia, South Carolina and Ghana and the greater Western and Southern Africa Regions - *Approved*

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30. Resolution No.: R-2014-080 – Amending Resolution R-2011-073 Recognizing Bob Chen as an Honorary Ambassador between the City of Columbia, South Carolina and Taiwan and the Pacific Rim - *Approved*

31. Resolution No.: R-2014-081 – Recognizing the City of Columbia Poet Laureate - *Approved*

Upon a motion made by Mayor Benjamin and seconded by Ms. Devine, Council voted unanimously to approve Resolution No.: R-2014-081 – Recognizing the City of Columbia Poet Laureate, subject to amending the term for the inaugural appointment from January 2015 through December 2018 and the Poet Laureate will serve four (4) year terms thereafter.

32. Resolution No.: R-2014-093 – Authorizing Condemnation for Easement Acquisition for Sanitary Sewer Force Main from Millcreek Pump Station along Bluff Road to the Metro Wastewater Treatment Plant for CIP Project #SS6764-02 along 4523 Bluff Road, Identified as Richland County TMS# 13416-02-04; CF# 250-324 – *This item was previously approved on October 7, 2014.*

33. Resolution No.: R-2014-097 – Authorizing the City Manager to execute an Equipment Rental Agreement between the City of Columbia and Magic Ice USA, Inc. for the lease of a portable ice skating rink in Boyd Plaza - *Approved*

Upon a motion made by Mayor Benjamin and seconded by Ms. Devine, Council voted unanimously to approve Resolution No.: R-2014-097 – Authorizing the City Manager to execute an Equipment Rental Agreement between the City of Columbia and Magic Ice USA, Inc. for the lease of a portable ice skating rink in Boyd Plaza.

33a. Resolution No.: R-2014-103 – Approving the honorary naming of the 100 block of Wayne Street between Whaley Street and Heyward Street to "Larry Gates Way" – *This item was approved. Please refer to Item A.*

APPOINTMENTS

34. Board of Zoning Appeals Form Based Codes – *Consideration of this item was deferred.*

35. Columbia Housing Authority – *Consideration of this item was deferred.*

36. Planning Commission – *Consideration of this item was deferred.*

APPEARANCE OF THE PUBLIC

No one appeared at this time.

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Upon a motion made by Mr. Davis and seconded by Ms. Devine, Council voted unanimously to adjourn the meeting at 6:44 p.m.

Respectfully submitted by:

Erika D. Moore
City Clerk

Meeting Dates	Type of Meeting	Meeting Times
October 28, 2014	**Environment and Infrastructure Committee Meeting**	9:00 a.m.
	City Hall – 1737 Main Street – 2nd Floor Conference Room	
	Public Safety Committee Meeting	11:00 a.m.
	City Hall – 1737 Main Street – 2nd Floor Conference Room	
November 18, 2014	**Work Session**	2:00 p.m.
	City Hall – 1737 Main Street – 2nd Floor Conference Room	
	Council Meeting	6:00 p.m.
	City Hall – 1737 Main Street – Council Chambers	
	Zoning Public Hearing	7:00 p.m.
	City Hall – 1737 Main Street – Council Chambers	

In accordance with Ordinance No.: 2004-094 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, to add VI, Lobbyist, Sec. 2-302. (a) Any person who acts as a lobbyist must within fifteen days of being employed or retained as a lobbyist, register with the city clerk. (b) The registration must be in a form approved by the city council that includes only the name and business address of the lobbyist, the name and business address of the person or entity that compensates the lobbyist and the issue or matter for which the lobbyist has been retained. A separate form shall be submitted for each issue or matter and each person or entity who compensates the lobbyist. (c) Any lobbyist who is employed by the city or has contracts with the city must seek approval by city council to be a lobbyist for other clients so long as he is employed or under contract. To obtain a Lobbyist Registration Form please contact the Office of the City Clerk at (803) 545.3045 or send your request to cityclerk@columbiasc.net.

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CITY OF COLUMBIA
CITY COUNCIL MEETING / ZONING PUBLIC HEARING MINUTES
TUESDAY, JANUARY 19, 2016 - 6:00 P.M.
CITY HALL - 1737 MAIN STREET
COUNCIL CHAMBERS - 3RD FLOOR

We Are Columbia

The Columbia City Council conducted a Council Meeting and a Zoning Public Hearing on Tuesday, January 19, 2016 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 6:03 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Leona K. Plaugh, The Honorable Moe Baddourah, The Honorable Howard E. Duvall and The Honorable Edward McDowell, Jr. Also present were Ms. Teresa Wilson, City Manager and Ms. Erika D. Moore, City Clerk. *This meeting was advertised in accordance with the Freedom of Information Act. The minutes are numbered to coincide with the order of the meeting.*

PLEDGE OF ALLEGIANCE

Master Corbin Riffenburg led the audience in the Pledge of Allegiance.

INVOCATION

Chaplain Byron Powers, Columbia Police Department offered the Invocation.

ADOPTION OF THE AGENDA

Upon a motion made by Mr. McDowell and seconded by Mr. Davis, Council voted unanimously to adopt the agenda, subject to the following amendments:

- Defer **Item 1** *(Approval of Minutes)*
- Withdraw **Item 22** *(315 South Maple Street)*
- Withdraw **Item 28** *(Resolution No.: R-2016-005)*
- Defer **Item 30** *(Hospitality Tax Funding Requests)*
- Add **Item 32** *(Discussion of Chambers)* from the Work Session Agenda

PUBLIC INPUT RELATED TO AGENDA ITEMS

No one appeared at this time.

APPROVAL OF MINUTES

1. December 15, 2015 Council Meeting and January 5, 2016 Council Meeting – *Consideration of the minutes was deferred.*

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CONSENT AGENDA

Upon a single motion made by Mr. Baddourah and seconded by Ms. Plaugh, Council voted unanimously to approve the **Consent Agenda Items 2** through **14.**

CONSIDERATION OF BIDS and AGREEMENTS

2. Council is asked to approve the Purchase of Assessment, Testing and Promotion Services, as requested by the Columbia Police Department. Award to the College of Charleston in the amount of $60,000.00. This vendor is located in Charleston, SC. *Funding Source: Police Administration Services-Professional Services, 1012402-63660 – Note: The original budgeted amount is $60,000.00. - Approved*

3. Council is asked to approve the Purchase of seventy-five (75) Body Armor Packages, as requested by the Columbia Police Department. Award to Lawmen's, using the SC State Contract in the amount of $62,775.00. This vendor is located in Columbia, SC. *Funding Source: Police Department-Uniforms and Clothing, 1012402-6241 – Note: The original budgeted amount for this purchase is $62,775.00. - Approved*

4. Council is asked to approve the Purchase of one (1) Dump Truck, as requested by the Street Division. Award to Carolina International Trucks, Inc., a certified Local Business Enterprise, using the SC State Contract in the amount of $78,174.00. This vendor is located in Columbia, SC. *Funding Source: Streets Water & Sewer Repair-Auto, Trucks, Heavy Equipment Capital, 5513202-658500 – Note: The original budgeted amount for this purchase is $80,000.00. – Approved*

5. Council is asked to approve a Contract Renewal for City-works Software and License Support effective January 2016 through January 2017, as requested by the Information Technology Department. Award to Azteca Systems, Inc., for the following departments in the amount of $100,000.00. This vendor is located in Sandy, UT. *Funding Source: Public Works Admin-Computer Equipment/Hardware, 1011124-627500; Public Works Admin-Maintenance and Service Contract, 1011124-638200; Forestry Horticulture-Maintenance and Service Contract, 1011217-638200; Streets & Side Walks-Maintenance and Service Contract, 1013201-638200; Traffic Operations-Maintenance and Service Contract, 1013204-638200; Street Storm Drain-Maintenance and Service Contract, 5534203-638200; Water & Sewer Repairs-Maintenance and Service Contract, 5513202-638200; Finance Customer Service-Maintenance and Service Contract, 5511407-638200; Utilities Water Customer Service-Maintenance and Service Contract, 5516202-638200; Utilities Wastewater-Maintenance and Service Contract, 5516205-638200; and Solid Waste Street Sweeping-Maintenance and Service Contract, 5534408-638200 – Note: The original budgeted amount is $100,000.00. **CIO Comment**: The City-works software and licenses are required to support Clean Water 2020. - Approved*

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Quantity	Department	Amount
1	Public Works – Administration	$1,990.00
1	Public Works – Administration	$5,000.00
1	Forestry & Beautification – Horticulture	$7,500.00
1	Streets Division – Street & Sidewalks	$2,000.00
1	Traffic Division – Operations	$3,000.00
1	Streets Division – Storm Drain Maintenance	$1,500.00
1	Streets Division – Water & Sewer	$2,000.00
1	Finance – Customer Services	$3,000.00
1	Utilities and Engineering – Water Customer Services	$15,000.00
1	Utilities and Engineering – Wastewater Maintenance	$49,010.00
1	Solid Waste Division – Street Sweeping	$10,000.00

6. Council is asked to approve Purchase of Planning Services for the Capital Mill District Area, as requested by the Planning and Development Services Department. Award to The Boudreaux Group in an amount not to exceed $150,000.00. This firm is located in Columbia, SC. *Funding Source: Development Services-Professional Services, 1014101-636600 – Note: This plan is in collaboration with Richland County who has funded $75,000 of the total amount. The original budgeted amount is $150,000.00. - Approved*

7. Council is asked to approve the Purchase of one (1) Concrete Mixer Truck for the Wastewater Maintenance, as requested by Fleet Services Division. Award to Carolina International Trucks, Inc. in the amount of $154,287.00. This vendor is located in Columbia, SC. *Funding Source: Utilities Wastewater Maintenance-Auto, Trucks, Heavy Equipment Capital, 5516205-658500 – Note: The original budgeted amount for this purchase is $172,800.00. - Approved*

8. Council is asked to approve a Contract for Compost Grinding, as requested by the Solid Waste Division. Award to Martin Edwards & Associates, Inc., the lowest responsive bidder in the amount of $205,269.51. This firm is located in Erwin, NC. *Funding Source: Solid Waste Compost-Special Projects, 1014406-638500 – Note: This is a six (6) month contract ending June 30, 2016 with an option to extend for two (2) additional years. The original budgeted amount is $206,000.00. - Approved*

9. Council is asked to approve an Agreement for Water Quality Monitoring Operation and Maintenance Services for Gills Creek, Kinley Creek, Rocky Branch and Smith Branch Phase I, Phase II and Phase III Stations, as requested by the Utilities and Engineering Department. Award to Woolpert in the amount of $283,514.00. This firm has headquarters in Dayton, OH and a local office in Columbia, SC. *Funding Source: Storm Drain Operating and Maintenance, 5534202-SD8385(3)-638305 – Note: The original budgeted amount for this project is $283,514.00. The following sub-consultants will receive $34,562.00 or 12.19% of the contract value: - Approved*

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Sub-consultants	Locations	Services	Contract %	Amount
Rogers & Callcott	Columbia, SC	Stormwater runoff sample analysis and general laboratory services	5.64%	$16,002.00
YSI, Inc.	Yellow Springs, OH	Monitoring equipment sales and monitoring site installation services	6.55%	$18,560.00

10. Council is asked to approve the Purchase of Magnesium Hydroxide, as requested by the Metro Wastewater Treatment Plant. Award to Premier Magnesia in the amount of $867,024.00. This vendor is located in West Conshohocken, PA. *Funding Source: Utilities Metro Wastewater Plant/Chemicals, 5516208-624800 – Note: The original budgeted amount for this purchase is $867,024.00. - Approved*

11. Council is asked to approve a Contract Renewal for the Dental Benefits Plan effective January 2016 through December 2016, as requested by the Human Resources Department. Award to Delta Dental of Missouri, as a third party administrator in the amount of $60,000.00. This vendor is located in Columbia, SC. *Funding Source: Dental Insurance Fund GL-6028931 – Note: There are no changes to the contract for plan administration. The original budgeted amount was $60,000.00. - Approved*

12. Council is asked to approve a Contract Renewal for the Pharmacy Benefits Plan effective January 2016 through December 2016, as requested by the Human Resources Department. Award to Medco/Express Scripts, as the third party administrator in the amount of $138,000.00 This vendor is located in St. Louis, MO. *Funding Source: Health Insurance Fund GL-6048933 – Note: There are no changes to the contract for plan administration. The original budgeted amount was $138,000.00. - Approved*

13. Council is asked to approve a Contract Renewal for the Medicare Supplement and Prescription Coverage Plan effective January 2016 through December 2016, as requested by the Human Resources Department. Award to United Healthcare in the amount of $1,350,000.00. This vendor is located in Minneapolis, MN. *Funding Source: Health Insurance Fund GL-6048933 – Note: The eligible participants are Post-65 and Medicare eligible retirees and dependents. There are no changes to the contract for plan administration. The original budgeted amount was $1,350,000.00. - Approved*

ORDINANCES – SECOND READING

14. Ordinance No.: 2016-001 – Granting an easement to South Carolina Electric & Gas Company (SCE&C) along a portion of City-owned property identified as Richland County TMS#08915-05-07 (The Colonial Life Arena) for utilities to serve the Greene Street, Phase I/Foundation Square Streetscape Project; CF#250-385 – *Approved on second reading.*

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PRESENTATIONS

15. Introduction of the 2015 Employee of the Year *(Ms. Danielle Riffenburg, Reforestation Program Coordinator)* – Mr. Robert Anderson, Director of Public Works

Mr. Robert Anderson, Director of Public Works introduced Ms. Danielle Riffenburg as the City of Columbia 2015 Employee of the Year. Ms. Riffenburg was the September 2015 employee of the month. He said unless you've worked with her it is hard to describe her; she is set apart by her perfectionism.

Ms. Teresa Wilson, City Manager presented Danielle Riffenburg with a token of appreciation and Mayor Benjamin presented Danielle Riffenburg with a plaque for being selected as the City of Columbia 2015 Employee of the Year.

16. Centennial Park Project at Fort Jackson – Command Sergeant Major (R) Marty Wells, President of the Gateway to the Army Association

Command Sergeant Major (R) Marty Wells, President of the Gateway to the Army Association announced that May 27, 2017 will mark the 100th anniversary of Fort Jackson. He reported that since 1917, over five million Americans have been trained at Fort Jackson. He explained that Centennial Park will memorialize the past and serve as an education venue. It will be located near the post museum and the central feature will be a 20' granite statute of a male and female drill sergeant standing at attention and surrounded by an amphitheater. There will be a wartime theater memorial, the pathway of patriots, and seven covered pavilions for families to gather. He requested City Council support in the amount of $500,000 over two to three years. The plan is to have the first phase completed in 2017. He announced that several yearlong events will kick-off in June 2016 leading up to the capstone event in June 2017. The total monetary and in-kind donations for this project are estimated at $2.7 million.

Mayor Benjamin agreed to take this under advisement. He said this is a clear demonstration of our full commitment to seeing Fort Jackson continue to grow. He asked that staff come back with ideas as to how we can meet some of or the entire request.

17. Update on Lester Drive Traffic Counts – Mr. David Brewer, Traffic Engineer

Mr. David Brewer, Traffic Engineer recalled that staff was asked to review traffic volumes for the reopened portion of Lester Drive. He presented traffic counts from November 2015 and January 2016. He reported that 1,150 cars traveled down Lester Drive from Bayberry Mews and 500 of those cars continued down Lester Drive through High Circle. He reported that 500 cars come down Lester Drive from Bailey Street towards High Circle and the houses on High Circle generate another 250 cars coming out onto Beltline Boulevard. He added that approximately 400 cars go up Lester Drive towards Bayberry Mews.

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Mr. Robert Anderson, Director of Public Works noted that Lester Drive and Bailey Street are owned by the City of Columbia, but Randolph Street and High Circle are owned by SCDOT. He recalled that there was a proposed roadway on property owned by the Two Notch Development Corporation along the railroad tracks, but the terrain is sloped making it costly to install the road.

Mayor Benjamin explained that this would be a separate route to the east of the property. He said that might not be the highest and best use of prospective funding. He expressed concerns with the traffic on Randolph Street. He asked if there are alternative ways to direct traffic directly onto Interstate 277.

Mr. David Brewer, Traffic Engineer said traffic would come out at 277 and Farrow Road. He agreed to ask SCDOT about accessing that property.

Councilor McDowell also expressed concerns about speeding on Randolph Street.

Ms. Regina E. Williams, Vice President of the Historic Booker Washington Heights Neighborhood Association said before Lester Drive was opened there were fifty cars traveling in that area; there is an increase of 600 to 700 cars based on a study from 1996. She suggested that the City of Columbia close Lester Drive.

Mr. David Brewer, Traffic Engineer agreed that there has been an increase in traffic.

Councilor Duvall asked if the City could close the road using §5-27-150.

Ms. Natalie Armstrong, Assistant City Attorney said City Council can decide to file a petition to close the road based on an articulable reason. She agreed to review the Code.

Ms. Katie Bolden pled with Council to do something with Lester Drive. She said drivers go around the speed humps and come into the yards; crime will increase; and the kids have no place to play. She sought Council's support for youth jobs.

Councilor Plaugh asked to be briefed at the next Executive Session on the closing, prohibiting thru-traffic and to see what relief they can bring to the residents on Randolph Circle.

Mayor Benjamin asked staff to start conversations with SCDOT and to receive advice from the Fire and Police Departments. He stated for the record that 500 youth were employed in the City of Columbia last summer and we will continue to do that.

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PUBLIC HEARING

ORDINANCES – FIRST READING

Council opened the Public Hearing at 7:01 p.m.

18. Ordinance No.: 2016-004 – Annexing 201 Club Ridge Road, Parcel A (0.41 acres) 5W/5 Club Ridge Road and Parcel 8 (0.28 acres) 5W/5 Club Ridge Road, Richland County TMS # 28900-01-15 (p) – *Approved on first reading.*

No one appeared in support of or in opposition to this matter.

Upon a motion made by Ms. Plaugh and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-004 – Annexing 201 Club Ridge Road, Parcel A (0.41 acres) 5W/5 Club Ridge Road and Parcel 8 (0.28 acres) 5W/5 Club Ridge Road, Richland County TMS # 28900-01-15 (p).

19. Ordinance No.: 2016-005 – Annexing The Crossing at Woodcreek, Phases One and Two, Richland County TMS# 28910-04-01, 28910-04-02, 28910-04-03, 28910-04-04, 28910-04-05, 28910-04-06, 28910-04-07, 28910-04-08, 28910-04-09, 28910-0410, 28910-04-11, 28910-04-12, 28910-04-13, 28910-04-14, 28910-04-15, 28910-0416, 28910-0417, 28910-05-01, 28910-05-02, 28910-05-03, 28910-05-04, 28910-05-05, 28910-05-06, 28910-05-07, 28910-05-08, 28910-05-09, 28910-05-10, 28910-05-11, 28910-05-12, 28910-05-13, 28910-05-14, 28910-05-15, 28910-05-16, 28910-05-17, 28910-05-18, 28910-05-19, 28910-05-20, 28910-05-21, 28910-05-22, 28910-05-23, 28910-05-24, 28910-05-25, 28910-05-26, 28910-05-27, 28910-05-28, 28911-04-02, 28911-05-01, 28911-05-02, 28911-05-03, 28911-05-04, 28911-05-05, 28911-05-06, 28911-06-01, 28911-06-02, 28911-06-03, 28911-06-04, 28911-06-05, 28911-06-06, 28911-06-07, 28911-06-08, 28911-06-09, 28911-06-10, 28911-07-01, 28911-07-02, 28911-07-03, 28911-07-04, 28911-07-05, 28911-07-06, and 28911-07-07 – *Approved on first reading.*

No one appeared in support of or in opposition to this matter.

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Upon a motion made by Ms. Plaugh and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-005 – Annexing The Crossing at Woodcreek, Phases One and Two, Richland County TMS# 28910-04-01, 28910-04-02, 28910-04-03, 28910-04-04, 28910-04-05, 28910-04-06, 28910-04-07, 28910-04-08, 28910-04-09, 28910-0410, 28910-04-11, 28910-04-12, 28910-04-13, 28910-04-14, 28910-04-15, 28910-0416, 28910-0417, 28910-05-01, 28910-05-02, 28910-05-03, 28910-05-04, 28910-05-05, 28910-05-06, 28910-05-07, 28910-05-08, 28910-05-09, 28910-05-10, 28910-05-11, 28910-05-12, 28910-05-13, 28910-05-14, 28910-05-15, 28910-05-16, 28910-05-17, 28910-05-18, 28910-05-19, 28910-05-20, 28910-05-21, 28910-05-22, 28910-05-23, 28910-05-24, 28910-05-25, 28910-05-26, 28910-05-27, 28910-05-28, 28911-04-02, 28911-05-01, 28911-05-02, 28911-05-03, 28911-05-04, 28911-05-05, 28911-05-06, 28911-06-01, 28911-06-02, 28911-06-03, 28911-06-04, 28911-06-05, 28911-06-06, 28911-06-07, 28911-06-08, 28911-06-09, 28911-06-10, 28911-07-01, 28911-07-02, 28911-07-03, 28911-07-04, 28911-07-05, 28911-07-06, and 28911-07-07.

Council closed the Public Hearing at 7:02 p.m.

ZONING PUBLIC HEARING

Council opened the Zoning Public Hearing at 7:02 p.m.

ANNEXATION, COMPREHENSIVE PLAN MAP AMENDMENT & ZONING MAP AMENDMENT – FIRST READING

20. **1850 Pineview Road,** TMS#19000-01-03; request to annex, assign land use classification IND (Industrial), and zone the property M-1 (Light Industrial). The property is currently classified as Economic Development Center/Corridor and zoned GC (Commercial) in Richland County. – *Approved on first reading.*

Council District:	3
Proposal:	Annex, assign land use classification IND and zone the property M-1
Applicant:	Jeremy Wilson, Pineview Associates
PC Recommendation:	Approve (6-0); 12/07/15
Staff Recommendation:	Annex, assign IND Land Use Classification and M-1 Zoning

Ordinance No.: 2015-111 – Annexing and Incorporating 1850 Pineview Road, Richland County TMS #19000-01-03 into the Plan Columbia Land Use Plan Putting the Pieces Together adopted by Ordinance No.: 2015-014 on February 17, 2015 – *Approved on first reading.*

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Upon a motion made by Mr. Baddourah and seconded by Ms. Plaugh, Council voted unanimously to give first reading approval to the *Comprehensive Plan Map Amendment & Zoning Map Amendment* for 1850 Pineview Road, TMS#19000-01-03; request to annex, assign land use classification IND (Industrial), and zone the property M-1 (Light Industrial). The property is currently classified as Economic Development Center/Corridor and zoned GC (Commercial) in Richland County **and** Ordinance No.: 2015-111 – Annexing and Incorporating 1850 Pineview Road, Richland County TMS #19000-01-03 into the Plan Columbia Land Use Plan Putting the Pieces Together adopted by Ordinance No.: 2015-014 on February 17, 2015.

ZONING MAP AMENDMENT – FIRST READING

21. **1000/1010 Lady Street, 1218 Park Street**, TMS#09013-09-01, -02, -22; request recommendation to rezone from M-1, -DD (Light Industrial, Design Development Overlay) to C-4, -DD (Central Area Commercial, Design Development Overlay). - *Denied*

Council District:	2
Proposal:	Rezone parcel from M-1, -DD to C-4, -DD
Applicant:	William H. Bailey
PC Recommendation:	Deny (7-2), 04/06/15
Staff Recommendation:	Approve

No one appeared in support of or in opposition to this matter.
Mayor Benjamin said we've endeavored to no avail to have a meeting of the minds between the parties. He asked staff to reach out to the developer and express an interest in seeing that parcel developed at its highest and best use.

Upon a motion made by Mayor Benjamin and seconded by Mr. McDowell, Council voted unanimously to deny approval of the *Zoning Map Amendment* for 1000/1010 Lady Street, 1218 Park Street, TMS#09013-09-01, -02, -22; request recommendation to rezone from M-1, -DD (Light Industrial, Design Development Overlay) to C-4, -DD (Central Area Commercial, Design Development Overlay).

22. **315 South Maple Street**, TMS#11313-04-02; request to rezone from RS-3, CC-1 (Single Family Residential District, Community Character) to C-1 (Office and Institutional District). — *Consideration of this item was deferred on December 1, 2015. – This item was withdrawn from the agenda.*

Council District:	3
Proposal:	Rezone parcel from RS-3/CC1 to C-1
Applicant:	Michael Pate
PC Recommendation:	Deny (8-0), 08/03/15
Staff Recommendation:	Deny

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ZONING MAP AND TEXT AMENDMENT – FIRST READING

23. 1325 Park Street, TMS# 09013-12-09; request to rezone from C-4 (Central Area Commercial) to C-4, -DP (Central Area Commercial, Design Preservation). Amend Sec. 17-691 (c) to establish 1325 Park Street as a Group II individual historic landmark in the City of Columbia. – *Approved on first reading.*

Council District:	2
Proposal:	Rezone parcel from C-4 to C-4, DP and Amend Chapter 17 – Article V, Division 3 - §17-691 (c) to designate structure as a Group II Landmark
Applicant:	Krista Hampton, Director of Planning and Development Services
D/DRC Recommendation:	Approve (9-0); 11/12/15 Landmark Status
PC Recommendation:	Approve (6-0); 12/07/15
Staff Recommendation:	Approve

Ordinance No.: 2016-002 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 1 7, Planning, Land Development and Zoning, Article V, Historic Preservation and Architectural Review, Division 4, Landmarks, Sec. 17-691 Buildings and sites list, (c), to add 1325 Park Street, TMS# 09013-12-09 – *Approved on first reading.*

No one appeared in support of or in opposition to this matter.

Ms. Krista Hampton, Planning and Development Services Director explained that the property owner wants to pursue this designation, but there are no concrete plans at this time.

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to the *Zoning Map Amendment* for 1325 Park Street, TMS# 09013-12-09; request to rezone from C-4 (Central Area Commercial) to C-4, -DP (Central Area Commercial, Design Preservation). Amend Sec. 17-691 (c) to establish 1325 Park Street as a Group II individual historic landmark in the City of Columbia **and** Ordinance No.: 2016-002 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 1 7, Planning, Land Development and Zoning, Article V, Historic Preservation and Architectural Review, Division 4, Landmarks, Sec. 17-691 Buildings and sites list, (c), to add 1325 Park Street, TMS# 09013-12-09.

Council closed the Zoning Public Hearing at 7:06 p.m.

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ORDINANCES – FIRST READING

24. Ordinance No.: 2016-003 – Granting encroachment to Lisa Hosti for installation and maintenance of an ornamental iron fence within the right of way area of the 2300 block of Blossom Street adjacent to her property located at 2303 Lowndes Street, Richland County TMS #1312-11-06 – *Approved on first reading.*

Upon a motion made by Mayor Benjamin and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-003 – Granting encroachment to Lisa Hosti for installation and maintenance of an ornamental iron fence within the right of way area of the 2300 block of Blossom Street adjacent to her property located at 2303 Lowndes Street, Richland County TMS #1312-11-06.

25. Ordinance No.: 2016-006 – Consenting to the Inclusion of Property in a Multi-County Industrial/Business Park (Dominion Carolina Gas Transmission, 121 Moore Hopkins Lane, Richland County TMS# 07309-02-06) – *Approved on first reading.*

Upon a motion made by Ms. Devine and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-006 – Consenting to the Inclusion of Property in a Multi-County Industrial/Business Park (Dominion Carolina Gas Transmission, 121 Moore Hopkins Lane, Richland County TMS# 07309-02-06).

RESOLUTIONS

26. Resolution No.: R-2016-003 – Authorizing the City Manager to execute a Release of Parking Restrictions between the City of Columbia and Devine Station, LLC for property known as 0.72 acres and 0.56 acres on northwestern corner of Maple Street and Devine Street - *Approved*

Upon a motion made by Mr. Baddourah and seconded by Ms. Devine, Council voted unanimously to approve Resolution No.: R-2016-003 – Authorizing the City Manager to execute a Release of Parking Restrictions between the City of Columbia and Devine Station, LLC for property known as 0.72 acres and 0.56 acres on northwestern corner of Maple Street and Devine Street.

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27. Resolution No.: R-2016-004 – Certifying Twelve (12) Building Sites as Abandoned Buildings Pursuant to the South Carolina Abandoned Buildings Revitalization Act, Title 12, Chapter 67, Section 12-67-100 et seq., of the Code of Laws of South Carolina (1976), as amended, regarding property located at 2150 Harden Street, Richland County TMS #11501-01-01(p)

Ms. Krista Hampton, Director of Planning and Development Services explained that the Legislature enacted a law providing a state income tax or property tax credit as an incentive for rehabilitating abandoned buildings. The amendment allowed for local government to certify that the structure and site meet the definition of abandoned. She stated that Clachan Properties, the proposed developer has asked City Council to certify the Babcock Building and associated buildings. She noted that the Hughes Development Company's Design Review Board has signed off on the application.

Upon a motion made by Ms. Devine and seconded by Mr. McDowell, Council voted unanimously to approve Resolution No.: R-2016-004 – Certifying Twelve (12) Building Sites as Abandoned Buildings Pursuant to the South Carolina Abandoned Buildings Revitalization Act, Title 12, Chapter 67, Section 12-67-100 et seq., of the Code of Laws of South Carolina (1976), as amended, regarding property located at 2150 Harden Street, Richland County TMS #11501-01-01(p).

28. Resolution No.: R-2016-005 – Repealing Resolution R-207 3-045 Setting a Policy that the City of Columbia will not Exceed Five (5%) of the Cross Revenue of the Water and Sewer System – *This item was withdrawn from the agenda.*

APPEAL HEARING

29. People for the Ethical Treatment of Animals (PETA) Parade Permit Appeal

Ms. Teresa Wilson, City Manager explained that the parade permit has been approved and the appeal is for the placement of a statue in the right of way.

Ms. Rosemary Thompson, Local Animal Advocate appealed to Council to allow PETA to place a mechanical life sized elephant in the right of way outside of the Colonial Life Arena during the circus on January 21-22, 2016 for two hours. She explained that the mechanical elephant would be manned by a PETA representative during that time. She said the sidewalk there is a lot larger than typical city sidewalks. She said there is little foot traffic on the sidewalk along Lincoln Street. The mechanical elephant is six feet tall and nine feet long.

Ms. Teresa Wilson, City Manager noted that there is a lot of construction going on in that area.

Mr. Temple Ligon told Ms. Thompson that Barnum and Bailey dropped the elephants last week and they are being placed in retirement.

Councilor Plaugh inquired about the objective for having the mechanical elephant.

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Ms. Rosemary Thompson, Local Animal Advocate said it provides education by telling a story about the life of a circus elephant.

Ms. Teresa Wilson, City Manager asked how sound is produced.

Ms. Rosemary Thompson, Local Animal Advocate said it will be controlled by a PETA representative through recordings; it doesn't speak continuously.

Mr. William "Skip" Holbrook, Columbia Police Chief said anyone has the right to assemble; the permit is used for planning purposes. The permit was approved with the caveat of not placing the apparatus where it obstructs the roadway or the sidewalk. Their request doesn't present imminent danger, but they want to deviate from the ordinance and Council will need to decide whether to allow that or not.

Mayor Benjamin made a motion to grant the appeal for Ellie the Elephant to be placed at a location at the discretion of the City Manager in consultation with the Police Chief and other staff.

The motion failed for the lack of a second.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations inquired about the amount of time needed for the setup and breakdown of the elephant.

Ms. Rosemary Thompson, Local Animal Advocate said she is unsure about the setup and breakdown of the elephant.

Mayor Benjamin said we have to be thoughtful careful about freedom of speech and the right to assemble.

Upon a motion made by Ms. Devine and seconded by Mr. Davis, Council voted five (5) to two (2) to support staff's denial of the request from PETA to place a mechanical elephant in the right of way. Voting aye were Mr. McDowell, Mr. Duvall, Mr. Baddourah, Ms. Devine and Mr. Davis. Voting nay were Ms. Plaugh and Mayor Benjamin.

CITY COUNCIL DISCUSSION / ACTION

30. Hospitality Tax Funding Requests – *Consideration of this item was deferred.*
    - Columbia Classical Ballet
    - Columbia Museum of Art
    - Columbia Open Studios 2016
    - Devine Street Merchants Association
    - North Columbia Business Association
    - Yellow Shirts Program

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APPOINTMENTS

31. Bicycle Pedestrian Advisory Committee

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to appoint Ms. Julie Ann Hartwell to the Bicycle Pedestrian Advisory Committee.

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to authorize staff to re-open the application process for the Board of Zoning Appeals for a two-week period.

32. City Council Chambers / Reconfiguration of Desk – Mr. David Knoche, Director of General Services

Ms. Teresa Wilson, City Manager asked Council for direction on the location, date and time for work sessions. She said all of this will impact the proposal, because it will require additional renovations in Chambers.

Mr. David Knoche, Director of General Services presented a schematic of the proposed desk, which moves the center section back two feet. This is the same setup that was used in 1951. He explained that proposal one is to reconfigure the existing desk at a cost of $12,540 or proposal two is to construct a new desk at a cost of $14,198. He described options for enhancing the sound for Council members at a cost of $3,208.

Mayor Benjamin said the genesis of the discussion is considering whether or not we move the work session upstairs.

Mr. David Knoche, General Services Director suggested that two 10'x4' conference tables be built for the work session in Council Chambers in the amount of $3,235 and that sound be added to a table at a cost of $5,717.

Mr. Aubrey Jenkins, Columbia Fire Chief said the capacity will be less than 250.

Councilor Duvall moved to adopt the proposal to reconfigure the existing desk with improved sound; authorize staff to build two tables for work sessions; and move work sessions upstairs when the renovations are complete.

Mr. David Knoche, General Services Director said it would cost $24,790.

Mayor Benjamin suggested that the podium be lowered so that everyone can view the Council from around the room. He agreed with reconfiguring the dais. He suggested that Mr. Duvall, Ms. Devine and Mr. Baddourah meet to come up with recommendations for the reconfiguration of Council Chambers prior to the next Council Meeting.

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Ms. Teresa Wilson, City Manager suggested that funding come from the Council Contingency Fund.

Upon a motion made by Mr. Duvall and seconded by Mr. Baddourah, Council voted unanimously to cancel the Work Session scheduled for February 2, 2016.

CITY COUNCIL COMMITTEE REPORTS/REFERALS

33. Administrative Policy Committee Report

Councilor Plaugh reported that the Administrative Policy Committee met on January 12, 2016 to review the suggested procedures and several items were held for discussion by Council.

Councilor Davis asked that the Economic and Community Development Committee review the updated Rental Housing Ordinance and then schedule a time to meet with the public.

Mayor Benjamin clarified that the reopening of Lester Drive was pursuant to a court order and staff wasn't operating independently. He also encouraged everyone to read Edwards vs. South Carolina where a lawsuit was filed by approximately 187 students whose right to petition and right to assemble were violated.

APPEARANCE OF THE PUBLIC

No one appeared at this time.

Upon a motion made by Mr. Baddourah and seconded by Mr. McDowell, Council voted unanimously to adjourn the meeting at 8:09 p.m.

Respectfully submitted by,

Erika D. Moore
City Clerk

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We Are Columbia

COLUMBIA CITY COUNCIL WORK SESSION MINUTES

TUESDAY, JUNE 21, 2016

CITY HALL - 1737 MAIN STREET - COUNCIL CHAMBERS - 3RD FLOOR

The Columbia City Council held a Work Session on Tuesday, June 21, 2016 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 3:49 p.m. and the following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Moe Baddourah, The Honorable Howard E. Duvall and The Honorable Edward H. McDowell, Jr. The Honorable Leona K. Plaugh was absent. Also present were Ms. Teresa Wilson, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

INVOCATION

The Honorable Edward H. McDowell, Jr. offered the Invocation.

Councilor Devine introduced summer interns Desjuan Winder, a sophomore at the University of North Carolina Charlotte and Markaisha Brannon, a sophomore at C.A. Johnson High School.

CITY COUNCIL DISCUSSION

1. Fiscal Year 2016/2017 Accommodations Tax and Hospitality Tax Funding Recommendations – Ms. Libby Gober, Assistant to City Council – *Please refer to Item 36.*

Ms. Libby Gober, Assistant to City Council reported that the spreadsheets were amended to reflect that hospitality tax funding for the Army Ball ($10,000) and the Capital City Shag Club ($2,500) was added back to the pot and the funding for Five Points was for last year. She noted that the spreadsheets include funding that was allocated to organizations at this time last year; this does not include additional allocations.

Mr. Hal Stevenson, Chair of the Accommodations Tax Advisory Committee said he visited with the Tourism Expenditure Review Committee (TERC) and they are very meticulous with their review of how funds are spent. He said the committee continued with its tradition of allocating funds to the Columbia Metropolitan Conventions and Visitors Bureau in the amount of $1,706,000 and the Capital City Lake Murray Country Regional Tourism Board in the amount of $290,000. He asked that the CVB also receive any surplus funds at the end of the fiscal year.

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Councilor Devine agreed that the CVB needed additional funding in order to be competitive. She urged Council to work with the CVB and the County to expand the Convention Center.

Mr. John Whitehead, Chair of the Hospitality Tax Advisory Committee said it was impossible to keep organizations whole with a $440,000 reduction in committee funding. He reported that eighty applications were reviewed. He asked that surplus funds be given to the committee in hopes of restoring funds to organizations where possible. He also asked that Council consider an annual percentage increase to the committee commensurate to tax base increases. The committee disbursed $1,797,500, but did not fund runs and conventions.

Councilor Devine reported that the Columbia Museum of Art needs the five year commitment; however, they are amenable to two (2) funding scenarios. The first scenario is to fund $125,000 for years one and two and $250,000 for years three, four and five. This scenario would put $75,000 back into the committee's pot. The second scenario is to fund $100,000 for years one and two, $250,000 for years three and four and $300,000 for year five. This scenario puts $100,000 back into the committee's pot.

Mr. Jeff Palen, Assistant City Manager for Finance and Economic Services / Chief Financial Officer reported that revenues are $9.8 million and we are slightly ahead of budget. He projected that we could end the year with a few hundred thousand dollars in surplus hospitality tax funds, but we won't know until August or September.

Councilor Davis asked about organizations ability to automatically rollover unexpended funds.

Ms. Libby Gober, Assistant to City Council explained that organizations must request that funds be carried forward or their allocations will go back into the pot.

Mayor Benjamin recommended that Council adopt the committees' funding recommendations and endorse the second funding scenario for the Columbia Museum of Art, which will free up $100,000. With the additional $12,000, Council can send another $112,000 to the committee. He asked to free up the Columbia City Ballet's $50,000 allocation to be used for their entire season and not for a specific performance. As a matter of policy, he suggested that Council accept Chairman Whitehead's recommendation to index the committee's allocation along with the growth that we see in the fund. He said we will consistently look at opportunities to shift more of the General Fund dollars into arts funding. He recommended that Council also allocate surplus Hospitality Tax funds to the committee.

Councilor Duvall suggested that Council allocate $200,000 to the Hospitality Tax Advisory Committee from the anticipated surplus funds for a total of $312,000.

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Mayor Benjamin also recommended that Council allow organizations to submit requests to roll over unexpended funds.

Councilor Devine thanked the committee for doing a great job with a difficult situation. She urged organizations not to rely upon additional allocations, because there may come a time when the City won't have the money. She said Council needs to also look at its process so that they aren't relying on additional funds either.

Councilor Davis expressed concerns about smaller organizations not being funded. He would like for these organizations to be given consideration.

There was a consensus of Council to vote on these matters during the evening Council Meeting.

2. Health Care Strategies Update – Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson – *Please refer to Item 37.*

Ms. Teresa Wilson, City Manager explained that the goal for today is to present findings and recommendations based on the things that we must do to reduce the City's liability in the future. She asked that Council take these scenarios in the vein of being able to sustain this City over time while knowing that we have very robust healthcare options for our employees. In addition to that we have carried our retirees and their dependents. This is not just for the City of Columbia; this is being discussed all across the country.

Councilor Duvall said he provided staff with a list of plan designs from major cities in South Carolina in hopes of sharing this information with Council. We have major decisions to make and it's our responsibility as elected officials to do what is necessary to sustain the City.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson explained that he will be presenting updated results from the GASB valuation, while remembering that the Defined Dollar Benefit (DDB) plan design was adopted in 2011 and confirmed in 2014. This means that the City's costs will be capped at a specified level toward retiree medical coverage. For pre-65 retirees the DDB is $1,130 per month and $830 for spouses. For post-65 retirees the DDB is $300 per month and $225 for spouses. He reported that as of June 30, 2015, the unfunded actuarial accrued liability (UAAL) was $138.7 million and as of June 30, 2016 the UAAL was $136.1 million. The annual Other Post-Employment Benefits (OPEB) cost or the annual expense that goes on the City's financial statements as of June 30, 2015 was $10.7 million and it would decrease to $9.7 million assuming that the DDB is maintained in 2016. If the DDB is not maintained, the annual OPEB costs would increase to $15.4 million. He noted that for every $10 million contributed to an irrevocable trust, the City's OPEB costs would decrease by $450,000.

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He explained that if the DDB is eliminated, the City's AAL would increase by $53.2 million to $189.3 million and the annual OPEB cost would increase by $5.7 million.

Mayor Benjamin noted that the City's actuarial accrued liability is $100 million lower because of the action taken by Council.

Mr. Jeff Palen, Assistant City Manager for Finance and Economic Services / Chief Financial Officer reported that the City has $52 million in its GASB account.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson continued to report the rates and contributions for 2017 if the cost share is maintained between the City and employees and retirees. He explained that by using the current experience, projecting to 2017 and maintaining the cost share, contributions would go up by 20.6% for actives and retirees. For active employees, a comparison of the monthly budget rates, employee contributions and the City's contribution per plan helps to determine the increase. He noted that pre-65 retirees contribute the same amount as active employees then the DDB is added on to determine the amount needed to maintain the City's cost share. Assuming there are no plan design changes, the premiums for the employee/pre-65 retiree only base plan increases by $3.08; the core plan increases by $7.51; and the buy-up plan increases by $14.29. He reviewed the City's monthly costs per retiree and the plans and tiers along with the retiree contributions. He reported that shortfalls occur in the retiree and child coverage and retiree family coverage; therefore, the monthly contributions for pre-65 retirees will increase significantly in these areas.

Councilor Baddourah sought clarification on the need to increase the premiums for retirees.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson explained that retirees are currently paying a small percentage of the cost. He noted that the contribution increases will be significant initially, but they will start to decrease over time. He further noted that most retirees are enrolled in the buy-up plan, but they have the option to enroll in the core plan or the base plan to reduce their contribution increases.

Councilor Baddourah asked if it would help if the City increased the DDB.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson explained that from an accounting standpoint, changes to the DDB would appear as if the City has no intent to stand behind the plan design. He said the City's accrued liability would increase to $189 million and the annual OPEB would increase to $15.4 million.

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Councilor Baddourah said the premiums are up, because the cost of healthcare has increased. The City is not taking money away from retiree healthcare; even active employees are paying extra.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson said the City could consider modifying the plan design and that would bring down the cost of the plan and you could maintain the DDB. The plan would not be as rich as it is today, but the contribution increase would be lower. On the flip side, the retiree would pay more at the doctor; you either pay at the point of care or through your monthly contribution. He suggested that the retirees would prefer the contribution increases as opposed to the plan design changes. He asked if Council is willing to maintain the DDB and pass along the contribution increases. He presented a summary of contributions for 2017-2019, noting that the contributions increase significantly each year.

Councilor Baddourah inquired about the impact of increasing the DDB for spouses.

Ms. Melisa Caughman, Budget and Program Management Director explained that it would be the fourth time we've adjusted the DDB in five years.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson cautioned Council that by changing the DDB, the City would be subject to the auditor's opinion that you no longer have a DDB and your GASB costs would increase significantly. He said we could mitigate some future cost increases by changing the plan design. He recommended having one plan as opposed to three plans. The plan would have a $1,500 deductible, $6,000 out of pocket limit, 80% coinsurance, $30/$40 copays and $10/$30 prescription drug copays. This would maintain the cost share and retiree cost shares would mirror the active cost shares for the time being.

Councilor Duvall said we must get to significant changes in the plan design for the City of Columbia to be able to afford any of our employees' health coverage. We would have to raise the tax rate in order to maintain this type of benefit for our employees. He said we need to consider whether or not the City of Columbia needs to pay for spouse and family coverage; that is an unusual benefit. We need a Medicare advantage plan for post-65 retirees or we need to turn them loose as Greenville and Charleston has.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson clarified that for the post-65 plan, the City has a group Medigap plan that is fully insured and the City's costs follows the DDB. This plan also covers a spouse and family.

Councilor Duvall suggested that they look at a plan that is more affordable for the City instead of rearranging the current numbers.

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Councilor Devine said Council needs to decide if they want to look at that. She said this impacts the financial security of families within the City and we have employees who are barely making it now. I am not in favor of changes that will put current employees in a financial hardship.

Councilor Davis said there has been a question about the City's commitment or promise to employees and we've attempted to make that packet attractive and rewarding to those who've already made contributions to the system. If it wasn't for the system that I was in, I could imagine where I would be.

Councilor Duvall said we haven't discussed stretching out the requirements for retirement.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson presented the following alternatives that were previously considered. He explained that alternative one eliminates retiree medical for all employees hired after 2017. Alternative two eliminates retiree dependent coverage for employees hired after 2017. Both alternatives would take a significant amount of time for the City to see any relief in GASB expenses. Alternative three changes the age requirement for coverage for employees hired after 2017: age 55 and 20 years of service for Police and Fire personnel and age 55 and 28 years of service for other personnel. This would result in a gradual decrease in the City's annual OPEB costs, but it will take several years to materialize. Alternative five is to eliminate post-65 coverage for employees retiring in 2017. He noted that employees could go to a Medicare advantage plan or another plan from the individual Medicare market. This alternative would have a more immediate impact by reducing your AAL by $14 million and the annual OPEB cost by $1.4 million. He said alternative four removes the option to add dependents after retirement. He said this has no impact, because retirees would add dependents before they retire. He noted that alternative five impacts employees that retire in 2017 and after, but not current retirees. He further noted that retirees have access to Medicare at age 60. He said they were also asked to consider a retiree buy-out using the assets that you have today.

Councilor Duvall said Richland County switched to a Medicare advantage program and had a significant reduction in costs. We should look at something to reduce our costs.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson said you can switch to a Medicare advantage program and the premiums would come down. The retirees would benefit and the City's cost is the DDB.

Ms. Melisa Caughman, Budget and Program Management Director explained that we would maintain our DDB for post-65 retirees and any reduction would be on the retiree's contribution.

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Ms. Pamela Benjamin, Human Resources Director acknowledged that the premiums for post-65 retirees have already increased significantly.

Mr. Mike Jones, ASA, MAAA, Senior Consultant for Willis Towers Watson said there is an opportunity to look an alternative way to deliver post-65 benefits and to save money for post-65 retirees. This will not generate money that the City can redeploy.

Councilor Duvall said we need to get the money into an irrevocable trust.

Mayor Benjamin said we need to maintain the DDB and look at how we handle new employees. He expressed concerns about the potential of shifting more costs onto employees and retirees. We haven't seen wages significantly increase for quite some time. We have to find more creative ways to grow our assets. I will not support changing the DDB or eliminating benefits for our employees, their children or their spouses. However, for new employees we need an attractive and sustainable package. We can look at reducing costs for post-65 retirees and a strategic approach to pre-65 buy-outs.

Councilor Davis said it makes sense to determine how we can accommodate new employees in terms of a recruitment package that is tied to the economy.

Ms. Pamela Benjamin, Human Resources Director reiterated Council's consensus to maintain the Defined Dollar Benefit with the reflective premium increases.

EXECUTIVE SESSION - *Pursuant to S.C. Code §30-4-70(a)*

Upon a motion made by Mr. Davis and seconded by Mr. Duvall, Council voted unanimously to enter into Executive Session at 5:37 p.m. for the discussion of **Items 3** and **4**, subject to adding the discussion of the employment of an employee in reference to Municipal Court Judges.

3. Receipt of legal advice which relates to matters covered by attorney-client privilege – *S.C. Code §30-4-70(a)(2)*
   - *Smoke-free Medical District*
   - *Billboard Site*
   - *Abdullah v. City of Columbia*

4. Discussion of negotiations incident to proposed contractual arrangements - *S.C. Code §30-4-70(a)(2)*
   - *Ni-America / Sewer Service Area*
   - *Affordable Childcare*
   - *Request for Qualifications for Financing for Parking System/Garages*

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Upon a motion made by Mr. Davis and seconded by Mr. Duvall, Council voted unanimously to adjourn the Executive Session at 6:20 p.m.

COLUMBIA CITY COUNCIL MEETING MINUTES

TUESDAY, JUNE 21, 2016

CITY HALL - 1737 MAIN STREET - COUNCIL CHAMBERS - 3RD FLOOR

The Columbia City Council conducted a Council Meeting and two (2) Public Hearings on Tuesday, June 21, 2016 at City Hall, 1737 Main Street, Columbia, South Carolina. The Honorable Mayor Stephen K. Benjamin called the meeting to order at 6:20 p.m. The following members of Council were present: The Honorable Sam Davis, The Honorable Tameika Isaac Devine, The Honorable Moe Baddourah, The Honorable Howard E. Duvall and The Honorable Edward H. McDowell, Jr. The Honorable Leona K. Plaugh was absent. Also present were Ms. Teresa Wilson, City Manager and Ms. Erika D. Moore, City Clerk. This meeting was advertised in accordance with the Freedom of Information Act.

Ms. Paisley Marie performed for the audience in honor of National Make Music Day.

PLEDGE OF ALLEGIANCE

Miss Lavona Austin, rising freshman at Dreher High School led the audience in the Pledge of Allegiance. Lavona is working as a summer intern in the City's Public Relations Department as part of the Columbia Urban League's Summer Work Experience Leadership Program (SWELP).

INVOCATION

The Honorable Edward H. McDowell, Jr. offered the Invocation.

ADOPTION OF THE AGENDA

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to adopt the agenda, subject to removing **Item 18** *(Ordinance 2016-042)* from the Consent Agenda.

PUBLIC INPUT RELATED TO AGENDA ITEMS

No one appeared at this time.

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APPROVAL OF MINUTES

5. May 17, 2016 and June 7, 2016 Council Meeting Minutes - *Approved*

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to approve the May 17, 2016 and June 7, 2016 Council Meeting Minutes.

CONSENT AGENDA

Upon a single motion made by Mr. Baddourah and seconded by Ms. Devine, Council voted unanimously to approve the **Consent Agenda Items 6** through **17, 19** and **20.**

CONSIDERATION OF BIDS and AGREEMENTS

6. Council is asked to approve the Purchase of Fourteen (14) Edge in Car Systems and Accessories for the Columbia Police Department, as requested by the General Services Department. Award to Coban Technologies, Inc., using the SC State Contract in the amount of $74,456.63. This vendor is located in Houston, TX. *Funding Source: Capital Replacement/Computer Equipment Hardware, 6308972-627500 – Note: The original budgeted amount is $74,456.63. - Approved*

7. Council is asked to approve the Renewal of Workers' Compensation Excess Loss Insurance Coverage effective July 1, 2016 through June 30, 2017, as requested by the Risk Management Division. Award to NY Marine & General Insurance Company in the amount of $62,813.00. This vendor is located in New York, NY. *Funding Source: Workers' Comp Administration, 6098939/636200 Insurance and Bonding - Approved*

8. Council is asked to approve the 2016/2017 National Pollutant Discharge Elimination System (NPDES) Testing and Sludge Cake Testing for the City's Metro Wastewater Treatment Plant, as requested by the Utilities and Engineering Department. Award to Rogers & Callcott in the amount of $50,088.60. This firm is located in Columbia, SC. *Funding Source: Metro Wastewater Treatment Plant Fiscal Year 2016/2017 Operating Budget 5516208-638305 contingent upon budget approval. The original budgeted amount is $50,000.00. - Approved*

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9. Council is asked to approve Project SS7378; Flood Repairs at Caughman Road, as requested by the Utilities and Engineering Department. Award to G.H. Smith Construction, the lowest and responsive bidder in the amount of $100,500.00. This firm is located in Columbia, SC. *Funding Source: Operating Maintenance Fund, 5516205-538400 – Note: This is a Clean Water 2020 Program Project and a SC Severe Storms and Flooding 2015 Project / FEMA DR4241/DR3373. The original budgeted amount is $150,000.00. The following sub-consultants will receive $20,000.00(19.9%) of the contract value. - Approved*

Sub-consultants	Locations	Services	Contract %	Amount
Fortiline Waterworks	Columbia, SC	Pipe/casing	9.95%	$10,000.00
Concrete Supply	Columbia, SC	Flow Fill	9.95%	$10,000.00

10. Council is asked to approve an Emergency Project for Construction Administration and Inspection Services at Crane Creek, as requested by the Utilities and Engineering Department. Award to Michael Baker International in the amount of $529,006.54. This firm is located in Columbia, SC. *Funding Source: Funding Source: 5529999-SS695401-638400 – Note: This is a Clean Water 2020 Program Project and a SC Severe Storms and Flooding 2015 Project / FEMA DR4241/DR3373. The original budgeted amount is $631,913.00. The following sub-consultants will receive $128,072.00(24.3%) of the contract value. - Approved*

Sub-consultants	Locations	Services	Contract %	Amount
Hazen & Sawyer	Columbia, SC	Engineering Support; Damage Sewer System Repairs, technical specification, opinion of cost development of front/end bidding, bidding assistance and bid document interpretation	18.2%	$96,054.00
Case Consulting *(MBE)*	West Columbia, SC	Construction Administration, Site visits, field observation and monitoring	3.5%	$18,518.00
Steadman & Associates	Columbia, SC	Surveying	2.6%	$13,500.00

11. Council is asked to approve an Agreement for Sanitary Sewer Projects, as requested by the Utilities and Engineering Department. Award to the Home Owners Association of Lake Katharine, Inc. in an amount not to exceed $390,000.00. This firm is located in Columbia, SC. – *Note: This project will be funded by CIP Project SS7261. The original budgeted amount is $390,000.00. - Approved*

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12. Council is asked to approve Project WM4336; Water Main Construction along Rose Drive, Kolob Street, Nephi Street, Edmond Drive, Lotus Street and Hibiscus Street, as requested by the Utilities and Engineering Department. Award to G.H. Smith Construction, the lowest responsive bidder in the amount of $888,381.00. This firm is located in Columbia, SC. *Funding Source: Water Improvements, 5529999-WM433601-658650 – Note: This is a Mentor Protégé Program Project. Lake Murray Utility of Chapin, SC is the Protégé and will implement $161,676.20 (20%) of the contract value. The original budgeted amount is $898,000.00 in the Fiscal Year 2015/2016 CIP. The following sub-consultants will receive $305,000.00(37%) of the contract value. - Approved*

Sub-consultants	Locations	Services	Contract %	Amount
Fortiline Waterworks	Columbia, SC	Pipe/casing	19%	$155,000.00
Concrete Supply	Columbia, SC	Flow Fill	15%	$125,000.00
Lane Construction	West Columbia, SC	Asphalt paving	3%	$25,000.00

13. Council is asked to approve Project SS6966(17); Annual Pipe Rehabilitation Contract Extension, as requested by the Utilities and Engineering Department. Award to Inland Pipe Rehabilitation, the lowest responsive bidder in the amount of $4,500,000.00. This firm is located in Stone Mountain, GA. *Funding Source: Sanitary Sewer Improvement Fund 5529999-658650 - contingent upon budget approval – Note: This is a Mentor Protégé Program Project. Holzheimer Construction of Gilbert, SC is the Protégé and will implement no less than 20% of the contract value: The original budgeted amount is $4,500,000.00 in the Fiscal Year 2016/2017 Capital Improvement Program. - Approved*

ORDINANCES – SECOND READING

14. Ordinance No.: 2016-023 – Granting encroachment to St. Luke Lutheran Church for directional signs on the southwest corner of Whaley Street and Wayne Street – *First reading approval was given on June 7, 2016. – Approved on second reading.*

15. Ordinance No.: 2016-028 – Granting an encroachment to the University of South Carolina for the use of the right of way areas of the 600 and 700 blocks of Park Street for installation and maintenance of bollards, parking spaces, accessible ramp with handrails, irrigation, curbing, gutters and sidewalks adjacent to the Carolina Coliseum at 701 Assembly Street, Richland County TMS #08915-08-01 – *First reading approval was given on June 7, 2016. - Approved on second reading.*

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16. Ordinance No.: 2016-029 – Granting an encroachment to the Knights of Columbus for installation and maintenance of brick pavers and sod within the right of way area of the 1600 block of Marion Street adjacent to its building at 1623 Marion Street, Richland County TMS #09014-05-05 – *First reading approval was given on June 7, 2016. - Approved on second reading.*

17. Ordinance No.: 2016-030 – Granting an encroachment to Seth Thorp and Mae Young for installation and maintenance of a wrought iron fence within the right of way area of the 1800 block of Combahee Avenue adjacent to 329 Edisto Avenue, Richland County TMS #11311-01-02 – *First reading approval was given on June 7, 2016. - Approved on second reading.*

18. Ordinance No.: 2016-042 *(Revised)* – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article I, In General, Article II, Mayor and Council, Article III, Officers and Employees and Article 1, Procurement – *First reading approval was given on June 7, 2016 as amended. - Approved on second reading as amended.*

Upon a motion made by Mr. McDowell and seconded by Mr. Baddourah, Council voted unanimously to give second reading approval to Ordinance No.: 2016-042 – Amending the 1998 Code of Ordinances of the City of Columbia, South Carolina, Chapter 2, Administration, Article I, In General, Article II, Mayor and Council, Article III, Officers and Employees and Article 1, Procurement as revised and subject to amending Section 2-7. Mayor Pro Tempore by deleting the words "following a general election for the council" so that the section reads, "At the first council meeting in January the council shall elect one member of their body as mayor pro tempore to serve as such for one year…"

ANNEXATION, COMPREHENSIVE PLAN MAP AMENDMENT & ZONING MAP AMENDMENT – SECOND READING

19. 825 Abernathy Street and 7660- Garners Ferry Road, TMS#16314-01-02 and 16314-01-03; request to annex, assign land use classification Community Activity Corridor (AC-2) and assign zoning of RG-2 (General Residential). The property is currently classified as undeveloped and zoned GC (General Commercial) in Richland County. – *The Public Hearing was held on May 17, 2016. First reading approval was given on June 7, 2016. - Approved on second reading.*

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Council District:	3
Proposal:	Annex, assign land use classification AC-2 and zone property RG-2
Applicant:	Shandon Terrace, LLC
PC Recommendation:	Approve (6-0); 03/07/16
Staff Recommendation:	Annex, assign AC-2 Land Use Classification and RG-2 Zoning

Ordinance No.: 2016-021 – Annexing and Incorporating 825 Abernathy Street and 7660 Garners Ferry Road, Richland County TMS #16314-01-02 and 16314-01-03 into the Plan Columbia Land Use Plan Putting the Pieces Together adopted by Ordinance No.: 2015-014 on February 17, 2015 Abernathy 7660 Garners Ferry – *The Public Hearing was held on May 17, 2016. First reading approval was given on June 7, 2016. - Approved on second reading.*

EVENT RESOLUTIONS

20. Resolution No.: R-2016-041 – Authorizing consumption of beer and wine beverages only at Vista Bike Night Fundraiser for Camp Kemo on July 20, 2016 - *Approved*

PRESENTATIONS

21. Introduction of the June 2016 Employee of the Month – Columbia Police Chief William "Skip" Holbrook

Deputy Police Chief Melron Kelly, Columbia Police Department introduced Sergeant Eric S. Murphy as the June 2016 Employee of the Month. He described Sergeant Murphy as a 19-year veteran who has been around the department since he was in middle school. He said that Sergeant Murphy always presents himself in a pleasant, friendly and self-confident manner.

Mayor Benjamin presented Sergeant Eric S. Murphy with a plaque and City Manager Teresa Wilson presented Sergeant Eric S. Murphy with a token of appreciation for being selected as the City of Columbia June 2016 Employee of the Month.

Mayor Benjamin presented Ms. Chanique Belton, Senior Executive Assistant / Scheduler for the Office of the Mayor with a 5-Year Service Pin.

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22. South Carolina Cornbread Festival Update – Ms. Sabrina Odom, Executive Director of the North Columbia Business Association

Ms. Sabrina Odom, Executive Director of the North Columbia Business Association thanked Council for their support of the annual scholarship pageant and the Cornbread Festival that started four years ago in an effort to revitalize the North Main corridor; attract tourists; and support small businesses. She said the festival also brings awareness to serious social issues that negatively impact our community. She said they partnered with the South Carolina Coalition Against Domestic Violence this year. She introduced Miss Thomasena Thomas as the 2016 Miss South Carolina Pearls Queen. She will be participating in the 2017 Miss South Carolina Pageant.

Miss Thomasena Thomas, Miss SC Pearls Cornbread Festival Queen told Council that pageant brought awareness to domestic violence and her platform was entrepreneurship. At the age of 16, she owns Fairy Cakes SC, which is a gourmet cupcake and confectionary company located in Florence, South Carolina. She brought red velvet cupcakes for Council members to sample along with her business proposal. Through a partnership with local schools, the company has twelve employees and twelve interns that will work on commission to learn more about customer service and business. For more information visit www.fairycakessc.com.

23. Columbia Jewish Heritage Initiative – Ms. Robin Waites, Executive Director of the Historic Columbia Foundation

Ms. Robin Waites, Executive Director of the Historic Columbia Foundation presented the Columbia Jewish Heritage brochure. She said they worked with a variety of partners to collect and preserve local Jewish history. It began with a baseline study and conversations with Jewish members of the community. She announced that the first phase of the web based tour was unveiled this week. Ms. Joann Turnquist, Executive Director of the Central Carolina Community Foundation donated $20,000 through a Connected Communities Grant and the City of Columbia matched that grant. She reported that in year one, they recorded and transcribed fifteen oral histories, collected over 200 photographs, reached over 10,000 people, and reached over 800 students in Richland School District One. In year two we look forward to building on this success.

Mayor Benjamin took a point of personal privilege to recognize Ms. Danielle Gadow, the former Executive Director of the Columbia Downtown Business Association. He said she played a role in introducing him to what it meant to have a strong and vibrant downtown. Ms. Gadow is here with her son who is working to earn a Boy Scout merit badge.

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PUBLIC HEARINGS

RESOLUTION

24. Resolution No.: R-2016-035 – Designating Wheeler Hill Neighborhood as a Residential Parking Permit District - *Approved*

Council opened the Public Hearing at 6:43 p.m.

No one appeared in support of or in opposition to this matter.

Council closed the Public Hearing at 6:43 p.m.

Upon a motion made by Mr. Baddourah and seconded by Mr. McDowell, Council voted unanimously to approve Resolution No.: R-2016-035 – Designating Wheeler Hill Neighborhood as a Residential Parking Permit District.

ORDINANCE – FIRST READING

25. Ordinance No.: 2016-041 – Granting a Franchise to Keyser Concessions, LLC for operation of a stationary sidewalk vending cart on the northwest corner of Main Street and Washington Street- *Approved on first reading.*

Council opened the Public Hearing at 6:44 p.m.

No one appeared in support of or in opposition to this matter.

Council closed the Public Hearing at 6:44 p.m.

Upon a motion made by Mr. Baddourah and seconded by Mr. McDowell, Council voted unanimously to give first reading approval to Ordinance No.: 2016-041 – Granting a Franchise to Keyser Concessions, LLC for operation of a stationary sidewalk vending cart on the northwest corner of Main Street and Washington Street.

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OTHER MATTERS

26. Council is asked to approve a Certificate of Convenience and Necessity, as requested by the Business License Division. Award to Mr. Harry T. Chatman, Sr. doing business as Chatman Luxury Cab Company located 7032 Claudia Drive, Columbia, SC 29223 – *Note: The applicant is planning to place one (1) taxi into service and will add additional taxis at a later date. – This item was withdrawn from the agenda.*

BUDGET ORDINANCE – SECOND READING

27. Ordinance No.: 2016-036 – To Raise Revenue and Adopt the Budget for the City of Columbia, South Carolina, for the Fiscal Year ending June 30, 2017 – *First reading approval was given on June 7, 2016. This ordinance includes the following budgets. - Approved on second reading as amended.*

Proposed Operating Budgets		Proposed Capital Improvement Programs
General Fund	Parking Fund	Water and Sewer
Water & Sewer Fund	Hospitality Tax Fund	Storm Water
Storm Water Fund	Accommodations Tax Fund	Parking

Fiscal Year 2016/2017 Budget and Capital Improvement Program Revisions

Mr. Baddourah moved approval of Ordinance No.: 2016-036 – To Raise Revenue and Adopt the Budget for the City of Columbia, South Carolina, for the Fiscal Year ending June 30, 2017. The motion was seconded by Mr. Duvall.

Councilor Devine asked if the water and sewer budget that was passed last week was in balance.

Ms. Melisa Caughman, Budget and Program Management Director said the budget was approved without the rate increase and we've come back with a budget that reflects that.

Mayor Benjamin asked to discuss our plans for water and sewer improvements as a result of not passing the increase.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations asked the Director of Utilities and Engineering to describe the changes that helped to reduce the Capital Improvement Program from $140 million to $120 million.

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Mr. Joey Jaco, Director of Utilities and Engineering explained that the wastewater capital improvement projects are budgeted at $80 million and the water capital improvement projects were reduced from $60 million to $40 million. He reported that the AMR/AMI project was reduced to $2 million and the following projects were deferred: the next phase of the Chapin expansion project, expansion project WM3767 in the Rimer Pond Road area, and the Horseshoe Pump Station improvements.

Mayor Benjamin said this will cause our revenues to go down and we should expect to hear from home builders.

Mr. Joey Jaco, Director of Utilities and Engineering acknowledged that the deferral of these projects may impact some developments. He said we kept the Longtown Road expansion project which is in an area that has pending developments. He said he isn't aware of any project that is being held as a result of this. We are in the process of collecting easements for all of these projects and if we get projects ready to bid, we will bid them. He continued to report that they eliminated the unforeseen budget and they will transfer savings to that account.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations stated that we met with developers that are relying on water projects to move forward. She agreed that Council may hear from developers. She noted that developers can choose to expand lines themselves.

Mayor Benjamin asked the City Attorney if the changes made to the hospitality tax allocations need to be a part of this motion.

Ms. Melisa Caughman, Budget and Program Management Director said yes although you are not changing the amount in the budget; you are reallocating within the fund.

Mayor Benjamin clarified that Council authorized the allocation of an additional $312,000 to the Hospitality Tax Advisory Committee to make appropriations to prospective groups.

Councilor Devine asked that the groups that were subject to the 10% loss be kept whole.

Ms. Melisa Caughman, Budget and Program Management Director clarified that the $200,000 would be surplus funds in the 2016/2017 budget and the Hospitality Tax budget is now $11,039,000.

Councilor Devine asked if the Water and Sewer Fund is being amended from the last vote.

Mayor Benjamin said the motion is to adopt Ordinance No.: 2016-036, as amended.

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Councilor Devine said she will vote in favor of this since all of the budgets are combined. She said she would not vote in favor of the Water and Sewer budget if it were separate. She said the reduction is short sighted and it prohibits us from doing the things we need to be doing.

Mayor Benjamin said there are real implications to our decisions and we will be limiting our expansion in the two fastest growing areas of the region for this system. It is short sighted and it's misguided. I will vote for the budget, but it's the wrong decision to make.

Councilor Davis said he will be voting for this version of the budget, because it doesn't contain the back to back rate increases.

Mayor Benjamin noted that projections show a double-digit increase next year.

Upon a motion made by Mr. Baddourah and seconded by Mr. Duvall, Council voted unanimously to give second reading approval to Ordinance No.: 2016-036 – To Raise Revenue and Adopt the Budget for the City of Columbia, South Carolina, for the Fiscal Year ending June 30, 2017 to include the $120,000 Water and Wastewater Capital Improvement Program as amended; with an additional $312,000 allocation to the Hospitality Tax Advisory Committee and groups that were subject to the 10% loss will be kept whole.

ZONING MAP AMENDMENT – SECOND READING

28. 1829, 1859 and 1863 West Buchanan Drive; TMS#13907-03-28, -29, and -30; request to rezone from RS-1 (Single-Family Residential) to RS-2 (Single-Family Residential). – Public Hearing was held on May 17, 2016. – *Public Hearing was held on May 17, 2016. First reading approval was given on June 7, 2016 by a vote of four (4) to one (1). - Approved on second reading by a vote of four (4) to two (2).*

Council District:	4
Proposal:	Rezone parcels from RS-1, -FP to RS-2, -FP
Applicant:	John B. Blackmon
PC Recommendation:	Approve (7-0), 03/7/16
Staff Recommendation:	Deny

Councilor Baddourah said that the Director of the Gills Creek Watershed opposed this rezoning and staff's recommendation is also to deny. He said there is going to be an issue with the drainage and I can't support it.

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Upon a motion made by Mr. Duvall and seconded by Mr. Davis, Council voted four (4) to two (2) to give second reading approval to the Zoning Map Amendment for 1829, 1859 and 1863 West Buchanan Drive; TMS#13907-03-28, -29, and -30; request to rezone from RS-1 (Single-Family Residential) to RS-2 (Single-Family Residential). Voting aye were Mr. McDowell, Mr. Duvall, Ms. Devine and Mr. Davis. Mr. Baddourah and Mayor Benjamin voted nay.

ORDINANCES – FIRST READING

29. Ordinance 2016-043 – Granting an Easement to South Carolina Electric & Gas Company (SCE&G) along a portion of City-owned property identified as Richland County TMS# 22906-04-22 (North Springs Water Pump Station Site, 808 North Springs Road) for utilities to serve the North Springs Road (S40-1834) and Risdon Way Intersection Improvements Project; CF#250-399 - *Approved on first reading.*

Upon a motion made by Mr. Baddourah and seconded by Mr. Davis, Council voted unanimously to give first reading approval to Ordinance 2016-043 – Granting an Easement to South Carolina Electric & Gas Company (SCE&G) along a portion of City-owned property identified as Richland County TMS# 22906-04-22 (North Springs Water Pump Station Site, 808 North Springs Road) for utilities to serve the North Springs Road (S40-1834) and Risdon Way Intersection Improvements Project; CF#250-399.

30. Ordinance No.: 2016-044 – Granting an encroachment to Kristine Moore and Richard Moore for installation and maintenance of a concrete and brick driveway and landscaping within the right of way area of the 3400 block of Heyward Street adjacent to property located at 3404 Heyward Street, Richland County TMS #11405-14-17- *Approved on first reading.*

Upon a motion made by Mayor Benjamin and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-044 – Granting an encroachment to Kristine Moore and Richard Moore for installation and maintenance of a concrete and brick driveway and landscaping within the right of way area of the 3400 block of Heyward Street adjacent to property located at 3404 Heyward Street, Richland County TMS #11405-14-17.

31. Ordinance No.: 2016-045 – Annexing The Village, Phase 1A at 9 South Olmsted Lane and 13 South Olmsted Lane Richland County TMS # 28902-14-01 and 28902-14-02- *Approved on first reading.*

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Upon a motion made by Mr. Duvall and seconded by Mr. Baddourah, Council voted unanimously to give first reading approval to Ordinance No.: 2016-045 – Annexing The Village, Phase 1A at 9 South Olmsted Lane and 13 South Olmsted Lane Richland County TMS # 28902-14-01 and 28902-14-02. Mayor Benjamin abstained from voting due to a potential conflict of interest.

32. Ordinance No.: 2016-047 – Annexing 1104 Deerpark Drive, Richland County TMS #28900-01-41 - *Approved on first reading.*

Upon a motion made by Mr. Duvall and seconded by Ms. Devine, Council voted unanimously to give first reading approval to Ordinance No.: 2016-047 – Annexing 1104 Deerpark Drive, Richland County TMS #28900-01-41. Mayor Benjamin abstained from voting due to a potential conflict of interest.

33. Ordinance No.: 2016-048 – Authorizing the City Manager to execute a Lease between the City of Columbia and the Catholic Charities of the Diocese of Charleston, Inc. for 1219 Laurel Street (Clean of Heart) - *Approved on first reading.*

Upon a motion made by Mr. Baddourah and seconded by Mr. Duvall, Council voted unanimously to give first reading approval to Ordinance No.:. 2016-048 – Authorizing the City Manager to execute a Lease between the City of Columbia and the Catholic Charities of the Diocese of Charleston, Inc. for 1219 Laurel Street (Clean of Heart).

RESOLUTION

34. Resolution No.: R-2016-045 – Release and Abandonment of the City's Existing 80' Access Easement along a portion of Richland County TMS #14600-03-64 near the Killian Road Tank Site; CIP Project #WM4113; CF#220-313 - *Approved*

Upon a motion made by Ms. Devine and seconded by Mr. Duvall, Council voted unanimously to approve Resolution No.: R-2016-045 – Release and Abandonment of the City's Existing 80' Access Easement along a portion of Richland County TMS #14600-03-64 near the Killian Road Tank Site; CIP Project #WM4113; CF#220-313.

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APPOINTMENTS

35. Climate Protection Action Committee

Upon a motion made by Mr. Baddourah and seconded by Mr. Davis, Council voted unanimously to give first reading approval to appoint Mr. Hernan A. Villalba to the Climate Protection Action Committee.

Upon a motion made by Mr. McDowell and seconded by Mr. Duvall, Council voted unanimously to affirm that the Chair of the Climate Protection Action Committee will prospectively be a citizen elected from the body of those appointed by City Council.

CONSIDERATION OF MATTERS DISCUSSED DURING THE WORK SESSION

36. Fiscal Year 2016 / 2017 Accommodations Tax and Hospitality Tax Funding Recommendations – *Please refer to Item 1 and Item 27.*

Upon a motion made by Mayor Benjamin and seconded by Ms. Devine, Council voted unanimously to approve the Hospitality Tax and Accommodations Tax funding recommendations from the committees with the following amendments:

(i) Appropriate an additional $312,000 for committee allocations;
(ii) Amend the commitment to the Columbia Museum of Art to fund $100,000 for years one and two; $250,000 for years three and four; and $300,000 for year five for a total amount of $1 million;
(iii) Remove the restriction from the $50,000 allocated to the Columbia City Ballet so that it is not for a specific performance; and to
(iv) Direct staff to index hospitality tax committee allocations and look at more hospitality tax collections going to arts organizations.

37. Health Care Strategies Update – *Please refer to Item 2.*

A motion was made by Mr. Baddourah to approve the existing Defined Dollar Benefit. It was seconded by Ms. Devine.

Councilor Duvall said he plans to vote no on this as a protest for the lack of decision that will get the City of Columbia on the right track as a course for handling the cost of our retirees' benefits.

Councilor McDowell made a motion to defer action on the Defined Dollar Benefit.

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Teka D. Meow
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Ms. Pamela Benjamin, Human Resources Director explained that a vote is needed on the Defined Dollar Benefit (DDB), because it has to be maintained to reduce the GASB liability. This impacts our actuarial, which is based on a fiscal year. She said any plan design changes would need to be made prior to our open enrollment in October for the plan to start in January.

Mayor Benjamin said the admonition from our consultant relating to the Defined Dollar Benefit was crystal clear and it would be a mistake not to understand that. We should continue our other discussions in an active and formal process over the next several months.

Ms. Teresa Wilson, City Manager recalled the consultant's correlation between maintaining the DDB and the premium increases for retirees and dependents. She asked if Council will be voting on those premium changes for retirees and dependents, by maintaining the DDB.

Ms. Pamela Benjamin, Human Resources Director said yes, they could.

Mr. Baddourah said he is not comfortable with that.

Ms. Teresa Wilson, City Manager asked if Council can vote to maintain the DDB and then we can come back with plan design changes to include the premiums.

Ms. Pamela Benjamin, Human Resources Director said as long as we maintain the DDB, there are lots of levels of flexibility to change things. It's clear that the suggestions keep us within sustaining the DDB and if we don't we will incur additional liabilities.

Mr. McDowell withdrew his motion to defer action on the Defined Dollar Benefit.

Upon a motion made by Mr. Baddourah and seconded by Ms. Devine, Council voted five (5) to one (1) to approve maintaining the existing Defined Dollar Benefit. Voting aye were Mr. McDowell, Mr. Baddourah, Ms. Devine, Mr. Davis and Mayor Benjamin. Mr. Duvall voted nay.

OCTOBER 2015 HISTORIC FLOOD RECOVERY UPDATE – Ms. Keely Thibodeaux, AIA, PMP, Principal for Landmark Consulting

Ms. Teresa Wilson, City Manager reported that we are moving along very well with the flood recovery and we want to give an update on our efforts.

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Ms. Keely Thibodeaux, AIA, PMP, Principal for Landmark Consulting outlined the funding sources that are currently being managed. She announced that the City received a 25% match from the State for the Public Assistance portion of work on large projects. She reviewed the grant management status for FEMA, while noting that the bulk of the City's projects are in the final review stage and ready to be obligated. She noted that there is $67 million worth of requests on the FEMA side. The 25% State match has an estimated value of $16.26 million and this cost share was originally going to be borne by the City. She noted that these are estimates that will become more finite as we get through design and construction. She reported that the City initially submitted $100 million worth of requests for FEMA 404 Mitigation. Approval has been received to move forward into the full application phase with eight (8) of the projects. She noted that the requests total $57.5 million, but the State only has $36 million available.

Mr. Fred Tombar, Senior Vice President for Government Services for the Plexos Group said he is leading the task to help develop the City's action plan for the use of $19.9 million in Community Development Block Grant-Disaster Recovery (CDBG-DR) funds. He reported that Department of Housing and Urban Development (HUD) recently released the rules for this grant and it will become effective on June 22, 2016. He reported that HUD is now requiring the City to perform a risk analysis and we are engaged in a data and document collection process to develop that plan.

Councilor Duvall inquired about the types of risks that are being analyzed.

Mr. Fred Tombar, Senior Vice President for Government Services for the Plexos Group said the analysis will focus on operations and procedures. He continued to report that the action plan must be submitted to HUD within 30 days and HUD gives itself at least 45 days for approval. He explained that the CDBG-DR grant activities must comply with one of HUD's national objectives for the CDBG. He further explained that disaster recovery funds are given by Congress and the money must be used to address an unmet need from the specific disaster event. He said the most sacrosanct rule in disaster recovery funding is the prohibition against duplication in benefits. First, this requires that the value of private insurance proceeds be determined; subsequently there is a layering of federal funds starting with FEMA; and afterwards HUD provides gap funding. He said we have to determine where there are unmet needs and only those needs can be addressed with CDBG-DR funds.

Councilor Duvall inquired about mitigation funds that can be used to buy properties from home owners and businesses. He asked if this is eligible for HUD funds.

Mr. Fred Tombar, Senior Vice President for Government Services for the Plexos Group suggested that the City use the 404 Mitigation funds for that if the State makes a portion of that $36 million available to the City.

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Mayor Benjamin said that is a priority for most of us and we will rely heavily on your advice on how to properly allocate funds.

Councilor Devine said 70% of the benefit has to go to low or moderate income, but a lot of the property we are considering may not qualify for that. She asked if we are planning a discussion for staff's recommendations so that Council can come to a consensus.

Ms. Teresa Wilson, City Manager said staff has prepared a priority listing for Council's feedback. She sought feedback on having this discussion during the July 19, 2016 Work Session.

Mr. Fred Tombar, Senior Vice President for Government Services for the Plexos Group reiterated that one of the requirements of the CDBG-DR appropriation is that 70% of the benefit goes to low and moderate income households. He noted that this is different from the normal CDBG requirement of 50%. The City has entered into a data sharing agreement with the Federal government to receive their updated data on who was impacted and what the unmet needs from the disaster are. He added that they are planning to leverage some of the City's existing programs to the extent that they address the unmet needs that exist. Also, both Richland and Lexington Counties are engaged in this process and we are coordinating our outreach efforts and messages.

Ms. Keely Thibodeaux, AIA, PMP, Principal for Landmark Consulting reported that six disaster survey reports have been submitted to the National Resources Conservation Service (NRCS). This funding is used for waterway debris removal. These requests are valued at $1.2 million and require a 25% match that can be done with in-kind services or City donations. She said this is not included with the State's match. We are coordinating with the Army Corp, although a permit isn't required. A project agreement and update will be presented to Council in July.

Ms. Dana Higgins, City Engineer reported that the six sites are down the Gills Creek Watershed and Smith Branch near Summerlea. She said we are doing two sites and the other four sites will be put out for bid.

Councilor Davis asked if the Randall Stream would qualify.

Ms. Melissa Gentry, P.E., Assistant City Manager for Operations said the money is for areas most impacted by the flood. She agreed to look at the Randall Stream.

Councilor Devine inquired about the restoration of vegetation.

Ms. Dana Higgins, City Engineer said the NRCS funding pays for the removal of sediment, the removal of debris and stream restoration.

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Erika D. Moore
CITY CLERK

Ms. Keely Thibodeaux, AIA, PMP, Principal for Landmark Consulting said there may be other sources that can be used for tree planting and landscaping. She announced that the Lost Creek Bridge is 95% complete and the road will reopen tomorrow. She presented a project management update that can also be found online at www.columbiasc.gov/flood. She reported that over 200 property owners were sent letters of interest. The proposed funding sources for property acquisition or elevation are the 404 Hazard Mitigation Grant Program, Flood Mitigation Assistance (FMA) Grant Program, and the Pre-disaster Mitigation (PDM) Grant Program. She noted that CDBG can also be used. She reported that outreach to property owners continues; twenty one (21) elevation applications have been submitted for FMA; thirty four (34) acquisition applications have been submitted for PDM; and a plan will be presented to City Council in July. Property acquisition next steps include continuing the application process; setting criteria by funding source; prioritizing applications; coordinating with the County; assigning a project manager; and determining the future use of properties. She reported that 8-10 projects will be obligated by the end of June; 404 Mitigation applications are due on August 18, 2016; the CDBG-DR risk analysis and implementation plan are due by July 22, 2016; design will start on the Canal; and we will continue to update the website. She noted that once the debris removal project is obligated, it will move into close-out.

Councilor Duvall asked if property owners were notified that their applications were submitted for Pre-Disaster Mitigation Grant funding.

Ms. Melisa Caughman, Budget and Program Management Director explained that all participants were interviewed and they knew that their requests would be submitted.

Councilor Baddourah inquired about the number of permits that have been issued to residents who have decided to rebuild or to elevate their properties.

There was a consensus of Council to schedule a Flood Recovery Update on Tuesday, July 19, 2016 at 2:00 p.m.

CITY COUNCIL COMMITTEE REPORTS/REFERALS

No reports or referrals were made at this time.

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APPEARANCE OF THE PUBLIC

No one appeared at this time.

Upon a motion made by Mr. Duvall and seconded by Mr. Davis, Council voted unanimously to enter into Executive Session at 8:09 p.m. for the continued discussion of items previously noticed.

We Are Columbia

Without objection, Mayor Benjamin adjourned the meeting at 8:49 p.m.

Respectfully submitted by:

Erika D. Moore
City Clerk

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SCHEDULE OF BENEFITS

Group Contract Number: 03-14580-00, 02 through 05, 11 through 12
Employer: City of Columbia
Plan of Benefits Effective Date: July 1, 2008

This Schedule of Benefits and the Benefits described herein are subject to all terms and conditions of the Plan of Benefits. In the event of a conflict between the Plan of Benefits and this Schedule of Benefits, the Schedule of Benefits shall control. Capitalized terms used in this Schedule of Benefits have the meaning given to such terms in the Plan of Benefits.

GENERAL PROVISIONS When a Benefit is listed below and has a dollar or percentage amount associated with it then the Benefit will be provided to Members subject to the terms of the Plan of Benefits. When a Benefit has a "Non-Covered" notation associated with it, the Benefit is not available to the Member. All Benefits are subject to the dollar or percentage amount limitation associated with each Benefit in this Schedule of Benefits.	
Probationary Period:	Coverage for new employees hired following the Effective Date of the Plan of Benefits will commence on the first monthly Effective Date following date of employment.
Pre-Existing Condition Period:	Each Member must serve a twelve-month Pre-Existing Condition Waiting Period, less any Creditable Coverage the Member can provide. Any member who is a Late Enrollee will serve an eighteen month Pre-Existing Condition Waiting Period. See Article II of the Plan of Benefits for information on qualifying for Special Enrollment.
Dependent Child, in addition to meeting the requirements contained in the Plan of Benefits; the maximum age limitation to qualify as a Dependent Child is:	A Child under the age of 19; or a Child who is over this age, but who has not reached the age of 25, and is enrolled in and is attending (with attendance qualifying such Child as a full-time student under the rules of the institution) one of the following: a. High school; or b. An accredited or licensed school commonly recognized as a vocational, technical or trade school; or c. An accredited college or university.
Incapacitated Child, in addition to meeting the requirements contained in the Plan of Benefits; to qualify as an Incapacitated Child the Child must:	a. Must be incapable of financial self-sufficiency by reason of mental or physical disability; and b. Be dependent on the Employee for at least 51% of his or her support or maintenance; and c. Be enrolled no later than 31 days after the Child's incapacitation; and d. Be incapacitated by maximum Dependent Child age.

Blue Cross BlueShield of South Carolina
An Independent Licensee of the Blue Cross and Blue Shield Association

Benefits Summary

City of Columbia

2010 Preferred Blue Plan

www.southcarolinablues.com

The following Schedule of Benefits is only a brief, non-legal outline of benefits being offered. Please refer to the employee handbook your Human Resources Department. Benefits apply to $2,000,000 Lifetime Maximum.

Benefits	Core Plan (Option A)		Buy-up (Option B)	
	In Network	Out of Network	In Network	Out of Network
Deductible	$500 (x3)	$500 (x3)	$250 (x3)	$250 (x3)
Out of Pocket	$2,000/ $4,000	$2500/ $5,000	$1,000 /$2,000	$2500/ $5,000
Co-Insurance	80%	60%	90%	70%
Physician Services Physician Charges for services in the office (excluding Obstetrical Delivery, Psychiatric Care, Dialysis Treatment and Second Surgical Opinion).	$20 Primary Care, then 100% $30 Specialist, then 100% Primary Care = General, Family Doctor, Pediatrician, Internist, OB/GYN	Deductible, 60%	$15 Primary Care, then 100% $25 Specialist, then 100% Primary Care = General, Family Doctor, Pediatrician, Internist, OB/GYN	Deductible, 70%
Other Physician Services Inpatient/Outpatient Hospital / Allergy Injections / Diagnostic Lab / X-Ray / Anesthesia Services / Radiology / Pathology / Obstetrical Delivery / Initial New Born / Pediatric Exam / All other Outpatient – Office Services	Deductible, 80%	Deductible, 60%	Deductible, 90%	Deductible, 70%
Preventive Care (In Network coverage only) Mammograms (Must see a provider in Mammography Network and are age 35 and older) Pap Smear/Prostate Screening Well Child Physicals	100% 100% $20 Co-pay, then 100% 100%	N/A	100% 100% $15 Co-pay, then 100% 100%	N/A
Chiropractic Benefits limit to 5 visits including rated x-rays	Deductible, 80%	Deductible, 60%	Deductible, 80%	Deductible, 70%
Hospital / Skilled Nursing Facility Charges	Deductible, 80%	Deductible, 60%	Deductible, 90%	Deductible, 70%
Outpatient Facility Charges	Deductible, 80%	Deductible, 60%	Deductible, 90%	Deductible, 70%
Ambulance	Deductible, 80%	Deductible, 80%	Deductible, 90%	Deductible, 90%
Emergency Room	$150 copay, 80%	$150 copay, 60%	$150 copay, 90%	$150 copay, 70%
Other Services Home Health Physical Therapy ($1,000 Maximum) Mental Health* & Substance Abuse**	Deductible, 100% Deductible, 80%	Deductible, 60% Deductible, 60%	Deductible, 100% Deductible, 90%	Deductible, 70% Deductible, 70%
Prescriptions Retail (31 day supply) Mail Order (90 day supply)	$5 (Generic) / $25 (Preferred) / $40 (Non-Preferred) $12.50 (Generic) / $62.50 (Preferred) / $100 (Non-Preferred)		$5 (Generic) / $25 (Preferred) / $40 (Non-Preferred) $12.50 (Generic) / $62.50 (Preferred) / $100 (Non-Preferred)	

Deduction Chart	Plan A	Plan B
Employee Only Per paycheck	$33.18/mo $15.31	$63.17/mo $29.16
Employee + Spouse Per paycheck	$172.54/mo $79.63	$244.50/mo $112.85
Employee + Child Per paycheck	$82.95/mo $38.28	$127.93/mo $59.04
Family Per paycheck	$252.17/mo $116.39	$348.12/mo $160.67

*Mental Health:
Approved Mandated Diagnosis by the state of South Carolina is covered as any other medical condition when they are presented as a primary diagnosis. Mental Health and Substance Abuse Services must be Pre-Authorized by CBA prior to services being rendered.
1-800-868-1032.

**Mental Health & Substance Abuse:
Non-Approved diagnosis and Substance Abuse limited to 30 days inpatient and 20 days outpatient. Substance Abuse limited to $50,000 Lifetime Maximum.

Pre-Authorization:
The following outpatient procedures need pre-authorization: Chemotherapy or Radiation Therapy (one time notification), Hysterectomy, Septoplasty, Sclerotherapy, all Cosmetic procedures, Investigational procedures performed in outpatient or office setting and Durable Medical Equipment over $500.00. All inpatient hospital or skilled nursing facility admissions, home health care, hospice care or inpatient physical rehabilitation, and services and supplies related to human organ and tissue transplants.

Columbia: 736-5990 Outside of Columbia: 1-800-327-3238 Out of State: 800-334-7287.
Customer Service: 1-800-760-9290 (Medical) / 1-888-963-7290 (Prescription Drugs)

City of Columbia
2013 Retiree Premiums
October 2, 2012

We Are Columbia

Post-employment Benefits

The City offers health insurance as post-employment benefits to our retirees.

- **Pre-65 Retirees** - Covered under the City's plan and has the same coverage as active employees.

- **Post-65 Retirees** - Fully insured plan with Medicare Part A & B is primary with a Senior Supplemental Plan and Pharmacy Part D offered through United Health Care.

Record 867

How does GASB 45 affect retiree premiums?

- In January 2012 City Council votes to cap the City's contribution to a defined dollar benefit amount. In May, retirees are notified that the City will cap its annual contribution and the retiree will be responsible for the remaining premium.

- The City's contribution is now capped to a specific amount for the retiree and dependent as follows:

Pre-65	City Contribution	Post-65	City Contribution
Retiree	$800	Retiree	$300
Dependent*	$600	Dependent	$225

*Dependent coverage is 75% of retiree coverage

Record 868

2013 Pre-65 Retiree Monthly Premiums

PLAN A – CORE PLAN	ENROLLMENT 276	2012 Retiree Premium	2013 Total Premium	City Monthly Contribution	2013 Retiree * Monthly Premium
Retiree	60	$33.18	$836.79	$800	$36.79
Retiree/Spouse*	57	$172.54	$1,589.79	$1,400	$189.79
Retiree/Child	38	$82.95	$1,491.25	$1,400	$91.25
Retiree/Family	27	$252.17	$1,589.79	$1,000	$277.79
Survivor	3	$139.36	$753.30	$600	$153.30
Survivor/Child	1	$218.99	$1,440.89	$1,200	$240.89

PLAN B – BUY UP PLAN	ENROLLMENT 112	2012 Retiree Premium	2013 Total Premium	City Monthly Contribution	2013 Retiree * Monthly Premium
Retiree	154	$63.17	$869.50	$800	$69.50
Retiree/Spouse	18	$244.50	$1,668.95	$1,400	$268.95
Retiree/Child	13	$127.91	$1,540.72	$1,400	$140.72
Retiree/Family	21	$348.12	$2,382.93	$2,000	$382.93
Survivor	35	$181.53	$799.46	$600	$199.46
Survivor/Child	3	$284.95	$1,513.45	$1,200	$313.43

* Premiums are effective January 1, 2013 through December 31, 2013.

Record 869

Post-65/Medicare Retiree Benefits

Medicare Supplemental Plan Information

- The City provides coverage for both a senior supplemental plan for health insurance and for a Part D Pharmacy plan.

- Senior Supplemental coverage and Pharmacy Part D coverage are treated as separate plans by Medicare and are considered as different products with separate premiums. Since each product or plan is a separate premium, we are splitting the premium between each plan product.

Retiree Sr. Supplement Plan Contribution	$150 per month
Retiree Pharmacy Part D Contribution	$150 per month
Retiree Dependent Sr. Supplemental Contribution	$112.50 per month
Retiree Dependent Pharmacy Part D Contribution	$112.50 per month

Record 870

2013 Post-65/Medicare Retiree Monthly Premiums

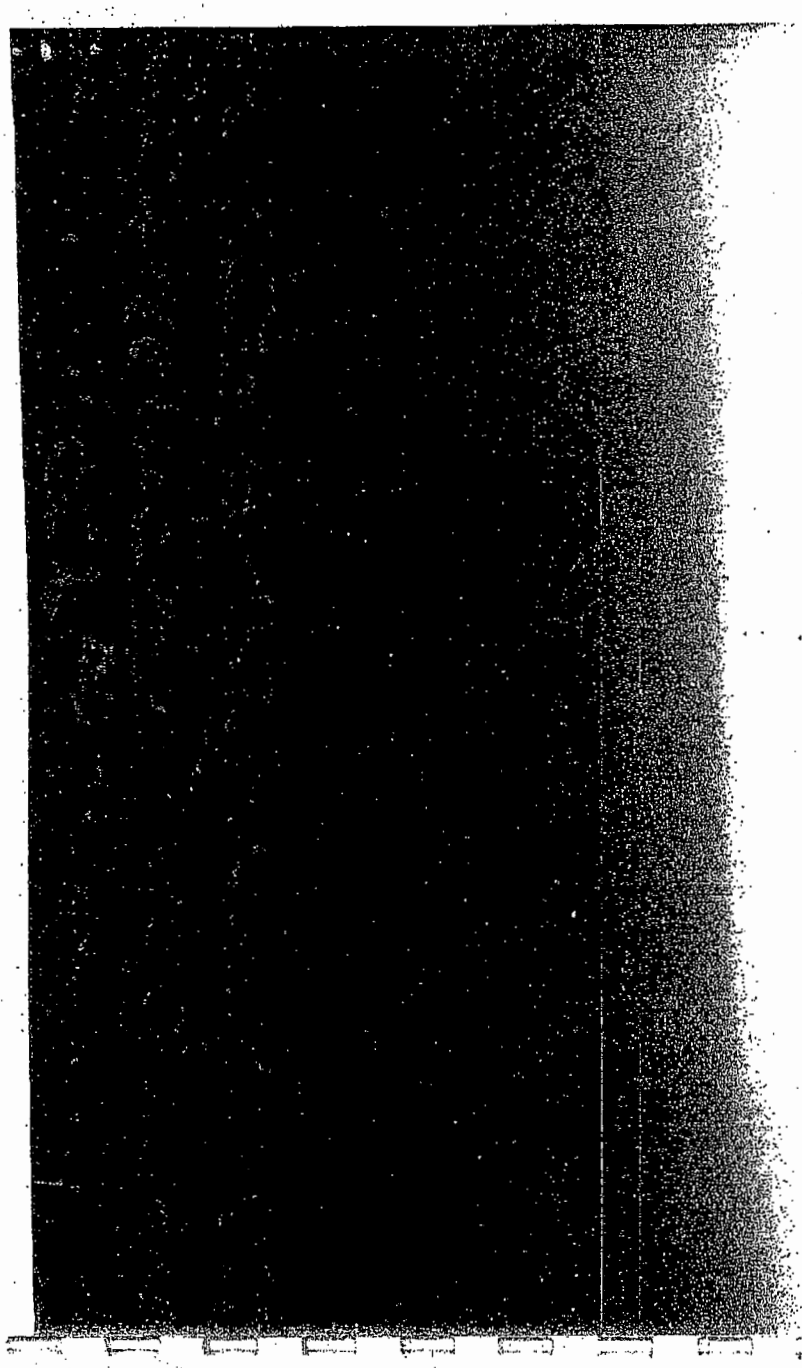
Sr. Supplemental Plan (Health)	2012 Health Premium	2012 Retiree Premium	2013 Health Premium	City Monthly Contribution	2013 Retiree * Monthly Premium

Pharmacy – Part D Plan	2012 Pharm Premium	2012 Retiree Premium	2013 Pharm Premium	City Monthly Contribution	2013 Retiree * Monthly Premium
Retiree	$218.56	$0	$214.78	$150.00	$64.78
Dependent	$218.56	$31.50	$214.78	$112.50	$102.28

Total Health & Pharmacy Monthly Premium	2012 Total Premium	2012 Retiree Premium	2013 Total Premium	City Monthly Contribution	2013 Retiree * Monthly Premium

* Premiums are effective January 1, 2013 through December 31, 2013.

Record 871



City of Columbia

EMPLOYEE AND RETIREE HEALTH COVERAGE

Revised 9-1-88

Record 872

CITY OF COLUMBIA
SOUTH CAROLINA
OFFICE OF THE CITY MANAGER / CITY HALL / POST OFFICE BOX 147 / COLUMBIA, S.C. 29217 / (803) 733-8223

TO ALL OUR FULL-TIME AND RETIRED EMPLOYEES

All of us appreciate the need for insurance.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Hospital, Medical and Major Medical Insurance.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct affect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 100% payment for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the insured, play the greatest role in helping to slow down the ever-increasing costs of health insurance. You keep your insurance affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and share it with your family so that each of you will understand the benefits and protection available. Please keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Graydon V. Olive, Jr.
City Manager

Record 873

CITY OF COLUMBIA
Group No. 03-14580-00-9 and subgroups

The effective date of the health insurance coverage explained in this booklet is July 1, 1988 for Active Employee and September 1, 1988, for Retirees.

Approval from Blue Cross

So that the highest possible allowance is paid for medically necessary care, there are times when Blue Cross must give approval for medical care in advance. If you or your dependents don't get approval, benefits may not be paid.

There are three kinds of approval: Pre-Admission Review, Emergency Review and Continued Stay Review. They are explained below.

Pre-Admission Review

You must get Pre-Admission Review approval before you or your dependent is admitted to a hospital. If you don't call for approval, or if the admission is disapproved but you go anyway, here's how benefits will be paid:

- No benefits will be paid for any part of room and board charges.

While you're in the hospital, your stay will be reviewed for medical necessity.

Emergency Admission Review

When you have an emergency (a life threatening situation), Blue Cross doesn't expect you to wait for Pre-Admission Review approval before you go to the hospital.

However, you must notify Blue Cross as follows:

- Within 24 hours after the emergency admission, or
- By 5 p.m. of the next working day following a weekend or holiday (Monday following a weekend or the day after a holiday if it's a working day).

If you don't call for approval, here's how benefits will be paid:

- No benefits will be paid for any part of room and board charges.

Continued Stay Review

If you or a dependent needs to be in the hospital longer than the period for which Blue Cross approved benefits, you must call Blue Cross for Continued Stay Review. You and the doctor will be notified by the HCMS nurse as to whether benefits for the continued stay are approved and for how long. If benefits are not approved and the patient stays in the hospital, or if no one calls for approval, here's how benefits will be paid:

- No benefits will be paid for any part of the hospital room and board charges for the continued stay.

Getting In Touch With Blue Cross

To contact Blue Cross for approval, call one of these toll-free numbers:

- 736-5990 from the Columbia area.
- 1-800-327-3238 in South Carolina.
- 1-800-334-7287 from outside South Carolina.

Record 874

Retiree Participation Requirements

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a full time (30 hrs. per week) employee, member of council, or judge, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a retired employee, the surviving spouse and dependent children may remain covered unless the spouse remarries. The dependent children may remain covered until they reach age 23, become gainfully employed, or marry, whichever occurs first.

Continuation Coverage of Health Insurance

On April 7, 1986, a new Federal law was enacted (Public Law 99-272, Title X) requiring that most employers sponsoring group health plans offer employees and their families the opportunity for a temporary extension of health coverage (called "continuation coverage") at group rates in certain instances where coverage under the plan would otherwise end. This notice is intended to inform you, in a summary fashion, of your rights and obligations under the continuation coverage provisions of the new law. (Both you and your spouse should take the time to read this notice carefully).

If you are an employee of the City of Columbia covered by the City of Columbia Blue Cross Plan, you have a right to choose this continuation coverage if you lose your group health coverage because of a reduction in your hours of employment or the termination of your employment (for reasons other than gross misconduct on your part).

If you are the spouse of an employee covered by the City of Columbia Blue Cross Plan, you have the right to choose continuation coverage for yourself if you lose group health coverage under the City of Columbia Blue Cross Plan for any of the following four reasons:

(1) The death of your spouse;

(2) A termination of your spouse's employment (for reasons other than gross misconduct) or reduction in your spouse's hours of employment;

(3) Divorce of legal separation from your spouse; or

(4) Your spouse becomes eligible for Medicare.

Record 875

City of Columbia

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

EFFECTIVE: 07/01/90

CITY OF COLUMBIA
SOUTH CAROLINA

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 100% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Record 877

Waiting Periods

If you were an employee of this group when it first enrolled with the Claims Administrator, there are no waiting periods.

But, if you joined this group after the first enrollment, the following waiting periods apply:

- 12 months for treatment of any condition that was diagnosed or treated during the 12 months before you became covered.
- 12 months for voluntary sterilization such as vasectomy or tubal ligation.
- 6 months for treatment of tonsils, adenoids, stones, fibroid tumors, benign tumors or cysts of the breast, goiter and varicose veins.
- 6 months for treatment of hernias, except strangulated hernias.
- 6 months for treatment of non-acute hemorrhoids.
- 6 months for treatment of obstetrical care.

If you change from single to family, two-person, or dependent coverage, these waiting periods apply to your dependents as of the effective date of your new coverage.

To get family, two-person, or dependent coverage when you marry, notify your Personnel Department immediately, at (803) 733-8264. The Claims Administrator can make your new coverage effective on the date of marriage if notified no later than 30 days after the wedding.

If you are an employee with single coverage, you can change to family, two-person, or dependent coverage no later than 30 days after the birth of a child if you are responsible for at least 51 percent of that child's support. The effective date of your new coverage will be the child's date of birth. Contact your Personnel Department at (803) 733-8264 when this event occurs.

Employee Eligibility

All regular, active employees working at least 30 hours per week, surviving spouses, and retirees are eligible for this group health coverage.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 10 years of City employment)

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular (at least 30 hours per week) employee, member of council, or judge, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Record 878

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a retired employee, the surviving spouse and dependent children may remain covered unless the spouse remarries. The dependent children may remain covered until they reach age 19 (23, if a full-time student in an accredited institution), become gainfully employed, or marry, whichever occurs first.

SERVICES AND SUPPLIES THAT ARE NOT PAID FOR

Some services or supplies you get may not be covered under this health coverage. Expenses for the following will not be paid:

- Services and supplies that are not medically necessary.
- Custodial care. This is care meant simply to help people who cannot take care of themselves.
- Cosmetic or reconstructive procedures, and any related services or supplies, which alter appearance but do not restore or improve impaired physical function, except when performed for:
  - restorative surgery when the beneficiary has been continuously covered with the Claims Administrator since the time of the original surgery or trauma;
  - treatment of a birth defect in a child who has been continuously covered under this Plan since the date of birth.
  - and is pre-approved by the Claims Administrator.

- Treatment or tests as an inpatient that could have been done safely as an outpatient.
- Investigational or experimental services.
- Any treatment or surgery for obesity, weight reduction, weight control or complications therefrom, reversal or reconstructive procedures resulting from such treatment.
- Dental services, except for the removal of impacted teeth or for dental treatment for up to a year after an accident.
- Services or supplies related to dysfunctional conditions of the muscles of mastication, malpositions, or deformities of the jaw bone(s), orthognathic deformities, or temporomandibular joint disorders, (usually called TMJ).
- Services or supplies not needed for diagnosis or treatment of an illness or injury.
- Treatment resulting from acts of war or military service.
- Services you are not charged for in Veterans Administration hospitals or other kinds of hospitals or agencies.
- Eyeglasses, contact lenses (except after cataract surgery), hearing aids and examination for the prescription or fitting thereof and any hospital or physician charges related to refractive care.
- Any service or supply provided by a member of the patient's family or by the patient, including the dispensing of drugs. A member of the patient's family means the spouse, parent, grandparent, brother, sister, child or spouse's parent.
- Any medical social services, occupational, visual, speech, recreational, educational, milieu therapy, or biofeedback.
- Services or supplies you got before you had coverage under this Plan or after you no longer have this coverage.
- Luxury or convenience items and travel expenses.

Record 879

COLUMBIA
A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

Effective: 07-01-92

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 100% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Record 881

- 6 months for treatment of hernias, except strangulated hernias.
- 6 months for treatment of non-acute hemorrhoids.
- 6 months for treatment of obstetrical care.

If you change from single to family, two-person, or dependent coverage, these waiting periods apply to your dependents as of the effective date of your new coverage.

To get family, two-person, or dependent coverage when you marry, notify your Personnel Department immediately, at (803) 733-8264. The Claims Administrator can make your new coverage effective on the date of marriage if notified no later than 30 days after the wedding.

If you are an employee with single coverage, you can change to family, two-person, or dependent coverage no later than 30 days after the birth of a child if you are responsible for at least 51 percent of that child's support. The effective date of your new coverage will be the child's date of birth. Contact your Personnel Department at (803) 733-8264 when this event occurs.

EMPLOYEE ELIGIBILITY

All regular, active, full-time employees (working at least 30 hours per week), judges, elected officials, full-time city attorneys, assistant city attorneys, other council appointed full-time positions, eligible surviving spouses/children and retirees are eligible for this health coverage.

Eligible surviving spouses and children include only those covered dependents whose spouse or parent is deceased while employed with the City of Columbia and those covered dependents in a retiree group whose spouse or parent is deceased. Eligible surviving spouses and children may continue coverage until the earlier of:

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increases from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Record 882

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

The covered, eligible dependent children may remain covered until they reach age 19 (or 23, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever occurs first.

SERVICES AND SUPPLIES THAT ARE NOT PAID FOR

Some services or supplies you get may not be covered under this health coverage. Expenses for the following will not be paid:

- Services and supplies that are not medically necessary.
- Custodial care. This is care meant simply to help people who cannot take care of themselves.
- Cosmetic or reconstructive procedures, and any related services or supplies, which alter appearance but do not restore or improve impaired physical function, except when performed for:
  - restorative surgery when the beneficiary has been continuously covered with the Claims Administrator since the time of the original surgery or trauma;

  - treatment of a birth defect in a child who has been continuously covered under this Plan since the date of birth.
  - and is pre-approved by the Claims Administrator.
- Treatment or tests as an inpatient that could have been done safely as an outpatient.
- Investigational or experimental services.
- Any treatment or surgery for obesity, weight reduction, weight control or complications therefrom, reversal or reconstructive procedures resulting from such treatment.
- Dental services, except for dental treatment for up to a year after an accident.
- Services and supplies related to the removal of impacted teeth.
- Services or supplies related to dysfunctional conditions of the muscles of mastication, malpositions, or deformities of the jaw bone(s), orthognathic deformities, or temporomandibular joint disorders, (usually called TMJ).
- Services or supplies not needed for diagnosis or treatment of an illness or injury.
- Treatment resulting from acts of war or military service.
- Services you are not charged for in Veterans Administration hospitals or other kinds of hospitals or agencies.
- Eyeglasses, contact lenses (except after cataract surgery), hearing aids and examination for the prescription or fitting thereof and any hospital or physician charges related to refractive care.
- Any service or supply provided by a member of the patient's family or by the patient, including the dispensing of drugs. A member of the patient's family means the spouse, parent, grandparent, brother, sister, child or spouse's parent.

Record 883

COLUMBIA
A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

Effective: 09-01-94

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Record 885

Eligible surviving spouses and children include only those covered dependents whose spouse or parent is deceased while employed with the City of Columbia and those covered dependents in a retiree group whose spouse or parent is deceased. Eligible surviving spouses and children may continue coverage until the earlier of:

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increased from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

The covered, eligible dependent children may remain covered until they reach age 19 (or 23, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever occurs first.

Record 886

COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH COVERAGE

PREFERRED COMPREHENSIVE

Effective: 07-01-96

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

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Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Record 888

If advance approval is not obtained, this Plan will not provide benefits for any part of the charges for Home Health Care, Hospice Care, DME and Human Organ Transplants. **You must get preauthorization from MCS.**

For more information about services and supplies that re-quire Preauthorization Review, please see the Definitions And Coverage Information section of this booklet.

WAITING PERIODS

If you were an employee of this group when it first enrolled with the Claims Administrator, there are no waiting periods.

But, if you joined this group after the first enrollment, the following waiting periods apply:

- 12 months for treatment of any condition that was diagnosed or treated during the 12 months before you became covered.
- 12 months for voluntary sterilization such as vasectomy or tubal ligation.
- 6 months for treatment of tonsils, adenoids, stones, fibroid tumors, benign tumors or cysts of the breast, goiter and varicose veins.
- 6 months for treatment of hernias, except strangulated hernias.
- 6 months for treatment of non-acute hemorrhoids.
- 6 months for treatment of obstetrical care.

If you change from single to family, two-person, or dependent coverage, these waiting periods apply to your dependents as of the effective date of your new coverage.

To get family, two-person, or dependent coverage when you marry, notify your Personnel Department immediately, at (803) 733-8264. The Claims Administrator can make your new coverage effective on the date of marriage if notified no later than 30 days after the wedding.

If you are an employee with single coverage, you can change to family, two-person, or dependent coverage no later than 30 days after the birth of a child if you are responsible for at least 51 percent of that child's support. The effective date of your new coverage will be the child's date of birth. Contact your Personnel Department at (803) 733-8264 when this event occurs.

EMPLOYEE ELIGIBILITY

All regular, active, full-time employees (working at least 30 hours per week and 48 weeks a year), judges, elected officials, full-time city attorneys, assistant city attorneys, other council appointed full-time positions, eligible surviving spouses/children and retirees are eligible for this health coverage. (See retiree participation requirements on the next page.)

Record 889

Eligible surviving spouses and children include only those covered dependents whose spouse or parent is deceased while employed with the City of Columbia and those covered dependents in a retiree group whose spouse or parent is deceased. Eligible surviving spouses and children may continue coverage until the earlier of:

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increased from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

The covered, eligible dependent children may remain covered until they reach age 19 (or 23, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever occurs first.

Record 890

COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH AND DENTAL COVERAGE

PREFERRED COMPREHENSIVE AND DENTAL

Effective: 07-01-97

Record 891

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Personal Care facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

Record 892

If advance approval is not obtained, this Plan will not provide benefits for any part of the charges for Home Health Care, Hospice Care, DME and Human Organ Transplants. **You must get preauthorization from MCS.**

For more information about services and supplies that re-quire Preauthorization Review, please see the Definitions And Coverage Information section of this booklet.

WAITING PERIODS

See attached supplemental booklet entitled "Your Rights Under HIPAA".

To get family, two-person, or dependent coverage when you marry, notify your Personnel Department immediately, at (803) 733-8264. The Claims Administrator can make your new coverage effective on the date of marriage if notified no later than 30 days after the wedding.

If you are an employee with single coverage, you can change to family, two-person, or dependent coverage no later than 30 days after the birth of a child if you are responsible for at least 51 percent of that child's support. The effective date of your new coverage will be the child's date of birth. Contact your Personnel Department at (803) 733-8264 when this event occurs.

EMPLOYEE ELIGIBILITY

All regular, active, full-time employees (working at least 30 hours per week and 48 weeks a year), judges, elected officials, full-time city attorneys, assistant city attorneys, other council appointed full-time positions, eligible surviving spouses/children and retirees are eligible for this health coverage. (See retiree participation requirements on this page.)

Eligible surviving spouses and children include only those covered dependents whose spouse or parent is deceased while employed with the City of Columbia and those covered dependents in a retiree group whose spouse or parent is deceased. Eligible surviving spouses and children may continue coverage until the earlier of:

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increased from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

Record 893

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement. Retirees are not eligible for dental coverage.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

The covered, eligible dependent children may remain covered until they reach age 19 (or 25, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever occurs first.

HEALTH SERVICES AND SUPPLIES THAT ARE NOT PAID FOR

Some services or supplies you get may not be covered under this health coverage. Expenses for the following will not be paid:

- Room and board charges in a hospital or skilled nursing facility when the required Preadmission Review, Emergency Admission Review and/or Continued Stay Review are not obtained.
- Services and supplies that are not medically necessary.
- Custodial care. This is care meant simply to help people who cannot take care of themselves.
- Cosmetic or reconstructive procedures - see attached supplemental booklet entitled "Your Rights Under HIPAA";
- Treatment or tests as an inpatient that could have been done safely as an outpatient.
- Investigational or experimental services.
- Any treatment or surgery for obesity, weight reduction, weight control or complications therefrom, reversal or reconstructive procedures resulting from such treatment.
- Dental services, except for dental treatment for up to a year after an accident.
- Services and supplies related to the removal of impacted teeth.
- Services or supplies related to dysfunctional conditions of the muscles of mastication, malpositions, or deformities of the jaw bone(s), orthognathic deformities, or temporomandibular joint disorders, (usually called TMJ).
- Services or supplies not needed for diagnosis or treatment of an illness or injury.
- Treatment resulting from acts of war or military service.

Record 894

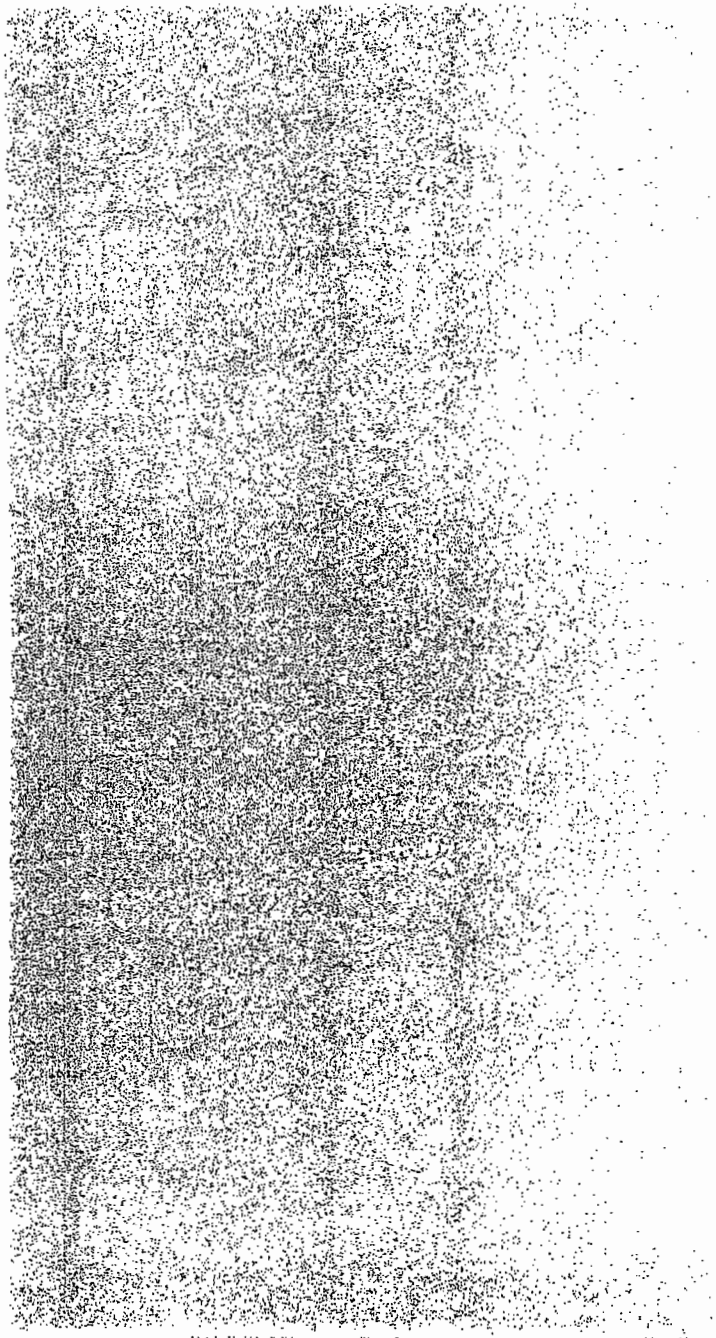
COLUMBIA

A Capital Place To Be

EMPLOYEE AND RETIREE HEALTH AND DENTAL COVERAGE

PREFERRED BLUE AND DENTAL

Effective: 08-01-99



Visit the BCBS Web Site

When you visit our Web site, **www.SouthCarolinaBlues.com**, you will find several very helpful options. For example, you will find a Provider Directory that is updated nightly, Network Pharmacies, the latest in health changes from our News section, Products Information and "My Insurance Manager". "My Insurance Manager" allows members to view the status of personal claims and check how much has been applied towards individual benefit year deductibles and out-of-pocket expenses. "My Insurance Manager" also has many additional advantages. You can check hospital inpatient and outpatient authorization status, access information on other health plans you have with us, check eligibility requirements and even order ID cards. And, if you have questions but cannot find the answers on the Web site, you can use the feature "Ask Customer Service" to get a response from a company representative.

Record 896

COLUMBIA
A Capital Place To Be

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage.

As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Blue facility for surgery done on an outpatient basis have been added to help control these escalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

City of Columbia
Group Number: 03-14580-00-9, 02-7,
03-6, 04-5, 05-4, 06-3, 07-2 and 12-5
Effective Date: July 1, 2000

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Record 897

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increased from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement. Retirees are not eligible for dental coverage.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

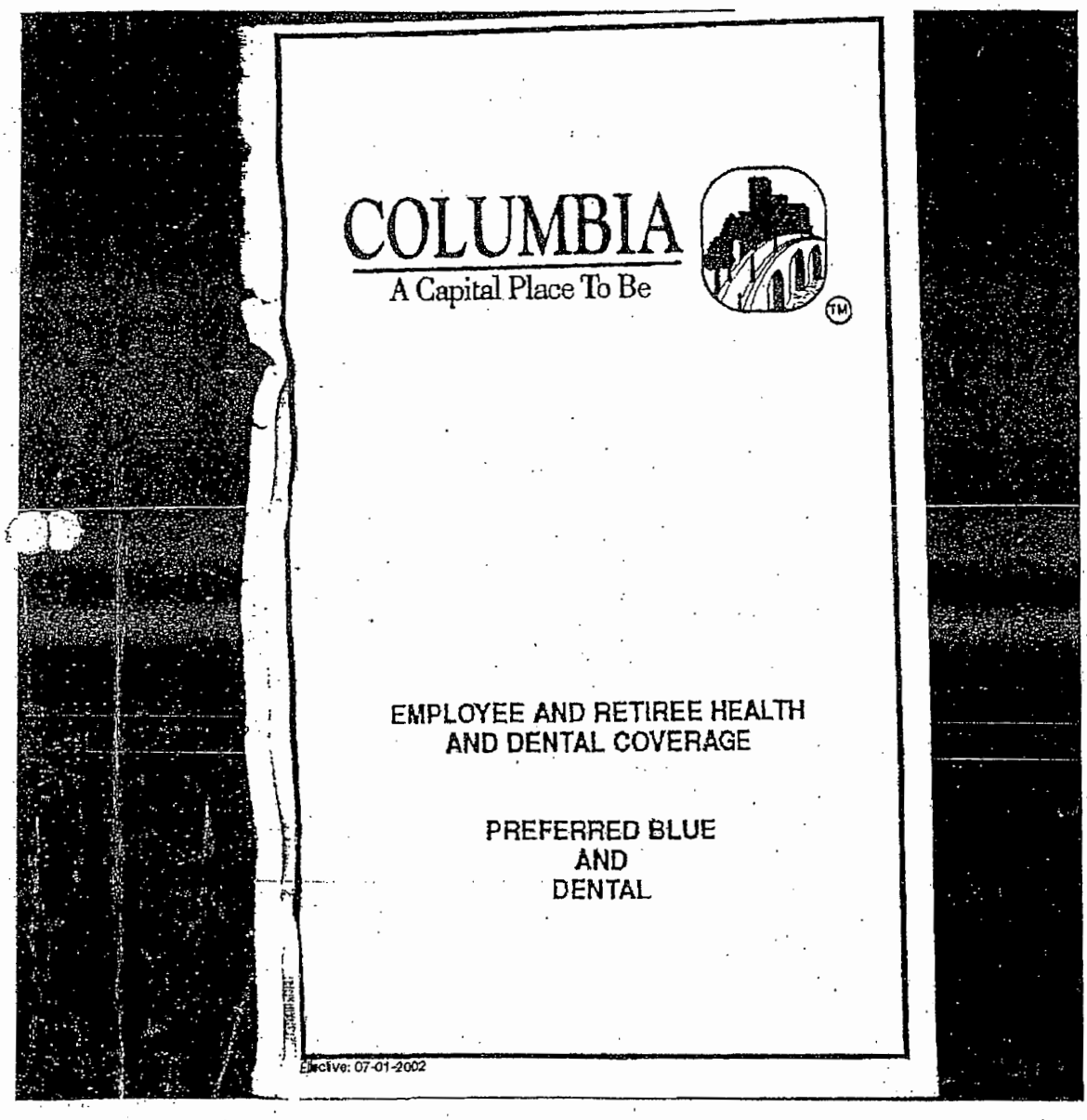
The covered, eligible dependent children may remain covered until they reach age 19 (or 25, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever occurs first.

HEALTH SERVICES AND SUPPLIES THAT ARE NOT PAID FOR

Some services or supplies you receive may not be covered under this health coverage. Expenses for the following will not be paid:

- Services and supplies that are not medically necessary;
- Custodial care. This is care meant simply to help people who cannot take care of themselves;
- Cosmetic or reconstructive procedures - see attached supplemental booklet entitled "Your Rights Under HIPAA";
- Treatment or tests as an inpatient that could have been done safely as an outpatient;

Record 898


COLUMBIA
A Capital Place To Be
EMPLOYEE AND RETIREE HEALTH
AND DENTAL COVERAGE
PREFERRED BLUE
AND
DENTAL
Effective: 07-01-2002

VISIT OUR WEB SITE

When you visit our Web site, **www.SouthCarolinaBlues.com**, you will find several very helpful options. For example, you will find a Provider Directory that is updated nightly, Network Pharmacies, the latest in health changes from our News section, Products Information and "My Insurance Manager". "My Insurance Manager" allows covered persons to view the status of personal claims and check how much has been applied towards individual benefit year deductibles and out-of-pocket expenses. "My Insurance Manager" also has many additional advantages. You can check hospital inpatient and outpatient authorization status, access information on other health plans you have with us, check eligibility requirements and even order ID cards. And, if you have questions but cannot find the answers on the Web site, you can use the feature "Ask Customer Service" to get a response from a company representative.

Group Number: 03-14580-00-9, 02-7, 03-6, 04-5, 05-4, 06-3, 07-2, and 12-5

0840306

TO ALL OUR FULL-TIME EMPLOYEES

All of us appreciate the need for health and dental coverage. As evidence of our interest in your welfare, arrangements have been made with Blue Cross and Blue Shield of South Carolina to provide Comprehensive and Dental Coverage.

Today, an important item in health care and benefit programs is the control of escalating health care costs. In view of this, we have implemented workable, practical cost containment and cost saving procedures that have a direct effect on limiting the level of medical expenses. Items such as outpatient testing before hospital confinement and 95% payment at a Preferred Blue facility for surgery done on an outpatient basis have been added to help control these excalating costs.

By practicing cost containment with your medical expenses you, the beneficiary, play the greatest role in helping to slow down the ever-increasing costs of health coverage. You keep your coverage affordable by always using your benefits wisely, and this decreases the possibility of contribution increases.

These are not just fringe benefits, but because the City pays the vast majority of the cost for you, they represent a significant source of compensation far beyond your paycheck.

Please take the time to read the entire booklet and keep it with your other important papers.

If you have any questions about how these benefits apply to you, please ask our Personnel Department for assistance.

0840306

ROUTING: D0A7016 SUZONNE PETERS
FOLDID: MS031458000
DEPT/CC 060 EMPID S729
07/14/05 15:28:05 PAGE 005 OF 093

City of Columbia
Group Number: 03-14580-00-9, 02-7,
03-6, 04-5, 05-4, 06-3, 07-2, and 12-5
Effective Date: July 1, 2002

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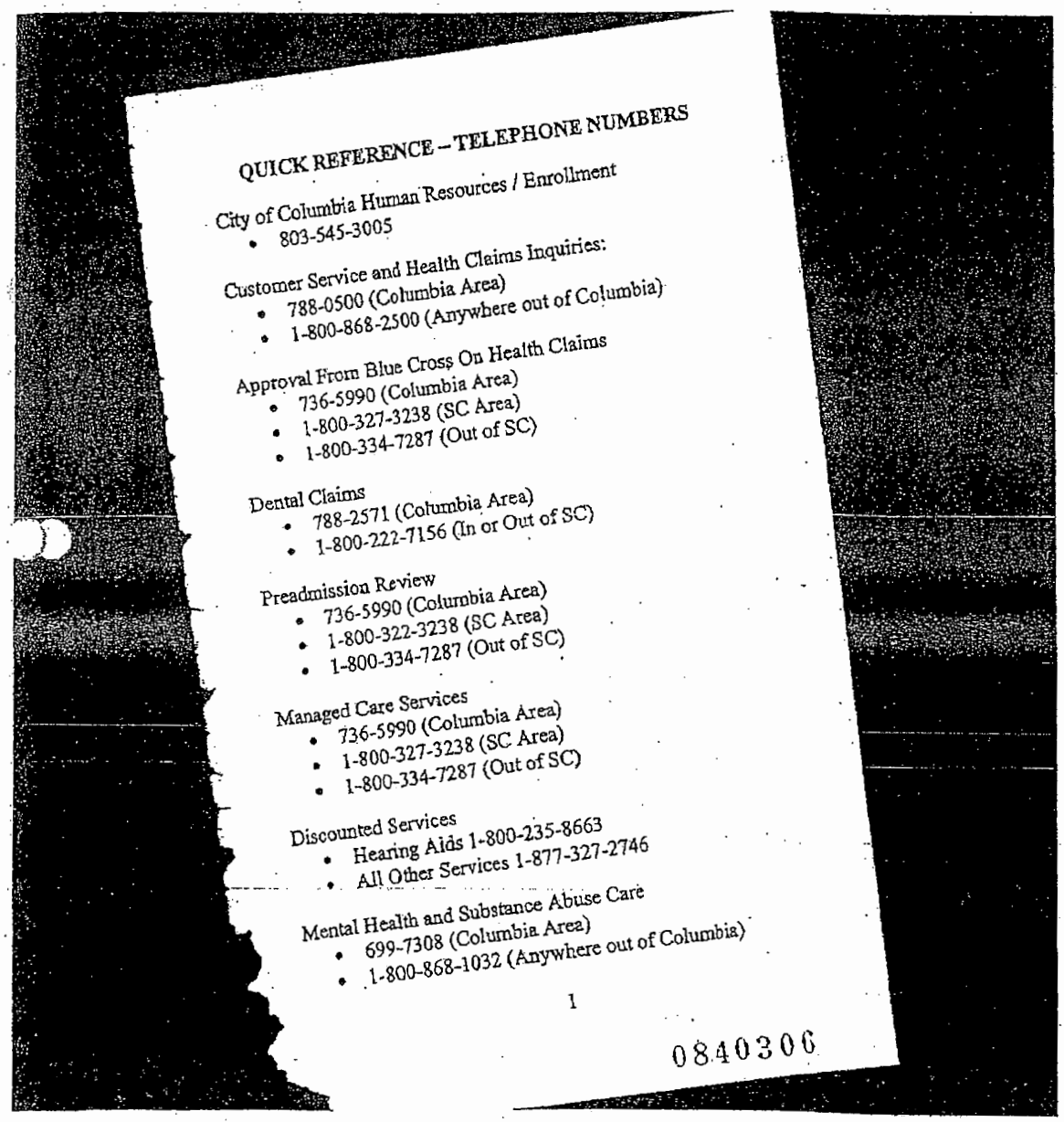

QUICK REFERENCE – TELEPHONE NUMBERS

City of Columbia Human Resources / Enrollment
- 803-545-3005

Customer Service and Health Claims Inquiries:
- 788-0500 (Columbia Area)
- 1-800-868-2500 (Anywhere out of Columbia)

Approval From Blue Cross On Health Claims
- 736-5990 (Columbia Area)
- 1-800-327-3238 (SC Area)
- 1-800-334-7287 (Out of SC)

Dental Claims
- 788-2571 (Columbia Area)
- 1-800-222-7156 (In or Out of SC)

Preadmission Review
- 736-5990 (Columbia Area)
- 1-800-322-3238 (SC Area)
- 1-800-334-7287 (Out of SC)

Managed Care Services
- 736-5990 (Columbia Area)
- 1-800-327-3238 (SC Area)
- 1-800-334-7287 (Out of SC)

Discounted Services
- Hearing Aids 1-800-235-8663
- All Other Services 1-877-327-2746

Mental Health and Substance Abuse Care
- 699-7308 (Columbia Area)
- 1-800-868-1032 (Anywhere out of Columbia)

1

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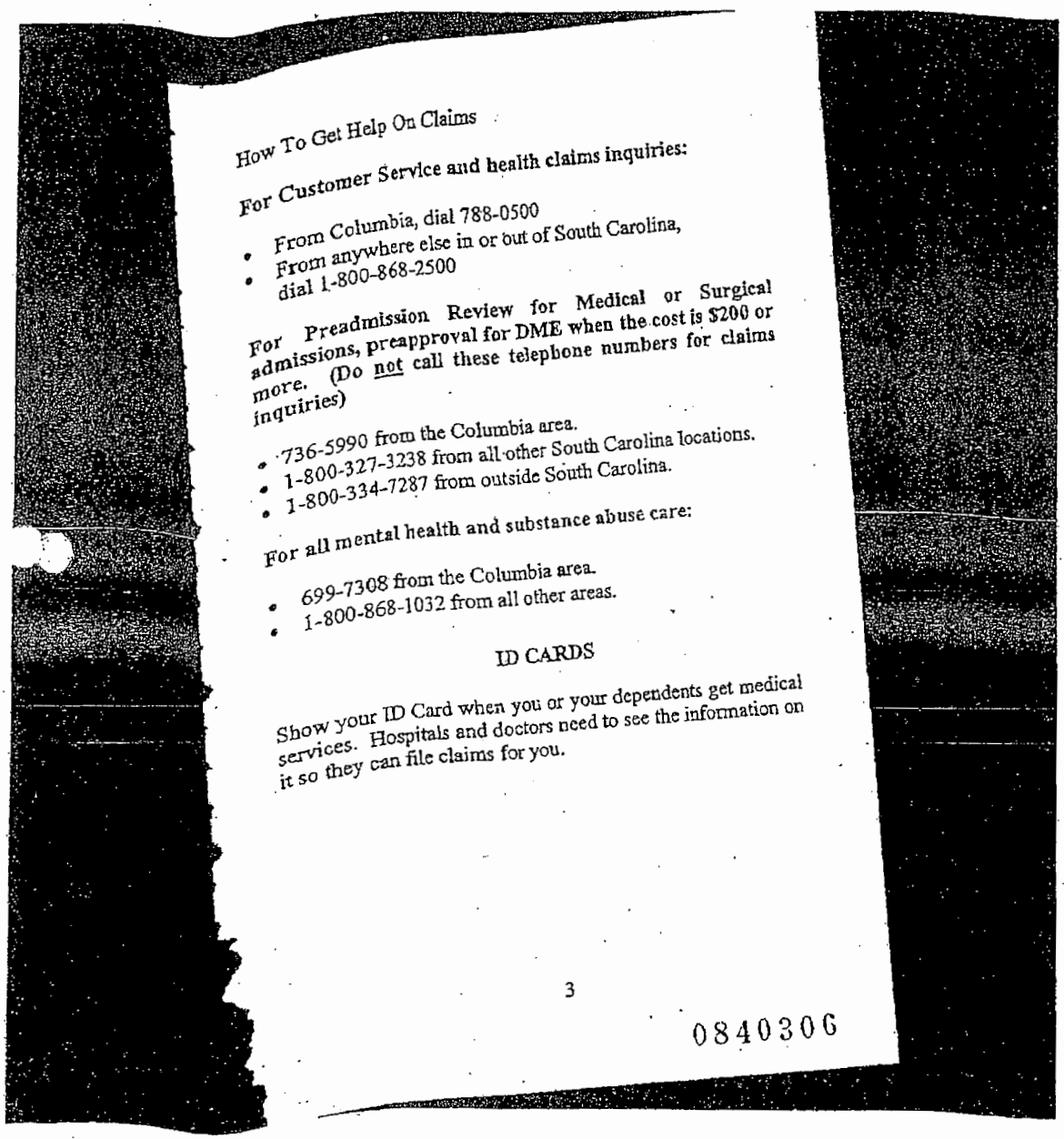


How To Get Help On Claims

For Customer Service and health claims inquiries:

- From Columbia, dial 788-0500
- From anywhere else in or out of South Carolina, dial 1-800-868-2500

For Preadmission Review for Medical or Surgical admissions, preapproval for DME when the cost is $200 or more. (Do not call these telephone numbers for claims inquiries)

- 736-5990 from the Columbia area.
- 1-800-327-3238 from all other South Carolina locations.
- 1-800-334-7287 from outside South Carolina.

For all mental health and substance abuse care:

- 699-7308 from the Columbia area.
- 1-800-868-1032 from all other areas.

ID CARDS

Show your ID Card when you or your dependents get medical services. Hospitals and doctors need to see the information on it so they can file claims for you.

3

0840306

SUMMARY OF HEALTH BENEFITS

The maximum payment per covered person per lifetime is $1,000,000.

All inpatient admissions require a per-occurrence copayment. Inpatient admissions to Preferred Blue facilities are subject to a $150 per-occurrence copayment. A $250 per-occurrence copayment is required for non-Preferred Blue facilities. There is a $50 per-occurrence copayment for each emergency room services visit. (The $50 per-occurrence copayment is waived when the emergency room visit results in an inpatient admission. Then the inpatient per-occurrence copayment amount applies.) Your benefit year deductible is $200 per covered person, limited to two deductibles per family.

All other covered services and supplies are subject to the benefit year deductible, unless otherwise indicated on the Summary of Benefits. Benefit year deductibles and any per-occurreace copayments must be met before any benefits can be paid under this coverage.

All admissions require approval by our Claims Administrator for benefits to be paid. If approval is not received, no benefits will be paid for room and board charges. See the "Approval from Blue Cross and Blue Shield of South Carolina" in this booklet.

There are also other services that require preapproval. Please see the Preauthorization Review section in your booklet for specifics.

In this Summary of Benefits you will find "percent of covered expenses" followed by one, two or three asterisks. The asterisks indicate if a per-occurrence copayment, benefit year deductible or both applies to the covered expenses.

0840306

EMPLOYEE ELIGIBILITY

All regular, active, full-time employees (working at least 30 hours per week and 48 weeks a year), judges, elected officials, full-time city attorneys, assistant city attorneys, other council appointed full-time positions, eligible surviving spouses/children and retirees are eligible for this health coverage. (See retiree participation requirements on the next page.)

Eligible surviving spouses and children include only those covered dependents whose spouse or parent is deceased while employed with the City of Columbia and those covered dependents in a retiree group whose spouse or parent is deceased. Eligible surviving spouses and children may continue coverage until the earlier of:

a. Remarriage,
b. Eligibility for group health coverage by any other employer's plan,
c. Eligibility for Medicare or Medicaid, or
d. Children no longer considered a dependent, as defined in the Plan of Benefits.

Coverage for new employees will commence on the first of the month following date of regular employment.

Retiree Participation Requirements
(Must have 20 years of City employment)

Effective July 1, 1992, the eligibility requirements for retirees increased from 15 to 20 years of service. Retirees who are currently covered will remain covered as stated at time of retirement.

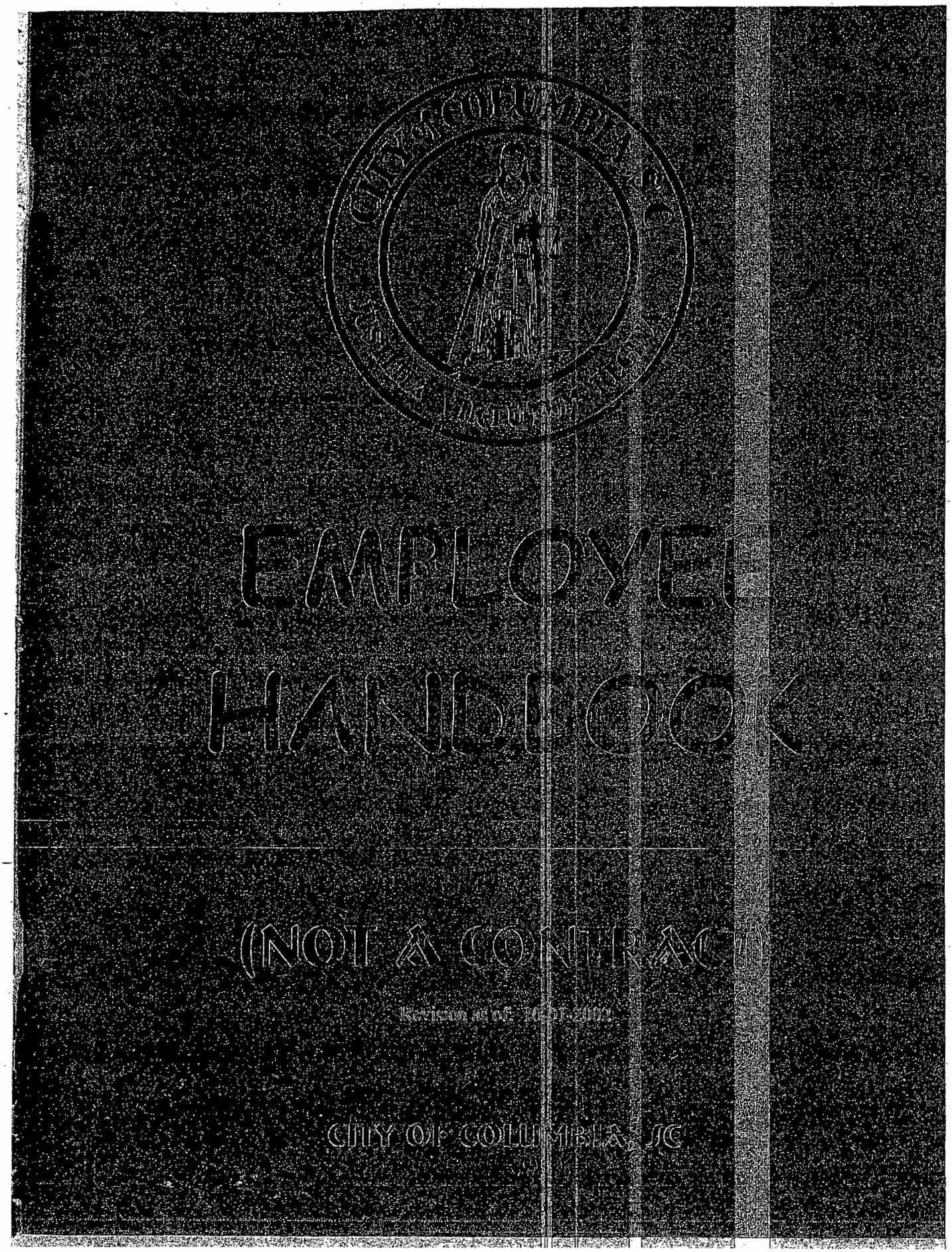
Health coverage is available to retiring employees and dependents if certain eligibility requirements are met. If a retiree wants to participate in this program, the Personnel Department must be notified within 31 days of retirement. Retirees are not eligible for dental coverage.

An eligible participant must qualify for a City of Columbia Retirement Program, Fire Fighters Retirement, or Police Retirement. The participant must have worked for the city as a regular employee (at least 30 hours per week), been a judge, elected official, full-time city attorney, assistant city attorney, other council appointed full-time employee, participated in the City of Columbia Employee Health Coverage Program, and be employed by the City at the time of retirement.

Retiree Health Coverage for this program will be paid under the benefits specified in this booklet until the attainment of age 65. At age 65 the retiree must be enrolled in Medicare PART A and PART B under TITLE XVIII of the Social Security Act. The benefits for this program are paid after Medicare benefits are paid. Contact Personnel when you attain age 65 at (803) 733-8264.

Following the death of a covered retired employee, the surviving spouse and child(ren) may remain covered as long as they meet the "eligible surviving spouse/child(ren)" requirements as stated on the previous page under "Employee Eligibility".

The covered, eligible dependent children may remain covered until they reach age 19 (or 25, if a full-time student in an accredited institution), becomes gainfully employed, or marry, whichever comes first.


EMPLOYEE
HANDBOOK
(NOT A CONTRACT)
Revision as of 10-01-2002
CITY OF COLUMBIA, SC

IMPORTANT NOTICE

This employee handbook serves as a guideline containing various rules, policies and procedures relating to your employment. Many of the provisions are summaries of federal, state, and municipal laws. Such laws change from time to time. Furthermore, the City finds it necessary or advisable to alter its rules, policies and procedures from time to time. Therefore, the provisions of this handbook and the City's personnel policies are subject to change by the City at any time.

NOTHING IN THIS HANDBOOK OR IN ANY OF THE CITY'S PERSONNEL POLICIES SHALL BE DEEMED TO CONSTITUTE A CONTRACT OF EMPLOYMENT AND ALL EMPLOYEES OF THE CITY ARE EMPLOYEES-AT-WILL WHO MAY QUIT AT ANY TIME FOR ANY REASON AND WHO MAY BE TERMINATED AT ANY TIME FOR ANY OR NO REASON. NO ORAL OR WRITTEN PROMISES OR REPRESENTATIONS BY A DEPARTMENT DIRECTOR, DIVISION HEAD OR SUPERVISOR WILL CHANGE THE AT-WILL STATUS OF AN EMPLOYEE. ONLY THE CITY MANAGER HAS AUTHORITY TO ENTER INTO CONTRACTS OF EMPLOYMENT AND ANY SUCH CONTRACTS MUST BE IN WRITING AND SIGNED BY THE CITY MANAGER.

No personnel manual can anticipate every circumstance or question about policy. As the City of Columbia's operations continue to grow, the City reserves the right to revise, supplement, or rescind any policies or portion of the employee handbook, from time to time, as it deems appropriate, in its sole and absolute discretion. Employees will be informed as quickly as possible of revisions.

DISCLAIMER: EMPLOYMENT-AT-WILL

Employment with the City of Columbia is entered into voluntarily and the employee is free to terminate his employment, at will at any time, with or without notice or cause. The City may terminate the employment relationship with the employee, at will at any time, with or without notice or cause.

The provisions of this manual have been developed at the discretion of the City and, except for its policy of employment-at-will, will be amended or canceled at any time, at the City's sole discretion.

NROLLMENT APPLICATION

LUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA
OMPANION LIFE INSURANCE COMPANY

P

ACTION

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 21, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ YES ☐ NO	2, 6, 9, 15
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To:	2, 6, 9, 22
☒ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 21, 22
☐ i. Beneficiary Change Spouse Exclusion	2, 6, 9, 15, 14 or 20, 22
☐ J. I. D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From: / To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

IDENTIFICATION

(2) Check One ☒ Male ☐ Female — Employee - Last Name: Conway — First: Brailford — Initial: Frank

(3) If "New Add" enter the date of hire (full time)
If "Change in Coverage" enter the date of the event which cause the change in coverage
Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☐ Other — Mo. / Da. / Yr.

(4) Mailing Address — Street or P. O. Box: [redacted]

(City): Wa — (State): Sc — (Zip Code): [redacted]

(5) Group Name

(6) Social Security No. — (7) Your Birthdate Mo. / Yr. — (8) Spouse's Birthdate (Check here ☐ If NONE) Mo. / Yr.

(9) Group Number — (10) Dept. No. — (11) Payal. No.

(12) Type of Membership
☐ Employee Only
☐ Family
☐ Employee and Spouse
☐ Employee and Children
☐ Life Only
☐ Dental Only

(13) Additional Health Coverage Desired
☐ Major Medical
☐ Drug
☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
☐ Other

(14) Spouse Exclusion: Enter name of (divorced separated, etc.) Spouse not to be covered.
Name:

(15) Effective Date of Action Requested in This Block: Month / Day / Year

FOR BLUE CROSS AND BLUE SHIELD USE ONLY

Dept. Code	Emp. Code	I.D. Code

(16) MANDATORY SECTION - For Dependents to get Coverage
List Spouse for whom coverage is desired: Last Name — First — Init. — Sex ☐ Male ☐ Female

List All Dependent Children for whom coverage is desired (for additional space, use back of form.)

Last Name	First	Init.	Birthdate Mo. Da. Yr.	Sex	Last Name	First	Init	Birthdate Mo. Da. Yr.	Sex
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female

(17) Types and amount of Companion Life Insurance Coverage
☐ Life
☐ Accidental Death and Dismemberment
☐ Dependent Life
☐ Short-Term Disability
☐ Long-Term Disability

(18) Earnings: Amount — Check One: ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

(19) Life Class

(20) Beneficiary – Last Name — First — Init. — Relationship

(21) Job Description (Describe the duties and functions of your job:

(22) I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the r termination of my coverage.

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Q

EMBERSHIP APPLICATION

CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and ue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of uth Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☐ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From 5000
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 6 DAY 1 YEAR 07 DATE OF HIRE: MONTH _____ DAY _____ YEAR _____ ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name: Cruz Jr. First: Basilides Initial: Frank Home Telephone No.

5. Social Security No. [redacted]

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer

8. Blue Cross Group Number ☐☐-☐☐☐☐☐-☐☐-☐ 500

9. Dept. No. Fire

10. Payroll No. 06325

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: Ret 25 yrs
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Left Employment Date Mo. Day Yr. 5-31-07

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☒	☐
F – Family	☐	☐
F – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrator(s)
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

RECEIVED JUN 8 2007 HUMAN RESOURCES

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF:	BCRUZ Basilides	Frank	male	9-9-56			Yes	No
Spouse							Yes	No
Social Security No.								
Child					BC/Retirement Office: ✓		Yes	No
Social Security No.					Retiree log in book:			
Child					Keyed to computer: ✓		Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 6-01-07 Signature: Basilides F. Cruz

E CROSS AND BLUE SHIELD OF SOUTH CAROLINA
APANION LIFE INSURANCE COMPANY

A

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☒ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 22
☐ d. Left Employment – No Conversion; Deceased? ☐ YES ☐ NO	2, 6, 9, 15
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To:	2, 6, 9, 22
☐ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 22
☐ i. Beneficiary Change Spouse Exclusion	2, 6, 9, 15, 22
☐ j. I. D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From / To	
☐ l. Other	2, 6

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2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

(2) Check One ☒ Male ☐ Female

Employee - Last Name: Dimery | First: Dendous | Initial: L.

(3) Enter DATE HIRED (full-time) . . . If "NEW ADD", or Enter DATE OF EVENT . . . . . causing "CHANGE COVERAGE"
Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☐ Other
Mo. 01 / Da. 01[illegible] / Yr. 85

(4) Mailing Address: [redacted] Street or P. O. Box

(City) [redacted] (State) (Zip Code)

(6) Social Security No. [redacted]

(7) Your Birthdate Mo. 07 / Yr. 42

(8) Spouse's Birthdate (Check here ☐ if NONE) Mo. 88 / Yr. 88

(12) Type of Membership
☐ Employee Only
☐ Family
☐ Employee and Spouse
☒ Employee and Children
☐ Life Only
☐ Dental Only

(13) Additional Health Coverage Desired
☐ Major Medical
☐ Drug
☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
☐ Other

(14) Spouse Exclusion: Enter name of (divorced, separated, etc.) Spouse not to be covered.
Name: Lula Hope Dimery

FOR BLUE CROSS AND BLUE SHIELD USE ONLY

(16) MANDATORY SECTION - For Dependants to get Coverage
List Spouse for whom coverage is desired: Last Name | First | Init. | Sex ☐ Male ☐ Female

List All Dependant Children for whom coverage is desired (for additional space, use back of form)

Last Name	First	Init.	Birthdate Mo. Da. Yr.	Sex	Last Name	First	Init	Birthdate Mo. Da. Yr.	Sex
[redacted]	[redacted]		[redacted]	☒ Male ☐ Female	[redacted]	[redacted]		[redacted]	☐ Male ☐ Female
[redacted]	[redacted]	L	[redacted]	☐ Male ☒ Female	[redacted]	[redacted]		[redacted]	☒ Male ☐ Female

(17) Types and amount of Companion Life Insurance Coverage
☐ Life
☐ Accidental Death and Dismemberment
☐ Dependent Life
☐ Short-Term Disability
☐ Long-Term Disability

(20) Beneficiary – Last Name | First | Init. | Relationship

(21) OTHER HEALTH INSURANCE INFORMATION you can help keep your insurance premiums down by completing the questions that follow:

A) Are you or any member of your family covered by any other Group Health Insurance? ☐ YES ☒ NO

B) Does any member of your family have Medicare? ☐ YES ☐ NO

(22) I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorization includes release of Medicare Part A and Part B claim information from the effective date of my coverage until termination of my coverage.

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date [illegible] 7 1984 Signature [illegible]

CHANGE APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

I. Check "ACTION(S)" Needed:	REQUIRED BLOCKS
a. Primary Care Physician Change — For Companion HealthCare members only	2,3,4,5,7,20,21
b. Change Coverage — Explain:	2,3,4,5,7,8,11,13,14,21
c. Transfer Within Your Group ▶ (From: Grp. #) To: ▶	2,3,4,5,7,8,14,21
d. Left Employment — No Conversion: Deceased? ☐ YES ☐ NO	2,3,4,5,7,8,13,21
e. Left Employment — Wants Conversion or Medicare Complementary Info.	2,3,4,5,7,8,13,21
f. Name Change ▶ (From:) To: ▶	3,4,5,7,8,21
g. Address Change ▶ (From:) To: ▶	3,4,5,6,7,8,21
h. Department Number Change ▶ (From:) To: ▶	3,4,5,7,8,9,21
i. Beneficiary Change and/or ☐ Spouse Exclusion	2,3,4,6,7,8,12 or 18,21
j. I.D. Card Request	3,4,5,7,8
k. Social Security No. Change ▶ (From:) To: ▶	3,4,5,7,8,21
l. Add Dependents	2,3,4,5,7,8,20,21
m. Other — Explain:	2,5

INSTRUCTIONS

1. Blocks NOT shaded are to be completed by the applicant, as indicated by ACTION NEEDED.
2. Blocks shaded gray are to be completed by the Employer.
3. Blocks shaded blue are to be used by BC/CHC only.
4. Refer to your Group Administrator's Guide for complete instructions.

C

D

EFFECTIVE DATE OF CHANGE REQUESTED (Month, Day, Year)

IDENTIFICATION

1. Employee — Last Name: DIMERY | First: DENIOUS | Initial: L | 5. Social Security No.:
2. Mailing Address (Street or P.O. Box) | (City) | (State) | (Zip Code)
3. Employer's Group Number

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption B ☐ Death C ☐ Transfer Within Your Group F ☑ COBRA Extension OR Other — Explain: retiring disability 10+ years svc.
D ☐ Divorce E ☐ Marriage ▶ 12. Name of spouse to be excluded from coverage (if applicable)
13. Occurrence Date or Left Employment Date: Mo. Day Yr. 3/3/91

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (indicate life coverage information, if applicable, in blocks 15 through 19)

	BC/BS HEALTH	CHC HEALTH	OPTIONAL COVERAGE: STAND ALONE DENTAL	STAND ALONE DRUG
S-Single	☒	☐	☐	Other
F-Family	☐	☐	☐	Optional ▶ ☐
F-Employee/Children	☐	☐	☐	Coverage
S-Employee/Spouse	☐	☐	☐	(Specify:)

01 ☐ Other Insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ U.S. military coverage
04 ☐ HMO other than Companion HealthCare
07 ☐ My spouse's coverage with this group
09 ☐ Other third party administrator
10 ☐ Planned Administrators, Inc., third party administrator
05 ☐ Other — Explain:

R-Refusing Health Coverage: Check Appropriate Box to Explain Reason for Refusal ▶

15. Types and Amount of Life Insurance Coverage Desired
☐ Life
☐ AD&D
☐ Dep. Life
☐ STD
☐ LTD

18. Beneficiary — Last Name | First | Init. | Relationship
1)
2)

19. Job title or description:

20. Only List Members Affected By This Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?
YOURSELF: DIMERY	DENIOUS	L	M	7 5 42			Yes No
Spouse: (If None, Check Here ☐):							Yes No
Children:							
1)							Yes No
2)							Yes No
3)							Yes No

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EMPLOYEE CERTIFICATION

21. I understand that upon acceptance of this application by the insurance company, and so long as I am employed full-time with this employer, I will be provided with coverage as specified by the group contract made between my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

Check Box if Health Statement is attached ▶ ☐

I HAVE READ AND UNDERSTAND THE ABOVE STATEMENTS CONCERNING THIS ENROLLMENT APPLICATION.

Date 3-8-91 Signature D. L. Dimery

BLUE CROSS USE ONLY

DEPT.	EMP.	ID	CERT.	UW/EMP	UW/REAS.

11100 Rev. 7/87

E

ENROLLMENT APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA
COMPANION LIFE INSURANCE COMPANY

ACTION

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ Yes ☐ No	2, 6, 9, 15
☐ e. Left Employment - Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To: ➤	2, 6, 9, 22
☐ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 22
☐ i. Beneficiary Change ☐ Spouse Exclusion	2, 6, 9, 15, 22
☐ j. I.D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From / To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

IDENTIFICATION

(2) Check One: ☒ Male ☐ Female — Employee - Last Name: Floyd — First: Joseph — Initial: A.

(3) Enter DATE HIRED (full-time). . . . If "NEW ADD", or Enter DATE OF EVENT .....causing "CHANGE COVERAGE" — Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☒ Other: Separation — Mo. [redacted] Da. Yr.

(4) Mailing Address — Street or P. O. Box: [redacted]

(City) [redacted] (State) (Zip Code) [redacted]

(5) Group Name: [redacted]

(6) Social Security No.

(7) Your Birthdate

(8) Spouse's Birthdate (Check here ☐ if NONE) Mo. Yr.

(9) Group Number: [redacted]

(10) Dept. No.

(11) Payroll No.

HEALTH

(12) Type of Membership
- ☐ Employee Only
- ☐ Family
- ☐ Employee and Spouse
- ☒ Employee and Children
- ☐ Life Only
- ☐ Dental Only

(13) Additional Health Coverage Desired
- ☒ Major Medical
- ☐ Drug
- ☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
- ☐ Other

(14) Spouse Exclusion: Enter name of (divorced separated, etc.) Spouse not to be covered.
Name:

(15) EFFECTIVE DATE ➤ Mo. [redacted] Da. [redacted] Y

FOR BLUE CROSS AND BLUE SHIELD USE ONLY: Dept. Code | Emp. Code | I.D. Code

(16) List Only Dependent Children With Different Last Name

Last Name	First	Init.	Birthdate	Sex	Last Name	First	Init	Birthdate	Sex
				☐ Male ☐ Female					☐ Male ☐ Female
				☐ Male ☐ Female					☐ Male ☐ Female

LIFE

(17) Types and amount of Companion Life Insurance Coverage
- ☐ Life
- ☐ Accidental Death and Dismemberment
- ☐ Dependent Life
- ☐ Short-Term Disability
- ☐ Long-Term Disability

(18) Earnings (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually — (Amount)

(19) Life class

(20) Beneficiary – Last Name | First | Init. | Relationship

OTHER

(21) OTHER HEALTH INSURANCE INFORMATION you can help keep your insurance premiums down by completing the questions that follow:

A) Are you or any member of your family covered by any other Group Health Insurance? ☐ YES ☒ NO

B) Does any member of your family have Medicare? ☐ YES ☐ NO

22)

5

I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the effective date of my

10-28

O

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross a Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shie South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☐ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From 50
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 10 DAY 1 YEAR 05 DATE OF HIRE: MONTH DAY YEAR ELIGIBILITY DATE: MONTH DAY YEAR

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other

IDENTIFICATION

4. Employee — Last Name: Floyd First: Joseph Initial: A Home Telephone No.
5. Social Security No.
6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)
7. Name of Employer
8. Blue Cross Group Number - 5081
9. Dept. No. Fire
10. Payroll No. 4221

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name:)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: 28 years
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date of Left Employment Mo. 9 Day 2-0

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☑	☑
F – Family	☐	☐
F – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other Insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain:

15. If Sponsored Membership, give Sponsor's Social Security No.

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life ☐ AD&D ☐ Dep. Life ☐ STD ☐ LTD
Supplemental: ☐ Life ☐ AD&D ☐ Dep. Life

17. Earnings $ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies):
Contingent Beneficiary(ies):
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Contracts That Require Primary Care Physician Selection: Primary Care Physician Name	Provider Number	Was You Requ Physic
YOURSELF: Floyd	Joseph	A	M				Yes
Spouse							Yes
Social Security No.							
Child							Yes
Social Security No.							
Child							Yes
Social Security No.							
Child							Yes
Social Security No.							

BC/Retirement Office: ✓
Retiree log in book:
Keyed to computer: ✓

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OCT 21 2005
HUMAN RESOURCES

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date MEDICARE B ☐ Effective Date
A. Family Member's Name and Social Security No.
B. Name of Insurance Co. Policy No. Effective Date
C. Family Member's Employer
D. List Names of Covered Persons 1 2 3 4
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
EVERY PART OF THIS ENROLLMENT APPLICATION.

E

CHANGE APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

1. Please indicate action(s) needed. See back for types of action and required fields to be completed. Action needed _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH ____ DAY ____ YEAR ____

3. Type Contract ▶ Check One and Send Form to Location(s) Indicated:
☐ Blue Cross Member (send form to Blue Cross only) ☐ Companion HealthCare Member 08 (send original to CHC, send copy to Blue Cross) ☐ Other (Send form to Blue Cross only)

IDENTIFICATION

4. Employee – Last Name	First	Initial	Home Telephone #	5. Social Security No.
[illegible] III	Arthur	C		

6. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
	☐☐-☐☐☐☐☐-☐☐☐	310	5958

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Transfer Within Your Group
D ☐ Divorce
E ☐ Marriage
F ☐ Other-Explain: _____
G ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable _____

13. Occurrence Date or Left Employment Date Mo. Day Yr. _____

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (indicate life coverage desired, if applicable, in blocks 15 through 19)

	a. BC/BS	b. CHC
S-Single	☒	☐
F-Family	☐	☐
F-Employee/Children	☐	☐
8-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other 3rd party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain: _____

d. OPTIONAL COVERAGE
STAND ALONE DRUG ☐ OTHER ☐
Specify: _____

STAND ALONE DENTAL: (Check One)
S - ☒ F - ☐ E/C - ☐ E/S - ☐

15. If Sponsored Membership give Sponsor's Social Security # _____

16. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name Of: (Last Name, First, Init.) Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description: _____

21. Only List Members Affected By This Change

Last Name First Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC's Use Only	Was This Your Regular Physician? Yes	No
YOURSELF:					Yes	No
Spouse: (If None, Check Here ☐):					Yes	No
Spouse Social Security # (Required) and Employer if Employed:						
Children: 1)					Yes	No
2)					Yes	No
3)					Yes	No

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OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP) or Medicare?
☐ NO ☐ YES If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

6

[signature] X [signature]

BLUE CROSS USE ONLY
DEPT. EMPL. IDE. CERT. DW EMP. DW REAS

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L

MEMBERSHIP APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are Independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☐ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From 5000
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 7 DAY 1 YEAR 07 | DATE OF HIRE: MONTH 6 DAY 1 YEAR 81 | ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name: Gilliam III | First: Arthur | Initial: Cameron | Home Telephone No. | 5. Social Security No.

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer | 8. Blue Cross Group Number: 5001 | 9. Dept. No.: Fire | 10. Payroll No.: 05958

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: _____
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable: _____

13. Occurrence Date or Left Employment Date Mo. Day Yr.: 6-29-07

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☒	☐
F – Family	☐	☐
F – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF:					eff 6-15-81		Yes	No
Spouse							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								

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JUL 10 2007
HUMAN RESOURCES
BC/Retirement Office
Retiree log in book:
Keyed to computer:

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

_____

B

ROLLMENT APPLICATION

UE CROSS AND BLUE SHIELD OF SOUTH CAROLINA
MPANION LIFE INSURANCE COMPANY

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☒ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ YES ☐ NO	2, 6, 9, 15
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To: ➤	2, 6, 9, 22
☐ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 22
☐ i. Beneficiary Change Spouse Exclusion	2, 6, 9, 15, 22
☐ J. I. D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From / To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

IDENTIFICATION

(2) Check One: ☒ Male ☐ Female

Employee - Last Name: Hill — First: Alma — Initial: Carson

(3) Enter DATE HIRED (full-time). . . . If "NEW ADD", or Enter DATE OF EVENT .....causing "CHANGE COVERAGE"
Check event: ☐ Death ☐ Marriage ☒ Birth ☐ Divorce ☐ Other
Mo. [redacted] Da. Yr.

(4) Mailing Address — Street or P. O. Box: [redacted]

(City) (State) (Zip Code): [redacted]

(5) Group Name: City of Columbia, SC

(6) [redacted]

(7) Your Birthdate Mo. , Yr.

(8) Spouse's Birthdate (Check here ☐ if NONE) Mo. 08 / Yr. 62

(9) Group Number: 29-40-0

(10) Dept. No.: 06-75

(11) Payroll No.: 15300

HEALTH

(12) Type of Membership
☐ Employee Only
☒ Family
☐ Employee and Spouse
☐ Employee and Children
☐ Life Only
☐ Dental Only

(13) Additional Health Coverage Desired
☒ Major Medical
☐ Drug
☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
☐ Other

(14) Spouse Exclusion: Enter name of (divorced, separated, etc.) Spouse not to be covered.
Name:

(15) EFFECTIVE DATE: Mo. 09 / Da. 1 / 84

FOR BLUE CROSS AND BLUE SHIELD USE ONLY

Dept. Code	Emp. Code	I.D. Code

(16) MANDATORY SECTION - For Dependants to get Coverage
List Spouse for whom coverage is desired: Last Name: Hill — First: Beverly — Init.: D — Sex: ☐ Male ☒ Female

List All Dependant Children for whom coverage is desired (for additional space, use back of form)

Last Name	First	Init.	Birthdate Mo. Da. Yr.	Sex
Hill	Casey	Denise	/ /	☐ Male ☒ Female
			/ /	☐ Male ☐ Female
			/ /	☐ Male ☐ Female
			/ /	☐ Male ☐ Female

LIFE

(17) Types and amount of Companion Life Insurance Coverage
☐ Life
☐ Accidental Death and Dismemberment
☐ Dependent Life
☐ Short-Term Disability
☐ Long-Term Disability

(18) Earnings: About $ — Check One: ☒ Hourly ☐ Weekly ☐ Monthly ☐ Weekly ☐ Annual

(19) Class

(20) Beneficiary – Last Name | First | Init. | Relationship

OTHER

(21) OTHER HEALTH INSURANCE INFORMATION You can help keep your insurance premiums down by completing the questions that follow:

A) Are you or any member of your family covered by any other Group Health Insurance? ☐ YES ☒ NO

B) Does any member of your family have Medicare? ☐ YES ☒ NO

4

(22) I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy, and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the effective date of my coverage until termination of my coverage.

- BUSY PART OF THIS ENROLLMENT APPLICATION

C

CHANGE APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

1. Please indicate action(s) needed. See back for types of action and required fields to be completed. Action needed _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH ____ DAY ____ YEAR ____

3. Type Contract ▶ Check One and Send Form to Location(s) Indicated:
☐ Blue Cross Member (send form to Blue Cross only) ☐ Companion HealthCare Member 06 (send original to CHC, send copy to Blue Cross) ☐ Other (Send form to Blue Cross only)

IDENTIFICATION

4. Employee – Last Name Hill, First Alma Initial C. Home Telephone # | 5. Social Security No.

6. Mailing Address (Street or P.O. Box) (City) (State) (Zip Code)

7. Name of Employer | 8. Blue Cross Group Number | 9. Dept. No. 314 | 10. Payroll No. 6383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption D ☐ Divorce G ☐ Attained Reduction Age
B ☐ Death (Name: _____) E ☐ Marriage
C ☐ Transfer Within Your Group F ☐ Other-Explain: _____

12. Name of spouse to be excluded from coverage if applicable _____

13. Occurrence Date or Left Employment Date Mo. Day Yr. _____

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (indicate life coverage desired, if applicable, in blocks 15 through 19)

	a. BC/BS	b. CHC
S-Single	☐	☐
F-Family	☒	☐
F-Employee/Children	☐	☐
8-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other 3rd party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain: _____

d. OPTIONAL COVERAGE
STAND ALONE DRUG ☐ OTHER ☐
Specify: _____

STAND ALONE DENTAL: (Check One)
S - ☐ F - ☑ E/C - ☐ E/S - ☐

15. If Sponsored Membership give Sponsor's Social Security # _____

16. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name Of: (Last Name, First, Init.) Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description: _____

21. Only List Members Affected By This Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse: (If None, Check Here ☐):							Yes	No
Spouse Social Security # (Required) and Employer if Employed:								
Children: 1)							Yes	No
2)							Yes	No
3)							Yes	No

RECEIVED JUN 1992 PERSONNEL

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP) or Medicare?
☐ NO ☐ YES If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 6/15/92 Signature Alma C. Hill

5

BLUE CROSS USE ONLY

DEPT	EMP#	DIV	CERT	UW EMP#	UW REA

D

BBD Keyed 11-7-96

MEMBERSHIP APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An Independent Licensee of the Blue Cross and Blue Shield Association
COMPANION LIFE INSURANCE COMPANY · COMPANION HEALTHCARE

1. Please indicate reason for Application: ☐ New Subscriber(s) ☒ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo ☐ 29-mo ☐ 36-mo ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Lay-off/Medical Leave ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 12 DAY 1 YEAR 96 DATE OF HIRE: MONTH ____ DAY ____ YEAR ____ ELIGIBILITY DATE: MONTH ____ DAY ____ YEAR ____

3. Type Contract Check One and Send Form to Appropriate Location ☐ Blue Cross Member 08 ☐ Companion HealthCare Member ☐ Other

IDENTIFICATION

4. Employee – Last Name	First	Initial	Home Telephone #	5. Social Security No.
Hill	Alma	C		

6. Mailing Address (Street or P.O. Box) _____ (City) _____ (State) _____ (Zip Code) _____

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
City of Columbia		Fire	6383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☒ Divorce
D ☐ Marriage
E ☐ Other-Explain: Drop Spouse
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable _____

13. Occurrence Date or Left Employment Date Mo. Day Yr. _____

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (indicate life coverage desired, if applicable, in blocks 15 through 19)

	a. BC/BS	b. CHC	c. DENTAL
S-Single	☐	☐	☐
F-Family	☐	☐	☐
F-Employee/Children	☒	☐	☒
S-Employee/Spouse	☐	☐	☐

d. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other 3rd party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain: _____

15. If Sponsored Membership give Sponsor's Social Security # _____

16. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

18. Life Class _____

19. Full Name Of: (Last Name, First, Init.) Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description: _____

21. List All Family Members Covered or Affected By This Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician? Yes	No
YOURSELF:							Yes	No
Spouse: Hill,	Beverly	D.	F				Yes	No
Social Security #							Yes	No
Child							Yes	No
Social Security #							Yes	No
Child							Yes	No
Social Security #							Yes	No
Child							Yes	No
Social Security #							Yes	No

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other group health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☒ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name Beverly D. Hill and Social Security # [redacted]
B. Name of Insurance Co. Prudential Policy # [redacted] Effective Date [redacted]
C. Family Member's Employer [redacted]
D. List Names of Covered Persons 1 Beverly D. Hill 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

_____ statement. Check box if health statement is attached ☐

G

MEMBERSHIP APPLICATION Add Spouse and Stepson RDP 12-6-05

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. **Please indicate reason for Application:** ☐ New Subscriber(s) ☑ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☑ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 12 DAY 01 YEAR 05 DATE OF HIRE: MONTH _____ DAY _____ YEAR _____ ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Hill	Alma	C		

6. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	(County Code - see back)
[redacted]				

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
City of Columbia	☐☐-☐☐☐☐-☐☐-☐	Fire	6383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☒ Marriage
E ☐ Other – Explain: _____
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable: _____

13. Occurrence Date or Left Employment Date Mo. Day Yr.: _____

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☐	
F – Family	☑	☑
E – Employee/Children	☐	☐
C – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class: _____

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description: _____

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name First Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF:					Yes	No
Spouse: Sandra Gail Hill	F				Yes	No
Social Security No.						
Child: Travis Trent Teffeteller					Yes	No
Social Security No.						
Child					Yes	No
Social Security No.						
Child					Yes	No
Social Security No.						

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☒ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYER CERTIFICATION

H

MEMBERSHIP APPLICATION P DD 5-12

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. **Please indicate reason for Application:** ☐ New Subscriber(s) ☑ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Part Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other drop spouse

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 6 DAY 1 YEAR 06 DATE OF HIRE: MONTH 6 DAY 28 YEAR 82 ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Hill	Alma	C	[redacted]	

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
City of Columbia	☐☐-☐☐☐☐☐-☐☐-☐	800	62383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☒ Other – Explain: Spouse has own coverage
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable: _____

13. Occurrence Date or Left Employment Date Mo. Day Yr.: _____

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☐	☐
F – Family	☐	☐
F – Employee/Children	☑	☑
S – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☑ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

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16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): HUMAN RESOURCES
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF:							Yes	No
Spouse	Sandra	Hill					Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☑ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name Sandra Hill and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer See Attached
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

MMPC 5-12

MEMBERSHIP APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☑ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 6 DAY 1 YEAR 06 DATE OF HIRE: MONTH ____ DAY ____ YEAR ____ ELIGIBILITY DATE: MONTH ____ DAY ____ YEAR ____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Hill	Alma	C		

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
City of Columbia	☐☐-☐☐☐☐-☐☐-☐		6383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: dropping one Child
F ☒ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Left Employment Date Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☐	☐
F – Family	☒	☒
F – Employee/Children	☐	☐
S – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF:					[redacted]		Yes	No
Spouse							Yes	No
Social Security No.					COBRA			
Child	Casey D.	Hill					Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

J

PDD 8-30

MEMBERSHIP APPLICATION

BLUE CROSS® AND BLUE SHIELD® OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association
BLUECHOICE HEALTHPLAN OF SOUTH CAROLINA, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association
COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☒ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other Add spouse

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 9 DAY 1 YEAR 06 | DATE OF HIRE: MONTH ____ DAY ____ YEAR ____ | ELIGIBILITY DATE: MONTH ____ DAY ____ YEAR ____

3. Type Contract: ☐ Preferred Blue ☐ Comprehensive ☐ BlueChoice HealthPlan ☐ HSA ☐ HRA

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Hill	Alma	C	- - - -	- - - -

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
	☐☐-☐☐☐☐☐-☐☐-☐		6383

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: Add Spouse
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Left Employment Date Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☐	☐
F – Family	☑	☑
F – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other Insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $_____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician? Yes	No
YOURSELF: Hill	Alma	C.			Dr. J Ford		Yes	No
Spouse Hill	Sandra	G			Dr. Lobel		Yes	No
Social Security No.								
Child Shannon							Yes	No
Social Security No.								
Child Brandy							Yes	No
Social Security No.								
Child Travis							Yes	No
Social Security No.								

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☒ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.
Date 8-30-06 Signature: Alma C Hill

12

ROLLMENT APPLICATION

D

E CROSS AND BLUE SHIELD OF SOUTH CAROLINA
PANION LIFE INSURANCE COMPANY

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 21, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ YES ☐ NO	2, 6, 9, 15
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To: ➤	2, 6, 9, 22
☑ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 21, 22
☐ i. Beneficiary Change Spouse Exclusion	2, 6, 9, 15, 14 or 20, 22
☐ J. I. D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From / To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

(2) Check One: ☑ Male ☐ Female — Employee - Last Name: Martin — First: Barry — Initial: W.

(3) If "New Add" enter the date of hire (full time). If "Change in Coverage" enter the date of the event which caused the change in coverage. Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☐ Other — Mo. / Da. / Yr.

(4) Mailing Address — Street or P. O. Box: [redacted]

(City): [redacted] (State): (Zip Code): [redacted]

(5) Group Name:

(6) Social Security No.: ____ (7) Your Birthdate: Mo. / Yr. (8) Spouse's Birthdate (Check here ☐ if NONE): Mo. / Yr.

(9) Group Number: 1176 (10) Dept. No. (11) Payroll No.

(12) Type of Membership
☐ Employee Only
☐ Family
☐ Employee and Spouse
☐ Employee and Children
☐ Life Only
☐ Dental Only

(13) Additional Health Coverage Desired
☐ Major Medical
☐ Drug
☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
☐ Other

(14) Spouse Exclusion: Enter name of (divorced, separated, etc.) Spouse not to be covered.
Name:

(15) Effective Date of Action Requested in Block: Month / Day / Year

FOR BLUE CROSS AND BLUE SHIELD USE ONLY

Dept. Code	Emp. Code	I.D. Code

(16) MANDATORY SECTION - For Dependents to get Coverage
List Spouse for whom coverage is desired: Last Name / First / Init. / Sex ☐ Male ☐ Female

List All Dependent Children for whom coverage is desired (for additional space, use back of form.)

Last Name	First	Init.	Birthdate Mo. Da. Yr.	Sex	Last Name	First	Init	Birthdate Mo. Da. Yr.	Sex
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female

(17) Types and amount of Companion Life Insurance Coverage
☐ Life
☐ Accidental Death and Dismemberment
☐ Dependent Life
☐ Short-Term Disability
☐ Long-Term Disability

(18) Earnings: $ (Amount) — Check One: ☐ Hourly ☐ Weekly ☐ Bi-Weekly ☐ Monthly ☐ Annually

(19) Life Class

(20) Beneficiary – Last Name / First / Init. / Relationship

(21) Job Description (Describe the duties and functions of your job:

4

(22) I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the effective date of my coverage until

Record 928

M

3/31/08

MEMBERSHIP APPLICATION

BLUE CROSS® AND BLUE SHIELD® OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association
BLUECHOICE HEALTHPLAN OF SOUTH CAROLINA, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association
COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☐ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From 5000
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 4 DAY 1 YEAR 08 — DATE OF HIRE: MONTH _____ DAY _____ YEAR _____ — ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Comprehensive ☐ BlueChoice HealthPlan ☐ HSA ☐ HRA

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Martin	Barry	N.		

6. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	(County Code - see back)
[redacted]				

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
	☐☐-☐☐☐☐☐-500-☐	Fire	00694

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: Ret. 35 years
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable: _____

13. Occurrence Date or Left Employment Date: Mo. Day Yr. 3-29-08

TYPE MEMBERSHIP AND COVERAGE INFORMATION

RECEIVED
MAR 28 2008
HR/EMPLOYMENT

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☒	☒
F – Family	☐	☐
F – Employee/Children	☐	☐
S – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician?
YOURSELF: MARTIN	BARRY	N	M	6-8-54	eff. 7-15-73		Yes No
Spouse							Yes No
Social Security No.							
Child							Yes No
Social Security No.					BC/Retirement Office: ✓		
Child					Retiree log in book: ✓		Yes No
Social Security No.					Keyed to computer: ✓		
Child							Yes No
Social Security No.							

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.
Date: March 27, 2008 Signature: Barry N. Martin

13

A

CHANGE APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

1. Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. Primary Care Physician Change – For Companion HealthCare members only:	2,3,4,5,7,20,21
☐ b. Change Coverage – Explain:	2,3,4,5,7,8,11,13,14,21
☐ c. Transfer Within Your Group ▶ (From: Grp. #) To: ▶	2,3,4,5,7,8,14,21
☐ d. Left Employment – No Conversion: Deceased? ☐ YES ☒ NO	2,3,4,5,7,8,13,21
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info:	2,3,4,5,7,8,13,21
☐ f. Name Change ▶ (From:) To: ▶	3,4,5,7,8,21
☒ g. Address Change ▶ (From:) To: ▶	3,4,5,6,7,8,21
☐ h. Department Number Change ▶ (From:) To: ▶	3,4,5,7,8,9,21
☐ i. Beneficiary Change and/or ☐ Spouse Exclusion	2,3,4,5,7,8,12 or 18,21
☐ j. I.D. Card Request	3,4,5,7,8
☐ k. Social Security No. Change ▶ (From:) To: ▶	3,4,5,7,8,21
☐ l. Add Dependents	2,3,4,5,7,8,20,21
☐ m. Other – Explain:	3,4,5

INSTRUCTIONS

1. Blocks NOT shaded are to be completed by the applicant, as indicated by ACTION NEEDED.
2. Blocks shaded gray are to be completed by the Employer.
3. Blocks shaded blue are to be used by BC/CHC only.
4. Refer to your Group Administrator's Guide for complete instructions.

EFFECTIVE DATE OF ACTION REQUESTED ▶ MO. DAY YR.

IDENTIFICATION

4. Employee – Last Name	First	Initial	5. Social Security No.
Mc Clinton	Bailey	M.	
6. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)

REASON FOR COVERAGE CHANGE

11. Check appropriate reason, give occurrence date in Block 13:
A ☐ Birth or Adoption B ☐ Death C ☐ Transfer Within Your Group F ☐ COBRA Extension OR Other – Explain:
D ☐ Divorce
E ☐ Marriage ▶ 12. Name of spouse to be excluded from coverage (if applicable)

13. Occurrence Date or Left Employment Date: Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (indicate life coverage information, if applicable, in blocks 15 through 19)

	BC/BS HEALTH	CHC HEALTH	OPTIONAL COVERAGE STAND ALONE DENTAL	OPTIONAL COVERAGE STAND ALONE DRUG ▶ ☐
S-Single	☐	☐	☐	Other
F-Family	☐	☐	☐	Optional ▶ ☐
F-Employee/Children	☐	☐	☐	Coverage
S-Employee/Spouse	☐	☐	☐	(Specify:)

R-Refusing Health Coverage: Check Appropriate Box to Explain Reason for Refusal ▶

01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ U.S. military coverage
04 ☐ HMO other than Companion HealthCare
07 ☐ My spouse's coverage with this group
09 ☐ Other third party administrator
10 ☐ Planned Administrators, Inc., third party administrator
05 ☐ Other – Explain:

RECEIVED JUL 28 1988

15. Types and Amount of Life Insurance Coverage Desired
☐ Life
☐ AD&D
☐ Dep. Life
☐ STD
☐ LTD

18. Beneficiary – Last Name First Init. Relationship
1)
2)

19. Job title or description:

20. Only List Members Affected By This Change

Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse: (If None, Check Here ☐):							Yes	No
Children:								
1)							Yes	No
2)							Yes	No
3)							Yes	No

EMPLOYEE CERTIFICATION

21. I understand that upon acceptance of this application by the insurance company, and so long as I am employed full-time with this employer, I will be provided with coverage as specified by the group contract made between my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I further understand that all elements of the contract with regard to my eligibility for coverage, the benefits of coverage, and the limitations of coverage, are the responsibility of my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

Check Box if Health Statement is attached ▶ ☐

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 7/12/88 Signature

BLUE CROSS USE ONLY					
DEPT.	EMP.	I.D. #	DEPT.	UW EMP.	UW REAS

Form 9187

Blue Shield of South Carolina, An Independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

B

1. Please Indicate reason for Application: ☐ New Subscriber(s) ☒ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☒ Social Security Number Change From
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 2 DAY 1 YEAR 98 | DATE OF HIRE: MONTH DAY YEAR | ELIGIBILITY DATE: MONTH DAY YEAR

3. Type Contract: ☐ PPC ☐ RPC Select ☒ HMO Blue ☒ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
McClinton	Bailey	G.		

6. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	(County Code - see back)
		SC		40

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
Columbia Fire Dept.	[ ][ ] - [ ][ ][ ][ ] - 010 - 9	Fire	1903

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other — Explain: Remove Children
F ☒ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Left Employment Date: Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 16 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☐	☐
F – Family	☐	☐
E – Employee/Children	☐	☐
8 – Employee/Spouse	☒	☒

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☒ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain:

15. If Sponsored Membership, give Sponsor's Social Security No.

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life
☒ Dep. Life _____ ☒ AD&D
☐ STD _____ ☐ Dep. Life
☐ LTD

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies):
Contingent Beneficiary(ies):
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate (MO-day-Yr.)	Primary Care Physician Name	Provider Number	Was This Your Regular Physician?
YOURSELF:							Yes / No
Spouse							Yes / No
Social Security No.							
Child	Rebecca R. McClinton				JAN 23		Yes / No
Social Security No.							
Child							Yes / No
Social Security No.							
Child							Yes / No
Social Security No.							

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☒ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1. _____ 2. _____ 3. _____ 4. _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.
Date: 1-16-98 Signature: Bailey G. McClinton

(11575) REV. 2/97 DISTRIBUTION: White - Blue Cross Yellow - Employer Pink - Employee

I

MEMBERSHIP APPLICATION

BCBS 1-11-00

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☒ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☐ Transfer Within Your Group From _____
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 02 DAY 01 YEAR 2000 DATE OF HIRE: MONTH ____ DAY ____ YEAR ____ ELIGIBILITY DATE: MONTH ____ DAY ____ YEAR ____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

Employee — Last Name	First	Initial	Home Telephone No.	Social Security No.
Morris	Charles	F		

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back) 40

7. Name of Employer [redacted]

8. Blue Cross Group Number 23-14578-00-4 9. Dept. No. Fire 10. Payroll No. 3864

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Divorce
D ☐ Marriage
E ☐ Other – Explain: Has own Insurance
F ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Left Employment Date Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☒	☒
F – Family	☐	☐
F – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change — For Contracts That Require Primary Care Physician Selection

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name	Provider Number	Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse							Yes	No
Social Security No.								
~~Child~~	Charlie	Jr.	M				Yes	No
~~Social Security No.~~								
Child							Yes	No
Social Security No.								
Child							Yes	No
Social Security No.								

OTHER INSURANCE INFORMATION

1. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☒ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name Chas. Morris Jr. and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION

J

EMPLOYEE CERTIFICATION STATEMENT

I understand that upon acceptance of this application by the insurance company, and so long as I meet the eligibility requirements of the contract with this employer, I will be provided with coverage as specified by the group contract made between my employer and the Corporation. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

If enrolling in the HMO, I also agree to the conditions listed below. I also understand that I am required to select a personal physician from the physicians associated with the Corporation for HMO coverage and that I am required to have my physician provide or arrange, in advance, for all the medical services I need except for life-threatening emergencies. I also authorize my employer/group to deduct from my pay and remit the prevailing employee's portion that may be required for the cost of said coverage. I represent that the information on this form is true, correct and complete.

INSTRUCTIONS FOR MULTIPLE BENEFICIARY DESIGNATIONS

A. If a married woman is to be named as beneficiary, indicate her full given name (example: Mary R. Doe, not Mrs. John Doe).

B. If two or more beneficiaries are designated, the proceeds will be distributed equally, unless shares are indicated differently by the insured.

C. When a minor or mentally incompetent person is designated as beneficiary, it will be necessary for a legal guardian to be court appointed before the proceeds can be distributed.

D. If no beneficiary is designated, or there is no living beneficiary at the time of the insured's death, the proceeds will become payable to the estate of the insured.

E. Primary Beneficiary – the person to receive life proceeds, if living, at the time of the insured's death. Contingent Beneficiary – the person to receive life proceeds if no primary beneficiary is living at the time of the insured's death.

For Subscribers That Must Select A Primary Care Physician

THE INFORMATION SUPPLIED ON THE FACE OF THIS FORM AND THE FOLLOWING CONDITIONS FORM PART OF MY CONTRACT WITH THE CORPORATION

- I understand that as a subscriber I am applying for myself and eligible members of my family for healthcare coverage.
- I understand that by enrolling in BLUE PLUS, I am automatically entitled to HMO benefits from Preferred Health Systems, Inc. and medical insurance benefits from Blue Cross and Blue Shield of South Carolina or that by enrolling in CHOICES, I am automatically entitled to HMO benefits from Companion HealthCare and medical insurance benefits from Blue Cross and Blue Shield of South Carolina.
- I may enroll my unmarried children residing in the HMO service area. For purposes of this contract children are defined as my natural or adopted children or children of my spouse by a previous marriage (required by court order) or children residing with me under a legal guardianship. Such children can be covered to age 19 (23, if full-time students) unless my employer has modified this provision or purchased the available extended dependent coverage.
- TO BE ENTITLED TO BENEFITS, MY FAMILY AND I AGREE TO SEEK ALL HEALTHCARE SERVICES THROUGH OUR CHOSEN PRIMARY CARE PHYSICIANS OR FROM OTHER PROVIDERS SPECIFICALLY AUTHORIZED IN ADVANCE BY OUR CHOSEN PRIMARY CARE PHYSICIANS WITH THE EXCEPTION OF GENUINE EMERGENCY SERVICES WHEN IT IS NOT POSSIBLE OR PRACTICAL TO CONTACT OUR CHOSEN PRIMARY CARE PHYSICIANS.
- I authorize the Corporation to obtain from providers of service and hospitals the medical records relating to my family members and me which are necessary to the administration of my contract.
- I agree that the Corporation has the right of financial recovery at its own expense from any person or organization responsible for injuries to myself or my covered dependents for benefits paid or cost incurred for treatment of such injury. This includes, but is not limited to any benefits payable under Workers Compensation laws and uninsured motorists benefits. I further agree to cooperate in all matters to secure this right of subrogation.

NOTE: YOU MUST SELECT A PRIMARY CARE PHYSICIAN AT THE TIME OF ENROLLMENT.

South Carolina County Codes

10

01 Abbeville	08 Berkeley	15 Colleton	22 Georgetown	29 Lancaster	36 Newberry	43 Sumter
02 Aiken	09 Calhoun	16 Darlington	23 Greenville	30 Laurens	37 Oconee	44 Union
03 Allendale	10 Charleston	17 Dillon	24 Greenwood	31 Lee	38 Orangeburg	45 Williamsburg
04 Anderson	11 Cherokee	18 Dorchester	25 Hampton	32 Lexington	39 Pickens	46 York
05 Bamberg	12 Chester	19 Edgefield	26 Horry	33 Marion	40 Richland	99 Out-of-state
		20 Fairfield	27 Jasper	34 Marlboro	41 Saluda	

N

MEMBERSHIP APPLICATION

8-9

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION HEALTHCARE, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina, An independent licensee of the Blue Cross and Blue Shield Association • COMPANION LIFE INSURANCE COMPANY, A wholly-owned subsidiary of Blue Cross and Blue Shield of South Carolina • PREFERRED HEALTH SYSTEMS, INC., A subsidiary of Blue Cross and Blue Shield of South Carolina. Both are independent licensees of the Blue Cross and Blue Shield Association.

1. Please indicate reason for Application: ☐ New Subscriber(s) ☐ Coverage Change ☐ Cancel ☐ Miscellaneous
☐ COBRA: ☐ 18-mo. ☐ 29-mo. ☐ 36-mo. (Block 22 must be completed.) ☐ Life Coverage ☐ Yes ☐ No ☒ Transfer Within Your Group From 009
☐ Left Employment: ☐ No Conversion ☐ Wants Conversion or Medicare Complementary Info ☐ Deceased ☐ Name Change
☐ Department/Payroll Number Change ☐ Address Change ☐ Beneficiary Change ☐ Social Security Number Change From _____
☐ ID Card Request ☐ Add Dependents ☐ Return From Layoff/Medical Leave ☐ Physician Change ☐ Other _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 9 DAY 1 YEAR 01 DATE OF HIRE: MONTH _____ DAY _____ YEAR _____ ELIGIBILITY DATE: MONTH _____ DAY _____ YEAR _____

3. Type Contract: ☐ Preferred Blue ☐ Preferred Blue Select ☐ HMO Blue ☐ BLUE PLUS ☐ CHOICES ☐ Comprehensive ☐ Blue Choice ☐ CHC ☐ Other _____

IDENTIFICATION

4. Employee — Last Name	First	Initial	Home Telephone No.	5. Social Security No.
Morris	Charles	F.		—

6. Mailing Address (Street or P.O. Box) [redacted] (City) (State) (Zip Code) (County Code - see back)

7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
	☐☐-☐☐☐☐-02-☐	Fire	3964

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption C ☐ Divorce F ☐ Attained Reduction Age
B ☐ Death (Name: _____) D ☐ Marriage
E ☐ Other – Explain: Retiring 24½ yrs

12. Name of spouse to be excluded from coverage if applicable: _____

13. Occurrence Date or Left Employment Date: Mo. 8 Day 30 Yr. 01

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired. (Indicate life coverage desired, if applicable, in blocks 15 through 19.)

	a. HEALTH	b. DENTAL
S – Single	☒	☐
F – Family	☐	☐
E – Employee/Children	☐	☐
8 – Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third-party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-federally qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other – Explain: _____

15. If Sponsored Membership, give Sponsor's Social Security No. _____

16. Types and Amounts of Life Insurance Coverage Desired
☐ Life _____ Supplemental:
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Biweekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name (Last Name, First, Init.): Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. List All Family Members Covered or Affected By a Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	Primary Care Physician Name (For Contracts That Require Primary Care Physician Selection)	Provider Number	Was This Your Regular Physician?	
YOURSELF:					BC/Retirement Office: ✓			
Spouse							Yes	No
Social Security No.					Retiree log in book:		Yes	No
Child					Keyed to computer: ✓			
Social Security No.							Yes	No
Child								
Social Security No.							Yes	No
Child								
Social Security No.							Yes	No

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ YES ☐ NO
If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security No. _____
B. Name of Insurance Co. _____ Policy No. _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1. _____ 2. _____ 3. _____ 4. _____
E. Please circle each type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐
I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

O

EMPLOYEE CERTIFICATION STATEMENT

I understand that upon acceptance of this application by the insurance company, and so long as I meet the eligibility requirements of the contract with this employer, I will be provided with coverage as specified by the group contract made between my employer and the Corporation. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

If enrolling in the HMO, I also agree to the conditions listed below. I also understand that I am required to select a personal physician from the physicians associated with the Corporation for HMO coverage and that I am required to have my physician provide or arrange, in advance, for all the medical services I need except for life-threatening emergencies. I also authorize my employer/group to deduct from my pay and remit the prevailing employee's portion that may be required for the cost of said coverage. I represent that the information on this form is true, correct and complete.

INSTRUCTIONS FOR MULTIPLE BENEFICIARY DESIGNATIONS

A. If a married woman is to be named as beneficiary, indicate her full given name (example: Mary R. Doe, not Mrs. John Doe).

B. If two or more beneficiaries are designated, the proceeds will be distributed equally, unless shares are indicated differently by the insured.

C. When a minor or mentally incompetent person is designated as beneficiary, it will be necessary for a legal guardian to be court appointed before the proceeds can be distributed.

D. If no beneficiary is designated, or there is no living beneficiary at the time of the insured's death, the proceeds will become payable to the estate of the insured.

E. Primary Beneficiary – the person to receive life proceeds, if living, at the time of the insured's death. Contingent Beneficiary – the person to receive life proceeds if no primary beneficiary is living at the time of the insured's death.

For Subscribers That Must Select A Primary Care Physician

THE INFORMATION SUPPLIED ON THE FACE OF THIS FORM AND THE FOLLOWING CONDITIONS FORM PART OF MY CONTRACT WITH THE CORPORATION

- I understand that as a subscriber I am applying for myself and eligible members of my family for healthcare coverage.
- I understand that by enrolling in BLUE PLUS, I am automatically entitled to HMO benefits from Preferred Health Systems, Inc. and medical insurance benefits from Blue Cross and Blue Shield of South Carolina or that by enrolling in CHOICES, I am automatically entitled to HMO benefits from Companion HealthCare and medical insurance benefits from Blue Cross and Blue Shield of South Carolina.
- I may enroll my unmarried children residing in the HMO service area. For purposes of this contract children are defined as my natural or adopted children or children of my spouse by a previous marriage (required by court order) or children residing with me under a legal guardianship. Such children can be covered to age 19 (23, if full-time students) unless my employer has modified this provision or purchased the available extended dependent coverage.
- TO BE ENTITLED TO BENEFITS, MY FAMILY AND I AGREE TO SEEK ALL HEALTHCARE SERVICES THROUGH OUR CHOSEN PRIMARY CARE PHYSICIANS OR FROM OTHER PROVIDERS SPECIFICALLY AUTHORIZED IN ADVANCE BY OUR CHOSEN PRIMARY CARE PHYSICIANS WITH THE EXCEPTION OF GENUINE EMERGENCY SERVICES WHEN IT IS NOT POSSIBLE OR PRACTICAL TO CONTACT OUR CHOSEN PRIMARY CARE PHYSICIANS.
- I authorize the Corporation to obtain from providers of service and hospitals claims information, medical records, or other information relating to my family members and me which are necessary in the administration of my contract. I authorize and consent that the Corporation may disclose any claims information, medical records or other information to any of the Corporation's contractors or any such other third parties as the Corporation deems appropriate.
- I agree that the Corporation has the right of financial recovery at its own expense from any person or organization responsible for injuries to myself or my covered dependents for benefits paid or cost incurred for treatment of such injury. This includes, but is not limited to any benefits payable under Workers' Compensation laws and uninsured motorists benefits. I further agree to cooperate in all matters to secure this right of subrogation.

NOTE: YOU MUST SELECT A PRIMARY CARE PHYSICIAN AT THE TIME OF ENROLLMENT.

15

South Carolina County Codes

01 Abbeville	08 Berkeley	15 Colleton	22 Georgetown	29 Lancaster	36 Newberry	43 Sumter
02 Aiken	09 Calhoun	16 Darlington	23 Greenville	30 Laurens	37 Oconee	44 Union
03 Allendale	10 Charleston	17 Dillon	24 Greenwood	31 Lee	38 Orangeburg	45 Williamsburg
04 Anderson	11 Cherokee	18 Dorchester	25 Hampton	32 Lexington	39 Pickens	46 York
05 Bamberg	12 Chester	19 Edgefield	26 Horry	33 Marion	40 Richland	99 Out-of-state

C

ENROLLMENT APPLICATION

LUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA
COMPANION LIFE INSURANCE COMPANY

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ Yes ☐ No	2, 6, 9, 15
☐ e. Left Employment - Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To:	2, 6, 9, 22
☐ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 22
☐ i. Beneficiary Change ☐ Spouse Exclusion	2, 6, 9, 15, 22
☐ j. I.D. Card Request	2, 6, 9
☐ k. Social Security No. Change From / To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

(2) Check One ☐ Male ☐ Female — Employee - Last Name — First — Initial

(3) Enter DATE HIRED (full-time).... If "NEW ADD", or Enter DATE OF EVENT.....causing "CHANGE COVERAGE" — Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☐ Other — Mo. Da. Yr.

(4) Mailing Address — Street or P. O. Box

(City) — (State) — (Zip Code)

(5) Group Name

(6) Social Security No.

(7) Your Birthdate Mo. / Yr.

(8) Spouse's Birthdate (Check here ☐ if NONE) Mo. / Yr.

(9) Group Number

(10) Dept No.

(11) Payroll No.

(12) Type of Membership
- ☐ Employee Only
- ☐ Family
- ☐ Employee and Spouse
- ☐ Employee and Children
- ☐ Life Only
- ☐ Dental Only

(13) Additional Health Coverage Desired
- ☐ Major Medical
- ☐ Drug
- ☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
- ☐ Other

(14) Spouse Exclusion: Enter name of (divorced separated, etc.) Spouse not to be covered.
Name:

(15) EFFECTIVE DATE → Mo. / Da. / Yr.

FOR BLUE CROSS AND BLUE SHIELD USE ONLY

Dept. Code	Emp. Code	I.D. Code

(16) List Only Dependent Children With Different Last Name

Last Name	First	Init.	Birthdate	Sex	Last Name	First	Init	Birthdate	Sex
				☐ Male ☐ Female					☐ Male ☐ Female
				☐ Male ☐ Female					☐ Male ☐ Female

(17) Types and amount of Companion Life Insurance Coverage
- ☐ Life
- ☐ Accidental Death and Dismemberment
- ☐ Dependent Life
- ☐ Short-Term Disability
- ☐ Long-Term Disability

(18) Earnings $ (Amount) — (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annual

(19) Life Class

(20) Beneficiary – Last Name — First — Init. — Relationship

(21) OTHER HEALTH INSURANCE INFORMATION you can help keep your insurance premiums down by completing the questions that follow:

A) Are you or any member of your family covered by any other Group Health Insurance? ☐ YES ☒ NO

B) Does any member of your family have Medicare? ☐ YES ☒ NO

22)

3

I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the effective date of my

ENROLLMENT APPLICATION

E

UE CROSS AND BLUE SHIELD OF SOUTH CAROLINA
OMPANION LIFE INSURANCE COMPANY

(1) Check "ACTION" Needed:	REQUIRED BLOCKS
☐ a. New Add	1 Through 22
☐ b. Change Coverage	2, 3, 6, 9, 12, 15, 21, 22
☐ c. Transfer Within Your Group (ie., Main Group to Sub-Group)	2, 3, 6, 9, 12, 15, 21, 22
☐ d. Left Employment – No Conversion: Deceased? ☐ YES ☐ NO	2, 6, 9, 15
☐ e. Left Employment – Wants Conversion or Medicare Complementary Info.	2, 6, 9, 15
☐ f. Name Change (From:) To: ➤	2, 6, 9, 22
☐ g. Address Change	2, 4, 6, 9, 22
☐ h. Department Number Change	2, 6, 9, 10, 21, 22
☐ i. Beneficiary Change Spouse Exclusion	2, 6, 9, 15, 14 or 20, 22
☐ J. I. D. Card Request	2, 6, 9
☐ k. Social Security No. Change ➤ From	
To	
☐ l. Other	2, 6

INSTRUCTIONS

1.) Blocks NOT shaded are to be completed by the applicant, only as indicated by 'ACTION' NEEDED.

2.) Blocks shaded gray are to be completed by the Employer.

3.) Blocks shaded in blue are to be used by Blue Cross only.

(2) Check One ☐ Male ☐ Female — Employee - Last Name: Smith — First: Joseph — Initial: A.

(3) If "New Add" enter the date of hire (full time)
If "Change in Coverage" enter the date of the event which caused the change in coverage
Check event: ☐ Death ☐ Marriage ☐ Birth ☐ Divorce ☐ Other — Mo. / Da. / Yr.

(4) Mailing Address — Street or P. O. Box: [redacted]

(City): [redacted] (State) (Zip Code): [redacted]

Group Name

(6) Social Security No. | (7) Your Birthdate Mo. / Yr. | (8) Spouse's Birthdate (Check here ☐ if NONE) Mo. / Yr.

Div. Comp. Number | Dept. Number | Payroll No.

(12) Type of Membership
☐ Employee Only
☐ Family
☐ Employee and Spouse
☐ Employee and Children
☐ Life Only
☐ Dental Only

(13) Additional Health Coverage Desired
☐ Major Medical
☐ Drug
☐ Dental: ☐ Employee Only ☐ Family ☐ Employee & Spouse ☐ Employee & Children
☐ Other

(14) Spouse Exclusion: Enter name of (divorced, separated, etc.) Spouse not to be covered.
Name:

(15) Effective Date of Coverage Requested: Month / Day / Year

FOR BLUE CROSS AND BLUE SHIELD USE ONLY
Dept. Code | Emp. Code | I.D. Code

(16) MANDATORY SECTION - For Dependents to get Coverage
List Spouse for whom coverage is desired: Last Name | First | Init. | Sex ☐ Male ☐ Female

List All Dependent Children for whom coverage is desired (for additional space, use back of form.)

Last Name	First	Init.	Birthdate Mo. Da. Yr.	Sex	Last Name	First	Init	Birthdate Mo. Da. Yr.	Sex
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female
			/ /	☐ Male ☐ Female				/ /	☐ Male ☐ Female

(17) Types and amount of Companion Life Insurance Coverage
☐ Life
☐ Accidental Death and Dismemberment
☐ Dependent Life
☐ Short-Term Disability
☐ Long-Term Disability

(18) Earnings — Check One ☐ Hourly ☐ Weekly ☐ Monthly ☐ Annually — Amount

(19) Life Class

(20) Beneficiary – Last Name | First | Init. | Relationship

(21) Job Description (Describe the duties and functions of your job:

5

(22) I make this certification to induce the insurance company to grant insurance. I understand this group insurance is effective only so long as my full-time employment, as defined by the Group Application, with this employer continues, unless the group contract or statutory law of South Carolina otherwise provides for conversion or continuation of my policy and such has been done. It is further understood that the acceptance of my premium by the insurance company at any time shall not operate as a waiver or estoppel with respect to any provisions of the group contract, including the provisions concerning my eligibility.

I authorize release of Medicare Part A and Part B claims information to Blue Cross and Blue Shield of South Carolina for the purpose of processing my complementary claims. This authorizes the release of Medicare Part A and Part B claims information from the effective date of my coverage until

G

1/30

ENROLLMENT APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

1. TYPE CONTRACT Check One:
- ☐ Blue Cross Applicant — Complete All Except 11b. and 11c. Send form to Blue Cross.
- 08 ☐ Companion HealthCare Applicant — Complete All Except 11a. and 11c. Send original to CHC; copy to Blue Cross.
- ☐ Other — Complete All Except 11a. and 11b. Send form to Blue Cross.
- ☐ COBRA-Check One ☐ 18 mo. ☐ 36 mo. Life ☐ Yes ☐ No

IDENTIFICATION

2. Employee — Last Name	First	Initial	Home Telephone #	3. Social Security Number
X SMITH	JOSEPH	A	( )	

4. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	5a. Date of Hire MO__ DA__ YR__	5b. Eligibility Date MO 1 DA 1 YR 92

6. Coverage Effective Date MO__ DA__ YR__	7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
			310	734

TYPE MEMBERSHIP AND COVERAGE INFORMATION

11. Check type membership for each coverage desired (indicate life coverage desired, if applicable in Blocks 12 through 16).

	a. BC/BS	b. CHC
S-Single	☐	☐
F-Family	☒	☐
F-Employee/Children	☐	☐
8-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
- 01 ☐ Other insurance with BCBS of SC
- 02 ☐ Insurance with another company
- 03 ☐ U.S. military coverage
- 04 ☐ Federally Qualified HMO
- 07 ☐ My spouse's coverage with this group
- 09 ☐ Other third party administrator
- 10 ☐ Planned Administrators, Inc.
- 11 ☐ Non-Federally Qualified HMO
- 12 ☐ Covered by Medicare
- 13 ☐ Covered by CHAMPUS
- 05 ☐ Other-Explain: 6

12. If Sponsored give Sponsor's Social Security #: _____

d. OPTIONAL COVERAGE
Stand Alone Drug ☐ Other ☐
Specify: _____

STAND ALONE DENTAL: (Check One)
S- ☒ F- ☐ E/C- ☐ E/S- ☐

13. Types and Amount of Life Insurance Coverage Desired
- ☐ Life _____ Supplemental
- ☐ AD&D _____ ☐ Life _____
- ☐ Dep. Life _____ ☐ AD&D _____
- ☐ STD _____ ☐ Dep. Life _____
- ☐ LTD _____

14. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

15. Life Class

16. Full Name of: Last Name First Init. Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
* SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION *

17. Job title or description: _____

18. List All Members To Be Enrolled

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse (If None, Check Here ☐):							Yes	No
Spouse Social Security # (Required) and Employer if Employed:								
Children: 1)							Yes	No
2)							Yes	No
3)							Yes	No

OTHER INSURANCE INFORMATION

19. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP) or Medicare? ☐ Yes ☐ No If yes:
MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____

RECEIVED
JUL 20 1992
PERSONNEL

7

EMPLOYEE CERTIFICATION

20. I understand that upon acceptance of this application by the insurance company, and so long as I meet the eligibility requirements of the contract with this employer, I will be provided with coverage as specified by the group contract made between my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

If enrolling in Companion HealthCare, I also agree to the conditions listed on the back of this form. I also understand that I am required to select a personal physician from the physicians associated with Companion HealthCare and that I am required to have my physician provide or arrange for all the medical services I need except for life-threatening emergencies. I also authorize my employer/group to deduct from my pay and remit the prevailing employee's portion that may be required for the cost of said coverage. I represent that the information on this form is true, correct and complete.

4-4-93

Check box if Health Statement is attached ▶ ☐

BLUE CROSS USE ONLY

P

1/30

ENROLLMENT APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA · COMPANION LIFE INSURANCE COMPANY · COMPANION HEALTHCARE

1. TYPE CONTRACT Check One: ☐ Blue Cross Applicant — Complete All Except 11b. and 11c. Send form to Blue Cross. | 08 ☐ Companion HealthCare Applicant — Complete All Except 11a. and 11c. Send original to CHC; copy to Blue Cross. | ☐ Other — Complete All Except 11a. and 11b. Send form to Blue Cross. | ☐ COBRA-Check One ☐ 18 mo. ☐ 36 mo. Life ☐ Yes ☐ No

IDENTIFICATION

2. Employee — Last Name	First	Initial	Home Telephone #	Social Security Number
X SMITH	JOSEPH	A	( )	

4. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	5a. Date of Hire MO__ DA__ YR__	5b. Eligibility Date MO 7 DA 1 YR 92

6. Coverage Effective Date MO__ DA__ YR__	7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
			310	734

TYPE MEMBERSHIP AND COVERAGE INFORMATION

11. Check type membership for each coverage desired (indicate life coverage desired, if applicable in Blocks 12 through 16).

	a. BC/BS	b. CHC
S-Single	☐	☐
F-Family	☒	☐
F-Employee/Children	☐	☐
E-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ U.S. military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third party administrator
10 ☐ Planned Administrators, Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain: _____

6

d. OPTIONAL COVERAGE
Stand Alone Drug ☐ Other ☐
Specify: _____

STAND ALONE DENTAL: (Check One)
S- ☒ F- ☐ E/C- ☐ E/S- ☐

12. If Sponsored give Sponsor's Social Security #: _____

13. Types and Amount of Life Insurance Coverage Desired

		Supplemental	
☐ Life	_____	☐ Life	_____
☐ AD&D	_____	☐ AD&D	_____
☐ Dep. Life	_____	☐ Dep. Life	_____
☐ STD	_____		
☐ LTD	_____		

14. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

15. Life Class

16. Full Name of: Last Name First Init. Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
* SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION *

17. Job title or description: _____

18. List All Members To Be Enrolled

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse (If None, Check Here ☐):							Yes	No
Spouse Social Security # (Required) and Employer if Employed:								
Children: 1)							Yes	No
2)							Yes	No
3)							Yes	No

OTHER INSURANCE INFORMATION

19. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP) or Medicare? ☐ Yes ☐ No If yes:
MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____

RECEIVED JUL 20 1992 PERSONNEL

16

EMPLOYEE CERTIFICATION

20. I understand that upon acceptance of this application by the insurance company, and so long as I meet the eligibility requirements of the contract with this employer, I will be provided with coverage as specified by the group contract made between my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

If enrolling in Companion HealthCare, I also agree to the conditions listed on the back of this form. I also understand that I am required to select a personal physician from the physicians associated with Companion HealthCare and that I am required to have my physician provide or arrange for all the medical services I need except for life threatening emergencies. I also authorize my employer/group to deduct from my pay and remit the prevailing employee's portion that may be required for the cost of said coverage. I represent that the information on this form is true, correct and complete.

4-4-93

Check box if Health Statement is attached ▶ ☐

BLUE CROSS USE ONLY

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA / COMPANION LIFE INSURANCE COMPANY

A

1. Please indicate action(s) needed. See back for types of action and required fields to be completed. Action needed

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH ____ DAY ____ YEAR ____

3. Type Contract ▶ Check One and Send Form to Location(s) Indicated:
☐ Blue Cross Member (send form to Blue Cross only) ☒ Companion HealthCare Member 08 (send original to CHC, send copy to Blue Cross) ☐ Other (Send form to Blue Cross only)

IDENTIFICATION

4. Employee – Last Name: X Strickland First: Laurie Initial: E Home Telephone #

5. Social Security No.

6. Mailing Address (Street or P.O. Box) (City) (State) (Zip Code)

7. Name of Employer

8. Blue Cross Group Number

9. Dept. No. 510

10. Payroll No.

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Transfer Within Your Group
D ☐ Divorce
E ☐ Marriage
F ☐ Other-Explain:
G ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable

13. Occurrence Date or Last Employment Date Mo. Day Yr.

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (Indicate life coverage desired, if applicable, in blocks 15 through 19)

	a. BC/BS	b. CHC
S-Single	☐	☐
F-Family	☐	☐
F-Employee/Children	☒	☐
E-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other 3rd party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain:

d. OPTIONAL COVERAGE
STAND ALONE DRUG ☐ OTHER ☐
Specify:

STAND ALONE DENTAL: (Check One)
S - ☐ F - ☐ E/C - ☒ E/S - ☐

15. If Sponsored Membership give Sponsor's Social Security #

16. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings (Check One) $ _____ (Amount) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name Of: (Last Name, First, Init.) Relationship
Primary Beneficiary(ies):
Contingent Beneficiary(ies):
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION

20. Job title or description:

21. Only List Members Affected By This Change

Last Name First Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:					Yes	No
Spouse: (If None, Check Here ☐):					Yes	No
Spouse Social Security # (Required) and Employer if Employed:						
Children: 1)					Yes	No
2)					Yes	No
3)					Yes	No

OTHER INSURANCE INFORMATION

22. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP), or Medicare?
☐ NO ☐ YES If Yes: MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____

RECEIVED JUN 17 1992 PERSONNEL

EMPLOYEE CERTIFICATION

23. Employee Certification – Read back for certification statement. Check box if health statement is attached. ☐

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 6-16-92 Signature [signature]

BLUE CROSS USE ONLY

DISTRIBUTION: White-Blue Cross or CHC Yellow-Employer Pink-Employee

11199 (Rev. 10/90)

MC

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION

C

1. Please indicate action(s) needed. See back for types of action and required fields to be completed.
☐ a. (Check One – ☐ 18-mo ☐ 29-mo ☐ 36-mo) Life Coverage ☐ Yes ☐ No; ☐ b. Explain Terminated
☐ c. From _____; ☐ d. Deceased ☐ Yes ☐ No; ☐ e.; ☐ f. From _____; ☐ g. From _____
☐ h. Exclude ☐ Yes ☐ No; ☐ i. ☐ j.; ☐ k. From _____; ☐ l. ☐ m. Explain _____

2. EFFECTIVE DATE OF ACTION REQUESTED: MONTH 5 DAY 1 YEAR 93

3. Type Contract ▶ Check One and Send Form to Location(s) Indicated:
☐ Blue Cross Member (send form to Blue Cross only) ☑ Companion HealthCare Member (send original to CHC, send copy to Blue Cross) ☐ Other (Send form to Blue Cross only)

IDENTIFICATION

4. Employee — Last Name: Laurie | First: K. | Initial: Strickland | Home Telephone #:
5. Social Security No.:
6. Mailing Address (Street or P.O. Box): (City): (State): (Zip Code):
7. Name of Employer:
8. Blue Cross Group Number: 0 0 9 0 1 8
9. Dept. No.:
10. Payroll No.:

REASON FOR COVERAGE CHANGE

11. Check appropriate reason; give occurrence date in Block 13:
A ☐ Birth or Adoption
B ☐ Death (Name: _____)
C ☐ Transfer Within Your Group
D ☐ Divorce
E ☐ Marriage
F ☐ Other-Explain: Retiring
G ☐ Attained Reduction Age

12. Name of spouse to be excluded from coverage if applicable _____

13. Occurrence Date or Left Employment Date: Mo. Day Yr. 4-16-93

TYPE MEMBERSHIP AND COVERAGE INFORMATION

14. Check type membership for each coverage desired (Indicate life coverage desired, if applicable, in blocks 15 through 19)

	a. BC/BS	b. CHC	c. DENTAL
S-Single	☐	☐	☐
F-Family	☐	☐	☐
E-Employee/Children	☐	☐	☐
S-Employee/Spouse	☐	☐	☐

d. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☑ Insurance with another company
03 ☐ US military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other 3rd party administrator
10 ☐ Planned Administrators Inc.
11 ☐ Non-Federally Qualified HMO
12 ☐ Covered by Medicare
13 ☐ Covered by CHAMPUS
05 ☐ Other-Explain: _____

e. OPTIONAL COVERAGE
STAND ALONE DRUG ☐ OTHER ☐
Specify: _____

15. If Sponsored Membership give Sponsor's Social Security #: _____

16. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

17. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

18. Life Class

19. Full Name Of: (Last Name, First, Init.) Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION.

20. Job title or description: _____

21. Only List Members Affected By This Change

Last Name	First	Initial	Sex	Birthdate Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)		Was This Your Regular Physician?	
YOURSELF:							Yes	No
Spouse (If None, Check Here ☐):							Yes	No
Spouse Social Security # (Required) and Employer If Employed:								
Children:								
1)							Yes	No
2)							Yes	No
3)							Yes	No

OTHER INSURANCE INFORMATION

Does any member of your family have other group health, dental or drug coverage, Federal Employees' Program (FEP) or Medicare? ☐ Yes ☐ No If Yes:
MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
Family Member's Name _____ and Social Security # _____
Name of Insurance Co. _____ Policy # _____ Effective Date _____
Member's Employer _____
No. of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____
Type of service covered by this policy: Hospital, Physician/Medical, Prescription Drugs, Dental, Vision

CERTIFICATION

Application: Read back for certification statement. Check box if health statement is attached. ☐

I UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 4-16-93 Signature _____

Witness _____ Blue Cross or CHC _____

CHC USE ONLY					
ENT	PROV	GRP	SGRP	EMPL	DATE

Yellow-Employer Pink-Employee

ENROLLMENT APPLICATION

BLUE CROSS AND BLUE SHIELD OF SOUTH CAROLINA • COMPANION LIFE INSURANCE COMPANY • COMPANION HEALTHCARE

E

1. TYPE CONTRACT Check One: ☐ Blue Cross Applicant Complete All Except 11b. and 11c. Send form to Blue Cross. 08 ☐ Companion HealthCare Applicant Complete All Except 11a. and 11c. Send original to CHC, copy to Blue Cross. ☐ Other Complete All Except 11a. and 11b. Send form to Blue Cross. ☐ COBRA-Check One ☐ 18 mo. ☐ 36 mo. Life ☐ Yes ☒ No

IDENTIFICATION

2. Employee — Last Name	First	Initial	Home Telephone #	3. Social Security Number
Strickland	Laurie	K.	(843)	

4. Mailing Address (Street or P.O. Box)	(City)	(State)	(Zip Code)	5a. Date of Hire MO DA YR	5b. Eligibility Date MO DA YR
	JC				

6. Coverage Effective Date	7. Name of Employer	8. Blue Cross Group Number	9. Dept. No.	10. Payroll No.
MO 5 DA 1 YR 93		027		

TYPE MEMBERSHIP AND COVERAGE INFORMATION

11. Check type membership for each coverage desired (indicate life coverage desired, if applicable in Blocks 12 through 16).

	a. BCBS	b. CHC
S-Single	☐	☐
F-Family	☐	☐
E-Employee/Children	☑	☐
S-Employee/Spouse	☐	☐

c. REFUSAL OF HEALTH COVERAGE
01 ☐ Other insurance with BCBS of SC
02 ☐ Insurance with another company
03 ☑ U.S. military coverage
04 ☐ Federally Qualified HMO
07 ☐ My spouse's coverage with this group
09 ☐ Other third party administrator
10 ☐ Planned Administrators, Inc.
11 ☐ Non-Federally Qualified HMO

12 ☐ Covered by Medicare
13 ☑ Covered by CHAMPUS
05 ☐ Other-Explain: _____

d. OPTIONAL COVERAGE
Stand Alone Drug ☐ Other ☐
Specify: _____

STAND ALONE DENTAL: (Check One)
S- ☐ F- ☐ E/C ☐ E/S- ☐

12. If Sponsored give Sponsor's Social Security #: _____

13. Types and Amount of Life Insurance Coverage Desired
☐ Life _____ Supplemental
☐ AD&D _____ ☐ Life _____
☐ Dep. Life _____ ☐ AD&D _____
☐ STD _____ ☐ Dep. Life _____
☐ LTD _____

14. Earnings $ _____ (Amount) (Check One) ☐ Hourly ☐ Weekly ☐ Bi-weekly ☐ Monthly ☐ Annually

15. Life Class

16. Full Name of: Last Name First Init. Relationship
Primary Beneficiary(ies): _____
Contingent Beneficiary(ies): _____
* SEE INSTRUCTIONS ON BACK FOR MULTIPLE BENEFICIARY DESIGNATION *

17. Job title or description: _____

18. List Members to be Enrolled	Last Name	First	Init.	Sex	Date of Birth Mo. Day Yr.	For Companion HealthCare Members Only: Primary Care Physician Name (from Directory)	CHC Use Only	Was This Your Regular Physician?	
YOURSELF:	Strickland	Laurie	K.	M	7-3-49			Yes	No
Spouse (If None, Check Here ☐):								Yes	No
Spouse Social Security # (Required) and Employer if Employed:									
Children: 1)								Yes	No
2)								Yes	No
3)								Yes	No

RECEIVED APR 2 1993 PERSONNEL

OTHER INSURANCE INFORMATION

19. Do you or does any member of your family have other group health coverage, Federal Employees' Program (FEP) or Medicare? ☐ Yes ☐ No If yes:
MEDICARE A ☐ Effective Date _____ MEDICARE B ☐ Effective Date _____
A. Family Member's Name _____ and Social Security # _____
B. Name of Insurance Co. _____ Policy # _____ Effective Date _____
C. Family Member's Employer _____
D. List Names of Covered Persons 1 _____ 2 _____ 3 _____ 4 _____

EMPLOYEE CERTIFICATION

20. I understand that upon acceptance of this application by the insurance company, and so long as I meet the eligibility requirements of the contract with this employer, I will be provided with coverage as specified by the group contract made between my employer and Blue Cross and Blue Shield of South Carolina and/or Companion. I further understand that I am bound by all elements of the contract with regard to my eligibility for this coverage. I authorize release to the company of my past and future medical records and Medicare Part A and B claims information for claims processing purposes.

If refusing coverage, I understand that if I later wish to enroll in the group plan offered by my employer and I am not with a federally qualified HMO, I must provide satisfactory evidence of insurability.

If enrolling in Companion HealthCare, I also agree to the conditions listed on the back of this form. I also understand that I am required to select a personal physician from the physicians associated with Companion HealthCare and that I am required to have my physician provide or arrange for all the medical services I need except for life threatening emergencies. I also authorize my employer/group to deduct from my pay and remit the prevailing employee's portion that may be required for the cost of said coverage. I represent that the information on this form is true, correct and complete.

Check box if Health Statement is attached ☐

I HAVE READ AND UNDERSTAND EACH AND EVERY PART OF THIS ENROLLMENT APPLICATION.

Date 3-31-93 Signature Laurie K. Strickland

BLUE CROSS USE ONLY

DEPT	EMP	ID	CERT	UW EMP	UW REAS

11198 (rev. 8/89) White-Blue Cross or CHC Yellow-Employer Pink-Employee

watching out for what was told we were going to get. I don't know if that answers your question.

Q: I'm trying to ask you two different questions, and I understand your position as to the charges. Your position is as a retiree, you shouldn't be charged for health insurance; is that correct?

A: That's right.

Q: Is it your position also that even though the plan of which you are merely a part has changed; that any changes in that plan, even if you're not charged for them, can't be applied to you?

A: If it takes away and lessens my coverage, it should ... you know, they shouldn't apply. Like I say, if I'm getting this for health insurance on the day I retired, this is what I'm going to get. If the City comes in and says to everybody, well, we're going to lessen what your coverage is, I'm not for that, okay. I want what they said I was going to get. And if that's different from active personnel, that's different. I want what they said I was going to get. If the City wants to give me

something extra, that's fine, but I'm not asking for that.

Q: So, just so I understand your position, all those retirees who may have benefitted from changes in the health coverage over the period of their retirement, that's fine with you if it's favorable. But if there was a change in the plan that cost a little bit more or provided a little bit less, your position is the City would have to carve out a ... keep a specific individual plan for that individual? Is that your position?

A: If it keeps what I'm getting on the day I retired.

Q: But Mr. Floyd, we know that not everybody retires on the same day, right?

A: Right.

Q: And, you know, some people retire at age 42 and live 40 more years as a retiree.

A: Right.

Q: You know Mr. Dozier who was a former police officer is one of your co-plaintiffs?

A: Okay, yeah.

Q: He retired at age 43, I believe. Now, your position is, as a plaintiff in this case, is

that even though you retire and there are circumstances that result in a change in the overall plan that you're a part of, it would be the obligation of the City of Columbia to maintain you in the exact status quo as of the date of your retirement?

A: I want to make sure. Again, I can't speak for Mr. Dozier, but if he was getting this retirement when he retired ... I mean this health insurance when he retired, that's what he should continue to carry on. Now how that ... you know, all the details of how it affects everybody else, I don't know how you work out those details.

Q: It might be impossible, might it?

A: I don't know.

Q: You have somebody who retired in 1998, somebody who retired in 2000, somebody retired in 2007, somebody retired in 2008. There may have been different insurance plans in each of those different years.

A: Right.

Q: Because you know that the insurance plan change from time to time. They sent you copies of the plan booklets, or you talked about them in the

A: I don't see in that employee handbook where once you retire you're not a City employee. That's my understanding, the way I feel about the thing, no longer a City of Columbia employee. I'm a retiree. So for them to make changes, significant changes, you know, it effects the retirees a great deal.

Q: Well, you're now paying $63 and some change, I believe you said, per month for your health insurance.

A: Yes, sir.

Q: Is it your objective in this lawsuit to get that same health insurance for free?

A: Yes, sir. And probably what I had before.

Q: But you are not suggesting in this lawsuit, are you, that you're entitled to have an individual plan just for you that can't be changed in any way from the day you retire until the day you die?

A: Repeat the question again.

Q: Sure. You're not suggesting, are you, that you are entitled to have an individual policy that never changes from the date you retired, January 2009 until the day, which I hope is a long time from today, which you leave this

earth?
A: Yes, I'm suggesting that.
Q: So the City couldn't make any changes. If they made changes for everybody else, they have to continue to provide the same coverage that you had on the date you retired?
A: Yes, sir.
Q: Since you retired in January 2009, has there been any increase in your pension?
A: No, sir.
Q: Are you eligible for cost of living increases through the Police Officer's Retirement System?
A: Yes, sir.
Q: When you were participating in the pension plan, did the City contribute to that plan?
A: Yes, sir.
Q: And those were funds that were paid in addition to your salary, correct?
A: As far as I understand, yes, sir.
Q: And you also contributed to the plan?
A: Yes, sir.
Q: Do you know whether or not it is common for employers to offer retirees health insurance?
A: No, sir. I don't know that.
Q: Do you know whether or not it's common for

Q: And until July 1, 2009 you did not pay any premiums for single health insurance.
A: No, sir.
Q: As of July, 2009 you must pay $63.17 for similar coverage.
A: Yes.
Q: Now, that is the B plan, is that correct?
A: Yes, sir. I pay $63 and I think 17 cents or something per month and I think my deductible at the doctor is a little more, but I haven't got a bill and it must be similar coverage, I told you I'm not a genius on that.
Q: There is another level of coverage available at a lesser rate, is that correct?
A: Yes, sir.
Q: And of course, you could have looked for other insurance, through other insurance providers if you wanted as well, is that fair?
A: It would have, but then I already had the insurance. I worked for 35 years to get the insurance that was already promised to me, so I didn't need to do that.
Q: You said in Paragraph 48 of the complaint, or your attorney said for you that you were promised by the City that if you remained

employed for a certain period of time, you would be provided free health insurance for life, now the City can't speak, it would have to be some person speaking. Who, if anybody, personally made that promise?

A: I can tell you through the years my supervisors, like the Chiefs back then when I was coming up were saying, like Chief Anderson and Chief Boykin and they would always tell us, they would always say, Chief Stewart, Chief Williams, they'd say you've got a retirement here, you've got insurance. This is a great place it will settle. And they were right and they did it and they went through and I followed in their footsteps all the way and they were right and the City enjoyed a good reputation at that time. They honored what they said.

Q: Did you think that any of those former Chiefs were trying to fool you in any way or saying stuff that they didn't personally believe?

A: No, sir.

Q: And when they told you that the City would provide you an opportunity for a pension and an opportunity for health insurance, that was true

when they told you that, correct?
A: That was true.
Q: And the City continues to offer you health insurance, but it's requiring you to pay a portion of that now, is that true?
A: That's what they're saying.
Q: All right. So they haven't told you, Mr. Martin, thank you for 35 years, but we're not going to let you be in our insurance program anymore. They never said that, did they?
A: No, they haven't said I couldn't have insurance, I'd just have to pay for it.
Q: All right. Pay a portion of it?
A: Yeah. They haven't said anything in writing or anything that I would continue to have it paid and it up and up and up and retired on a fixed income now, and I wasn't counting on that. If they would have told me that, I probably would have stayed a little longer.
Q: What does your pension pay you per month now?
A: It's around $3,500.
Q: And you said that the health insurance you elected to have costs you $63.17 a month, is that correct?
A: Yes, sir. That gives me somewhat of a similar

ARTICLE I. IN GENERAL

Sec. 2-1. Council-manager form of government adopted.

The city shall be governed by the council-manager form of municipal government as prescribed by Act. No. 283 of 1975 with a mayor and two councilmembers elected at large and four councilmembers elected from single-member districts as provided in section 6-2.
(Code 1979, § 1-1001)

State law reference—Selection of forms of municipal government by ordinance, S.C. Code 1976, § 5-5-10.

Sec. 2-2. Corporate boundaries.

(a) The boundaries of the city shall be those now and hereafter specified by law with any alterations that are made from time to time in the manner provided by law.

(b) The current city boundaries shall at all times be drawn on a map and set out in a written description. This delineation shall be retained permanently in the office of the city clerk. Alterations in these established boundaries shall be indicated by appropriate entries upon or additions to the map and description made under the direction of the city attorney. Copies of the map or description reproduced by any method of reproduction that gives legible and permanent copies, when certified by the city clerk, shall be admissible in evidence in all courts and shall have the same force and effect as would the original map or description. The city council may provide for the redrawing of any map of the city boundaries. A redrawn map shall supersede for all purposes the earlier maps that it is designated to replace.
(Code 1979, § 1-1002)

State law reference—Change in corporate limits, S.C. Code 1976, § 5-3-10 et seq.

Sec. 2-3. Members of council.

The mayor is considered to be a member of council.
(Ord. No. 2016-042, 6-21-16)

Sec. 2-4. Duties of council members.

The council members shall attend all regular and special meetings of the city council and hold themselves at all times in readiness to perform any duty entrusted to them by the city council. The councilmembers shall perform the duties thus imposed upon them with dispatch and to the best of their abilities.
(Ord. No. 2016-042, 6-21-16)

Sec. 2-5. Legislative powers; matters of policy:

All legislative powers of the city and the determination of all matters of policy are vested in the city council with each member, including the mayor, having one vote.
(Ord. No. 2016-042, 6-21-16)

"As mayor (or council member) of the City of Columbia, I will equally, fairly and impartially, to the best of my ability and skill, exercise the trust reposed in me, and will use my best endeavor to preserve the peace and carry into effect according to law the purposes for which I have been elected. So help me God."

The oath of office shall be administered and the effective date of service shall be the first council meeting in January.
(Ord. No. 2016-042, 6-21-16)

Secs. 2-10—2-30. Reserved.

ARTICLE II. MAYOR, COUNCIL, AND CITY MANAGER*

DIVISION 1. GENERALLY†

Sec. 2-31. Compensation.

(a) The council shall determine the annual salary of the mayor and council members by ordinance; provided, that an ordinance establishing or increasing such salaries shall not become effective until the commencement date of the terms of two or more members elected at the next general election following the adoption of the ordinance, at which time it will become effective for all members whether or not they were elected in such election. The salary of the mayor shall be $75,000.00 annually under the council-manager form of government effective July 1, 2014. Effective July 1, 2006, the salaries of the members of city council shall be $13,350.00 annually.

(b) The council members shall also be reimbursed for their actual expenses incurred in the performance of their official duties upon submission of signed expense reimbursement forms as provided by the city finance department, subject to the availability of funds budgeted for council expense.
(Ord. No. 2016-042, 6-21-16)

Sec. 2-32. City manager.

(a) The city manager shall be the chief executive officer of the city and head of the administrative branch of city government. The city manager shall perform and exercise the duties and responsibilities prescribed by law for this office and such other duties and responsibilities as prescribed by the city council.

***Editor's note**—Ord. No. 2016-042, adopted June 21, 2016, amended former Divs. 1, 2, of Art. II in their entirety and retitled Art. II from "Mayor and Council" to "Mayor, Council and City Manager."

Cross reference—Elections, ch. 6.

†**Editor's note**—Ord. No. 2016-042, adopted June 21, 2016, amended former Div. 1, §§ 2-31—2-32, in its entirety to read as herein set out. Former Div. 1 pertained to salaries of the mayor and councilmembers and reimbursement of expenses and derived from the Code of 1979, §§ 1-2001, 1-2002; Ord. No. 2001-042, 5-2-01; Ord. No. 2001-063, 7-11-01; Ord. No. 2005-059, 6-15-05; Ord. No. 2013-087, 10-15-13.

(b) The city manager may, within the financial limits imposed by the budget approved by city council, employ one or more assistants to exercise such supervisory responsibilities over departments as may be prescribed by the manager.

(c) The city manager shall attend all meetings of the council unless excused by the council. He shall keep the council advised of the status of matters pending for council consideration, make recommendations and present ordinances and resolutions for council action, participate in discussion of any matter involving the welfare of the city, and present items on the council agenda.

(d) Council shall evaluate the performance of the city manager on an annual basis. The timely completion of the council's goals and work plan objectives shall be a measure used in the manager's evaluation.
(Ord. No. 2016-042, 6-21-16)

Sec. 2-33. Appointment; qualification; residency requirements.

(a) The city manager shall be appointed by a majority vote of the council for an indefinite term. The manager shall be employed solely on the basis of his executive and administrative qualifications.

(b) The manager need not be a resident of the municipality or state at the time of appointment, but may reside outside the municipality while in office only with the approval of the council.

(c) No council member or mayor shall be employed as city manager during the term for which he or she shall have been elected.
(Ord. No. 2016-042, 6-21-16)

Sec. 2-34. City attorney.

(a) Appointment. The city council shall appoint a city attorney, who shall serve at its pleasure.

(b) Duties. The city attorney shall be the chief legal counsel to the city, the mayor and members of the council and the city manager and to the officers and department heads of the city. The city attorney shall prosecute and defend the city in all actions and appear on behalf of the city and its officers in legal proceedings and at all times take appropriate actions to protect the interests of the city. The city attorney shall prepare or supervise the preparation of all legal documents and instruments of the city and shall approve all ordinances, resolutions, contracts and related documents as to form. The city attorney may employ assistant city attorneys and legal assistants as necessary for the performance of his duties, when such positions are provided for in the city budget. The city attorney shall attend meetings of the council, unless excused from attending by council, and serve as the parliamentarian at such meetings, render legal opinions, represent the city at meetings and conferences and perform such other duties as prescribed by law and by the city council.

and operation of water treatment and distribution facilities, and wastewater treatment and collection facilities, environmental quality, regulatory compliance, and planning and strategy. He shall perform such additional duties as may be assigned to him by the city manager.
(Ord. No. 2016-092, 12-20-16; Ord. No. 2017-065, 8-1-17)

Sec. 2-119. Director of emergency communications.

The director of emergency communications, subject to the city manager, shall have administrative supervision over the 911 emergency communications systems. He shall perform such additional duties as may be assigned to him by the city manager.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-120. Director of general services.

The director of general services, subject to the city manager, shall have administrative supervision over the department of general services and shall be responsible for those activities relating to parking, fleet services, facilities/building support services, central stores and such duties as may be assigned by the city manager.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-121. Director of community development.

The director of community development, subject to the city manager, shall have administrative supervision over the department of community development. He shall be responsible for those activities relating to community development, and shall perform such additional duties as may be assigned by the city manager.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-122. Director of human resources.

The director of human resources, subject to the city manager, shall have administrative supervision over the department of human resources. He shall be responsible for those activities relating to employment, employee relations, employee health center, safety and risk management, employee benefits and training and shall perform such additional duties as may be assigned by the city manager.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-123. Director of parks and recreation.

The director of parks and recreation, subject to the city manager, shall have administrative supervision over the department of parks and recreation. He shall be responsible for those activities, recreation programs, parks, tennis centers, wellness centers, swimming pools, special events, park landscaping and maintenance, and shall perform such additional duties as may be assigned by the city manager.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-129. Director of office of business opportunities.

The director of the office of business opportunities, subject to the city manager, shall have administrative supervision over activities relating to small business loans and grants, small business and disadvantaged business enterprise goals and related programs, capacity building. He shall perform such additional duties as may be assigned by the city manager
(Ord. No. 2016-092, 12-20-16)

Sec. 2-130. Director of procurement and contracts.

The director of procurement and contracts, subject to the city manager, shall have administrative supervision over the department of procurement and contracts. He shall be responsible for managing, directing, facilitating and overseeing all aspects of the city's procurement and contracting process, coordinating with department and division end users to assist in identifying the most appropriate procurement delivery and source selection method for the procurement of goods, supplies, professional and non-professional services; assist in procurement negotiations; provide contract administration duties, develop model procurement strategies and best practice to ensure the timely delivery of products and services, assist in developing, implementing and evaluating city procurement policies, projects and programs to efficiently and effectively meet the needs of its customers and achieve strategic objectives necessary to support all operations of the city while maintaining the highest standards of integrity and ethical conduct.
(Ord. No. 2016-092, 12-20-16)

Sec. 2-131. Director of emergency management.

The director of the office of emergency management, subject to the city manager, shall have administrative supervision over activities relating to an emergency or disaster and any other projects as directed by the city manager. He shall perform such additional duties as may be assigned by the city manager.
(Ord. No. 2016-092, 12-20-16)

Secs. 2-132—2-150. Reserved.

ARTICLE IV. DEPARTMENTS*

Sec. 2-151. Departments created; department heads; administrative regulations and procedures.

(a) The following departments of the city are created:

(1) City clerk;

(2) Information technology services;

*Cross references—Fire department, § 9-31 et seq.; police department, § 10-31 et seq.; public utilities department, § 23-31 et seq.

(3) Finance;

(4) Legal;

(5) Human resources;

(6) Municipal court;

(7) Police;

(8) Fire;

(9) Public works;

(10) Engineering;

(11) Utility operations;

(12) Community development;

(13) Parks and recreation;

(14) General services;

(15) Economic development;

(16) Planning and development services;

(17) Public and media relations;

(18) Emergency communications;

(19) Budget and program management;

(20) Office of business opportunities.

(21) Procurement and contracts.

(22) Emergency management

(b) The head of each department shall be a director and shall have supervision and control of his department, subject to the city manager. The city manager may serve as director of one or more departments or divisions within any department.

(c) Each department head shall be responsible for preparation of departmental and administrative regulations and procedures subject to the review and approval of the city manager.

(Code 1979, § 1-3002; Ord. No. 2002-085, 10-9-02; Ord. No. 2004-080, 8-11-04; Ord. No. 2007-028, 5-2-07; Ord. No. 2010-026, 2-17-10; Ord. No. 2010-097, 6-23-10; Ord. No. 2016-092, 12-20-16)

Secs. 2-152—2-200. Reserved.

THE STATE OF SOUTH CAROLINA
In the Court of Appeals

APPEAL FROM RICHLAND COUNTY
Court of Common Pleas

Honorable Circuit Court Judge R. Scott Sprouse

Consolidated Cases 2009-CP-40-05680 and 2013-CP-40-05097

Appellate Case No. 2019-000374

Basilides F. Cruz, Joseph A. Floyd, Sr., Arthur C. Gillam III, Alma C. Hill, Barry N. Martin, Charles F. Morris, Sr., and Joseph A. Smith, Appellants,

v.

City of Columbia, Respondent.

and

Larry Strickland, Denious L. Dimery and Bailey G. McClinton, Appellants,

v.

City of Columbia, Respondent.

CERTIFICATION OF COUNSEL AND CERTIFICATION OF COMPLINANCE WITH ORDER ON REDACTION OF PERSONAL DATA IDENTIFIERS

I, Nancy Bloodgood, Esquire, hereby certify, pursuant to Rule 210 (g) of the South Carolina Appellate Court Rules, that this Record on Appeal contains all of the material and documentation proposed to be included by any of the parties and does not contain any other

material. In addition, I further certify that this Record on Appeal complies with the South Carolina Supreme Court's Order dated August 13, 2007, addressing the redaction of personal data identifiers and other sensitive information.

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