AGENDA

Finance and Management Committee
6:00 pm Monday, Oct. 20, 2025
Council Chambers, Dickson City Hall

Call to Order — Mayor Weiss

Roll Call — City Recorder

Minutes & Check Register

1. Aug. 18, 2025, Finance and Management Committee meeting minutes and the Check Register for checks #102335 to #103057

Public Comments

1. Anyone wishing to provide comments germane to any item on this agenda shall indicate so by registering prior to the start of the meeting on the sign-up sheet provided at the entrance to the council chambers. No registrations will be allowed after the meeting has been called to order. The presiding officer shall establish an allotted time for each speaker and determine the order of speakers under the guidelines established in the City of Dickson Public Engagement Policy adopted in Resolution #2023-12

Old Business

None

New Business

1. Administer Peace Officer oath to:
   - Taylor Conklin
   - Jake Slack
   - Chase Coble

2. Presentation of Employee Health, Dental, Vision and Life Insurance proposals for 2026

3. Updates on City Center and Aquatic/Recreation Center projects

Other Business

Adjournment

MINUTES

Finance and Management Committee
6:00 pm Monday, Aug. 18, 2025
Council Chambers at Dickson City Hall

The Finance and Management Committee of the Council of the City of Dickson, Tennessee, met at 6:00 pm the eighteenth day of August, 2025, for a regular meeting in the Council Chambers of Dickson City Hall, 600 East Walnut Street.

Call to Order
Mayor Don L. Weiss Jr. called the meeting to order at 6:02 pm.

Roll Call	Present	Absent
Mayor		
Don L Weiss Jr.	X	
City Council (Ward)		
Jason Epley (1st)	X	
Brett Reynolds (1st)	X	
Shane Chandler (2nd)	X	
Kyle Sanders (2nd)	X	
Stacey Levine (3rd)	X	
Horace Perkins III (3rd)	X	
Dwight Haynes (4th)	X	
Michael Outlaw (4th)	X	

A quorum was present and the following business transacted.
Recorder Chris Norman served as recording secretary.

Others present: City Attorney Jerry Smith, City Administrator David Travis, Tax Collector Angie Brown, Treasurer Tammy Dotson, Fire Chief Richard Greer, Police Chief Seth Lyles, Recorder Chris Norman, Planning and Zoning Director Jason Pilkinton, Senior Activity Center Director Joan Rial, Public Works Director Bret Stock, Court Clerk Gina Swaner, Assistant Police Chief Todd Christian, Assistant Public Works Director Cooper Morris, Fire Prevention Officer Mike Osman, Det. Katrena Pulley and Sgt. Eric Chandler and others as indicated on the sign-in sheet.

Minutes & Check Register

1. **June 16, 2025, Finance and Management Committee meeting minutes and the Check Register for checks #101542 to #102334**
   No discussion.
   Motion to approve: Councilperson Outlaw
   Second: Councilperson Sanders

Roll Call	Yes	No	Abstain	Absent
Jason Epley (1st)	X			
Brett Reynolds (1st)	X			

Shane Chandler (2nd)	X
Kyle Sanders (2nd)	X
Stacey Levine (3rd)	X
Horace Perkins III (3rd)	X
Dwight Haynes (4th)	X
Michael Outlaw (4th)	X

Motion passed 8-0-0

Public Comments

None

Old Business

None

New Business

1. **Discussion on RESOLUTION #2025-58: A Resolution to approve and authorize the Mayor to sign a Lease Agreement with the Economic and Housing Development Corporation of Dickson County, Tennessee, and 841 Cowan Road LP to accept Payments in Lieu of Taxes *(deferred from Aug. 4, 2025)***
   Attorney Andrew Mills and Carter Swayze of The Clear Blue Company asked to meet with the administration to discuss an amount to be contributed for improvements to Cowan Road in addition to the $275,000 construction monitoring fee. Dickson Housing Authority Director Bernadette Mekalska and Program Specialist Sarah Leegan discussed the project-based voucher program that has allocated 60 vouchers for the Cowan Road Apartments. Mr. Mills and Mr. Swayze asked that further consideration of the PILOT request be deferred to the Oct. 6, 2025, Council meeting.

2. **Updates on Emergency Communications Department and Office of Emergency Management**
   City Administrator Travis said following the retirement of Director Rosalind Sowell on Aug. 12, 2025, the administration has decided to move the Emergency Communications Division back under the Police Department where Chief Lyles will designate a captain to oversee the daily operations. Administrator Travis said with the promotion of Major Todd Christian to Assistant Police Chief, the administration has named DFD Fire Prevention Officer Mike Osman as Director of the Office of Emergency Management.

Other Business

None

Adjournment

With no other business to come before the Finance and Management Committee, Mayor Weiss adjourned the meeting at 6:38 pm without objection.

ATTEST:

______________________________ ______________________________

Chris Norman, RECORDER **Don L. Weiss Jr., O.D., MAYOR**

City of Dickson
January 1, 2026

Group Health Insurance

Current Carrier	Cigna Healthcare
Initial Renewal Increase	24.42%

Most Recent 12-months MLR 80.31%(MLR-Medical Loss Ratio)

Prior 12-months MLR 117.42%

Request for Proposals Have Been Sent to the Following Carriers

- Aetna
- Blue Cross Blue Shield of Tennessee
- United Healthcare
- Gravie
- Crumdale

Cigna has agreed verbally to reduce the renewal increase.

United Healthcare has already released their proposal.

Deadline for the other carriers is close of business on October 24th.

Group Dental Insurance

Current Carrier	Blue Cross Blue Shield of TN
Renewal	No Increase

Group Vision Insurance

Current Carrier	Blue Cross Blue Shield of TN
Renewal	No Increase

Group Term life and Group Long-Term Disability

Current Carrier	Mutual of Omaha
Renewal	Rate Hold

Claim Payments by Group by Month

City of Dickson

Paid Month	Medical Monthly Premium	Medical	Drugs	Capitation Payments	Total	MLR
Sep-22	$138,682.24	$51,683.85	$42,745.18		$94,429.03	68.09%
Oct-22	$142,053.09	$28,654.74	$37,791.45		$66,446.19	46.78%
Nov-22	$141,484.65	$56,158.42	$49,303.74		$105,462.16	74.54%
Dec-22	$141,484.65	$147,297.38	$50,693.27		$197,990.65	139.94%
Jan-23	$147,821.23	$22,515.66	$38,628.85		$61,144.51	41.36%
Feb-23	$148,405.70	$49,514.07	$65,138.89		$114,652.96	77.26%
Mar-23	$150,762.96	$132,723.72	$82,150.78		$214,874.50	142.52%
Apr-23	$157,269.26	$28,326.71	$76,152.00		$104,478.71	66.43%
May-23	$157,169.38	$90,148.52	$87,964.63		$178,113.15	113.33%
Jun-23	$156,584.91	$43,527.35	$77,332.47		$120,859.82	77.18%
Jul-23	$158,335.70	$299,708.53	$79,517.94		$379,226.47	239.51%
Aug-23	$157,111.63	$99,568.56	$59,019.39		$158,587.95	100.94%
	$1,797,165.40	$1,049,827.51	$746,438.59	$0.00	$1,796,266.10	99.95%

Sep-23	$159,449.51	$50,758.93	$61,041.89		$111,800.82	70.12%
Oct-23	$160,618.45	$138,218.26	$68,288.18		$206,506.44	128.57%
Nov-23	$161,103.04	$81,893.82	$59,369.00		$141,262.82	87.68%
Dec-23	$160,418.69	$167,382.18	$97,541.93		$264,924.11	165.15%
Jan-24	$162,775.95	$56,581.78	$80,247.85		$136,829.63	84.06%
Feb-24	$161,122.42	$144,489.39	$73,900.47		$218,389.86	135.54%
Mar-24	$160,595.70	$93,346.88	$60,108.36		$153,455.24	95.55%
Apr-24	$158,822.91	$101,275.20	$122,109.76		$223,384.96	140.65%
May-24	$158,761.40	$306,628.27	$66,954.65		$373,582.92	235.31%
Jun-24	$159,188.24	$65,880.25	$75,665.75		$141,546.00	88.92%
Jul-24	$159,226.61	$68,293.60	$108,274.11		$176,567.71	110.89%
Aug-24	$160,414.93	$51,902.95	$57,173.19		$109,076.14	68.00%
	$1,922,497.85	$1,326,651.51	$930,675.14	$0.00	$2,257,326.65	117.42%

Sep-24	$159,592	$81,449	$52,668		$134,117	84.04%
Oct-24	$164,829	$55,007	$71,677		$126,684	76.86%
Nov-24	$163,760	$22,990	$59,367		$82,356	50.29%
Dec-24	$163,856	$54,699	$58,987		$113,686	69.38%
Jan-25	$163,483	$17,320	$27,735		$45,055	27.56%
Feb-25	$163,056	$48,547	$38,875		$87,422	53.61%
Mar-25	$160,333	$39,712	$68,190		$107,902	67.30%
Apr-25	$162,472	$124,593	$52,561		$177,154	109.04%
May-25	$163,352	$49,099	$91,119		$140,218	85.84%
Jun-25	$161,695	$61,004	$67,236		$128,240	79.31%
Jul-25	$161,110	$145,647	$52,665		$198,312	123.09%
Aug-25	$159,567	$141,782	$80,841		$222,623	139.52%
	$1,947,106	$841,849	$721,921	$0	$1,563,769	80.31%

City of Dickson Tennessee

Benefits, inc.

January 1 - December 31, 2026

			Cigna-Renewal				United Healthcare-Option 1	United Healthcare-Option 2	
Network			OAP				Choice +	Choice Plus	Core
									(No St. Thomas)
Deductible	Individual		$7,000				$7,000	$7,000	
	Family		$14,000				$14,000	$14,000	
Coinsurance			100%				100%	100%	
Out of Pocket Maximum	Individual		$7,000				$7,000	$7,000	
	Family		$14,000				$14,000	$14,000	
H.R.A.	Individual		$4,875				$4,875	$4,875	
	Family		$9,750				$9,750	$9,750	
Office Visit/ Specialist			Ded./ Coins.				Ded./ Coins.	Ded./ Coins	
Out Patient			Ded./ Coins.				Ded./ Coins.	Ded./ Coins.	
Mental Health			Unlimited				Ded./ Coins.	Ded./ Coins.	
Prescription Drug Preventive Rx			$10/ $35/ $60/ $120				$10/ $35/ $60	$10/ $35/ $60	
Vision			None				None	None	
4th Qt. Ded. Carryover			No				No	No	
			Current	Renewal				Choice +	Core
Individual	162	0	$584.49	$727.20			$674.02	$687.78	$619.69
Employee/ Spouse	21	0	$1,226.72	$1,526.23			$1,414.62	$1,443.50	$1,300.60
Employee/ Child(ren)	20	0	$1,069.09	$1,330.12			$1,232.85	$1,258.02	$1,133.47
Family	10	0	$1,772.63	$2,205.43			$2,044.15	$2,085.89	$1,879.38
			Current	Current					
Annual Premium			$1,914,679.20	$2,382,167.16			$2,207,961.12	$2,253,037.92	$0.00
Projected H.R.A. Cost			$386,100.00	$386,100.00			$386,100.00	$386,100.00	$0.00
H.R.A. Administration Fee			$11,502.00	$11,502.00			$11,502.00	$0.00	$0.00
Transition Credit			$0.00	$0.00			$0.00	$0.00	$0.00
Annual Cost + Projected H.R.A.			$2,312,281.20	$2,779,769.16			$2,605,563.12	$2,639,137.92	$0.00
% Increase over Current			20.22%				12.68%	14.14%	
Employee Cost/ Pay Period									
26 Pay Periods	Dependent								
Individual			$0.00	$0.00			$0.00	$0.00	$0.00
Employee/ Spouse	*($250.00)*		$181.03	$253.40			$226.43	$233.41	$167.46
Employee/ Child(ren)	*($250.00)*		$108.28	$162.89			$142.54	$147.80	$90.32
Family	*($400.00)*		$363.76	$497.64			$447.75	$460.67	$365.35