

Canton, Georgia

*110 Academy Street
Canton, Georgia 30114*



Minutes - Final - Final

Tuesday, October 19, 2021

3:00 PM

Special Called Meeting

City Hall

110 Academy Street

City Council

1. Call to Order

The meeting was called to order by Mayor Grant.

Members Present:

*Mayor Bill Grant
Councilmember Shawn Tolan
Councilmember Nick Estes
Councilmember Brooke Schmidt
Councilmember Sandy McGrew
Councilmember Will Carlan
Mr. Billy Peppers, City Manager
Mr. Nathan Ingram, Assistant City Manager
Mr. Stephen Merrifield, Police Chief
Mr. Dave Hatabian, Utility Engineer
Ms. Lorrie Waters, Human Resources Director
Ms. Lauren Johnson, Communications and Marketing Specialist
Ms. Annie Fortner, City Clerk
Mr. Mike Morgan, Information Technology Director*

Absent:

Mayor Pro Tempore Wilson

2. Discussion of the City's Defined Benefit/Defined Contribution Retirement Plans - Assistant City Manager Nathan Ingram - Attachment 2A

Attachments: [Retirement Plan](#)

Assistant City Manager Nathan Ingram provided Council a memorandum and summary packet of information which discussed the two major categories of plans (Defined Benefit and Defined Contribution), illustrated previous plans for employees, and reviewed the proposed plan for those hired after January 1, 2022. Mr. Ingram discussed unknowns for the future such as the economy and the length of an employee's retirement. Mr. Ingram stated Defined Benefit plans do not allow the employees to see the investment. Defined Contribution plans not only allow the employees to see their investment but also allows for more portability and for the option to withdraw. Mr. Ingram discussed the City's projected contribution rates and noted Defined Contribution plans can be adjusted. City Manager Billy Peppers discussed the goal of longer employee retention and new employee recruitment. Mr. Peppers noted the proposed plan automatically enrolls the employee but there is an option for the employee to opt out. Human Resources Director Lorrie Waters emphasized the portability of the Defined Contribution plan. Mr. Ingram stated any change must be made in ordinance form which will require two readings at Council meetings. Mr. Ingram informed this will come to Council in November. Councilmember Estes made a motion to direct staff to begin working with Georgia Municipal Association (GMA) for preparations for the change in retirement plans. Councilmember McGrew seconded the motion, and it was approved unanimously.

3. Adjourn

Councilmember Estes made a motion to adjourn. Councilmember Schmidt seconded the motion, and it was approved unanimously.

Bill Grant, Mayor

Attest:

Annie Fortner, City Clerk

Dates Minutes Approved by Council