TOWN OF GARNER



TOWN COUNCIL WORK SESSION

March 27, 2018 6:00 P.M.

Garner Town Hall 900 7th Avenue Garner, NC 27529

Town of Garner Work Session Agenda March 27, 2018

Dinner will be served for town officials in the Conference Room at 5:15 p.m.

The Council will meet in a Work Session at 6:00 p.m. in the Council Chambers located at 900 7th Avenue.

۹.	CALL MEETING TO ORDER/ROLL CALL					
3.	ADOPTION OF AGENDA					
С.	REPOR	TS/DISCUSSION				
	1.	FY 18/19 Benefits Renewal				
	2.	Proposed Eagle Scout Project				
	3.	Garner Forward – Comprehensive and Transportation Plans				
	4.	PRCR Comprehensive Plan and Meadowbrook Planning				

COUNCIL REPORTS

D.

- E. MANAGER REPORTS
- F. **ADJOURNMENT**

Town of Garner Town Council Meeting Agenda Form

Meeting Date: March 27, 2018						
Subject: FY 18/19 Benefits Renewal						
Location on Agenda:	Discussion					
Department: Human Re	esources					
Contact: BD Sechler, Hu	man Resources Director					
Presenter: Paul Sydor &	BD Sechler					
Brief Summary:						
	recommendations for ben ility, & Medicare suppleme	· · · · · · · · · · · · · · · · · · ·	ding health care, den	ital, life insurance,		
Recommended Motio	n and/or Requested Acti	on:				
	dback and move to April 2		nroval			
	additional move to April 21	sounds meeting for ap				
Detailed Notes:						
See attached slides.						
Funding Source:						
			1			
Cost:	One Time:	Annual: 💿	No Cost:	\odot		
Manager's Comments	and Recommendations:					
Healthcare is a major be	nefit for recruitment and r	etention. Town staff are	proactively looking a	nt ways to decrease		
annual increases.						
Attachments Yes: No:						
Agenda Form	Initials:		Comments:			
Reviewed by:	militaris.		comments.			
Department Head:						
Department read.	BDS					
Finance Director:						
Town Attorney:						
Town Manager:	RD					
_ ~: .						
Town Clerk:						

FY 18/19 Staff & Retiree Benefits Renewal

March 27, 2018
Town Council



Benefits Renewal Executive Summary

- Health Plan 15.0%
- Dental Plan 0.0%
- Life & Disability Insurance 0.0%
- COBRA & FSA Administration 0.0%
- Retiree Medicare Supplement 9.5% (Effective June 1, 2018)
- Retiree Medicare Part D -TBD in Fall '18



Health Plan A Three Year Story

- July 1, 2016 switched from BCBSNC to Aetna to avoid an almost 50% increase
- February 2017 Aetna provided an initial renewal of almost 40%
 - By moving to Accountable Care Organization (ACO), renewal was 19%
- February 2018 Aetna provided an initial renewal of 24%
 - Through negotiation, renewal finalized at 15%



Health Plan

- 15% renewal increase with no benefit changes
- Maintain 100% Town Contribution for Employees* and 33.7% for Dependents monthly premiums
 - * Assumes voluntary completion of on-line Health Risk Assessment (HRA) questionnaire by staff member
 - If questionnaire not completed by deadline date, staff member pays \$20.00 per pay period towards employee coverage



Budget Implications

Plan Year		Employee	Employee & Spouse	Employee & Children	Family	Monthly Total	Annual Total	Annual Change	Percent Change
January 2017	Enrollment	127	9	40	12	188	2,256	NA	NA
Current	Premium	\$813.64	\$1,911.06	\$1,409.25	\$2,528.73	\$207,247	\$2,486,959	NA	NA
2017 - 2018 (33.7% Town Contribution for	Employee Contribution	\$0.00	\$727.59	\$394.89	\$1,137.10	\$35,989	\$431,870	NA	NA
Dependents)	Employer Contribution	\$813.64	\$1,183.47	\$1,014.36	\$1,391.63	\$171,257	\$2,055,089	NA	NA
Renewal	Premium	\$935.66	\$2,197.66	\$1,620.59	\$2,907.96	\$238,327	\$2,859,923	\$372,964	15.0%
2018 - 2019 (33.7% Town Contribution for	Employee Contribution	\$0.00	\$836.71	\$454.11	\$1,307.63	\$41,386	\$496,636	\$64,766	15.0%
Dependents)	Employer Contribution*	\$935.66	\$1,360.95	\$1,166.48	\$1,600.33	\$196,941	\$2,363,287	\$308,197	15.0%

Calculations are based on the Town funding 100% of the employee cost and 33.7% of the dependent cost.



Budget Implications (cont.)

Plan Year	Wellness Task Completion	Premiums & Contributions	Employee	Employee & Spouse	Employee & Children	Family	Percent Change
Current	NA	Premium	\$813.64	\$1,911.06	\$1,409.25	\$2,528.73	NA
2017 - 2018 (Same costs and contributions for all	NA	Employee Contribution	\$0.00	\$727.59	\$394.89	\$1,137.10	NA
employees)		Employer Contribution	\$813.64	\$1,183.47	\$1,014.36	\$1,391.63	NA
	NA	Premium	\$935.66	\$2,197.66	\$1,620.59	\$2,907.96	15.0%
Renewal 2018 - 2019	Reward	Employee Contribution	\$0.00	\$836.71	\$454.11	\$1,307.63	15.0%
(New: Two different costs and		Employer Contribution	\$935.66	\$1,360.95	\$1,166.48	\$1,600.33	15.0%
contributions for employees)		Employee Contribution	\$40.00	\$876.71	\$494.11	\$1,347.63	35.9%
	Standard	Employer Contribution	\$895.66	\$1,320.95	\$1,126.48	\$1,560.33	10.6%

Reward contributions are based on the Town funding all of the employee cost and 33.7% of the dependent cost.

Standard contributions are based on the Town funding all but \$40 of the employee cost and 33.7% of the dependent cost.



Dental Plan

- No increase
- •91% Claims Loss Ratio (2/1/17-1/31/18)
- Self Insured
- Delta Dental Administration



Life & Disability Insurance

- No Increase
- Life Insurance, AD&D and STD
- Reliance Standard



COBRA & FSA

- No Increase
- COBRA Administration, Flexible Spending
- Infinisource



Medicare Supplement

- 9.5% increase with no change in benefits
- Retirees on Medicare
- June 1, 2018 effective Date
- BCBSNC



Medicare Part D

- Prescription Drug Coverage
- Renewal Effective 1/1/19
- Currently with BCBSNC
- Recommendations to Council in Fall 2018



Timeline

- HRA Questionnaire deadline of 4/20/18
- Open Enrollment Period 5/1/18-5/20/18
- All Changes Submitted by Staff Through ESS by 5/20/17
- New Deductions from Pay on 6/1/18
- Benefits and Rates in Effect on 7/1/18



Questions





Town of Garner Town Council Meeting Agenda Form

Meeting Date: March 2	27, 2018					
Subject: Proposed Eagle	Scout Project					
Location on Agenda: I	Discussion					
Department: Administra	ation					
Contact: Rodney Dickers	son, Town Manager					
Presenter: T. Dean Price	, Eagle Scout					
Brief Summary:						
Mr. Price will present de way.	tails of a proposed Eagle So	cout project across from the Rec Center in the railroad right of				
Recommended Motion	n and/or Requested Actio	ion:				
Discussion	randy or Nequested Activ	ion.				
Detailed Notes:						
Funding Source:						
Cost:	One Time:	Annual: No Cost:				
Manager's Comments	and Recommendations:					
Proposal will require collaboration with the Downtown Garner Association, NC Railroad, Town Council and staff.						
Attachments Yes: •						
Agenda Form Reviewed by:	Initials:	Comments:				
Department Head:	RD					
Finance Director:						
Town Attorney:						
Town Manager:	RD					
Town Clerk:						

Mr. Dickerson et al.

First I would like to thank you all for your time in advance to review this Community Memorial and Safety Project that I would like to dedicate and donate to our town through my final stage of Scouting - my Eagle Scout Project.

I have been with Troop 10 and a scout since I was 5 years old and in kindergarten starting out as a Bobcat - Cub Scout. I love scouting and all that it entails and have waited a long time to make a positive contribution and for my town of Garner.

I spoke to Mr. Dickerson for the 1st time a couple years ago about this very project that has been my long time desire to give to our Town and have them be (as the Boy Scouts of America calls it) "The Beneficiary" of my Eagle Scout Contribution.

Since the time I have last spoken with Mr. Dickerson (maybe a year and a half ago), I have (just to give you a little about me who will be representing the National Boy Scouts of America in this endeavor). I've nearly finished my Junior Year at Garner High School and have taken ALL honor classes the whole time while attending, along with early college classes and maintained an A-B Honor Roll, I am in the BETA Club, have achieved 1st chair in my instrument the Upright Bass in 9th grade and over the whole school's Proficient Honors Orchestra Division as well as playing with an 88 piece orchestra at my church "Colonial Baptist" for over a year and a half. I work 2 jobs after school and on the weekends, one is with the Lakeside Day Lilly Farm for 2 years and Hudson's Hardware for almost a year now. I have focused on engineering and sciences in my studies. I've taken 1st place in science fairs and gone to the Regionals. I also participate in the A.C.E. Program (Architects, Construction and Engineering) which I just finished my 2nd year in and have been offered an Internship with a local Engineering Firm. I recently was chosen to participate in a Wake County Engineering Tournament called "The Blitz" hosted by Red Hat. Up until this year, I have played soccer since I was 3 and with CASL's Recreational division at 4 then the Challenge division up until last year.

I would like to say that this project will be well analyzed and scrutinized from the initial Schematic design through each and every phase of the entire project before the South Eastern Regional Eagle Scout Board and Council, so that no less than safety first, engineering accuracy, Town and National Guidelines as well as The Norfolk Southern Railroad and all of their committees are met and satisfied AND OF COURSE, the "Beneficiary" being the Town of Garner would be nothing less than satisfied with the project.

I would appreciate the opportunity to sit down with any of the staff members from any of the different committees named above or elsewhere that would have any input or aid in helping me to ultimately meet any and all of the town's desires, guidelines and future plans for potential fencing and/or answer any and all questions.

So below, I did attach a couple of the same pictures I dropped off at the town meeting last Monday to Mr. Dickerson as I know he said there was no time to share anything at that meeting so that was just for a little more clarity and understanding as he said he wanted to explain to some people.

My proposed project consists of a 400 ft. Aluminum fence (similar to the one behind the Train Depot) to run the full distance across from the new Garner Recreation Center but next to the tracks as pictured below and marked in Orange. Also on the small 14 - 4 x 6 pictured flyer that I dropped off for Rodney at last Monday's meeting to give a better idea as it has not all been explained to him either. This fence will provide an extra buffer of safety for the town citizens/children from the Railroad Train Tracks and it being the minimum height that the railroad would like, the Southern RR will appreciate the buffer. I have some contacts and will work to get this approved without requiring the Town to do anything but give an initial approval for the project the railroad committee will want to know that The Town of Garner is accepting the iron fence before they go through the motions as well. It also would include a large boulder/Monument for a Brass Plaque as a Tribute to Garner that was chosen due to the various colors and character with variegated striping throughout it. It was found after visiting 4 quarries in the mountains of North Carolina. This would be very similar to the many boulders with plaques used in the landscaping areas around Garner as well as Garner's Lake Benson Park and other towns. My goal was for the aesthetic and unique distinction of this rock to promote more pride and community with anther sitting spot, meeting spot or a place just to get out of the sun or rain and relax. I feel it be inviting help to bring more people to the area of our down town Main Street besides allow me to acquire my rank of Eagle Scout while giving back to the community.

I hope you will consider the good that this will bring as well as the safety the fence will add to those that will take part in the Community Recreation Center directly across the street. And, the Norfolk Southern and all Rail Road Committees will be dealt with and the progress along the way reported to the town as explained to Mr. Dickerson.

The one thing mentioned to Mr. Dickerson is at this point, a signature that the town would like to be the Beneficiary of my Eagle Scout Project (the 400 feet of black aluminum fencing which will also act as a safety buffer between new Garner Recreation Center and the NSRR, the sitting area with the Monument and Plaque under the 3 Oak trees. The Town doesn't need to worry about the liability aspects of any of this Project, (the work done or the people involved) as the equipment used we will be ran by only licensed and insured people, and ultimately each person involved with the work and/or construction of the Eagle Scout Project is also fully covered with the insurance of the Boy Scouts of America' National Organization in which proof of this insurance can be provided. This is the same as the Eagle Scout projects that the Town has been the recipient of in the past. Garner can rest assured that it is my/our job to make sure the Town of Garner is completely HAPPY with the outcome – stays updated and can make any changes along the way, the request that the town would like to make or implement along the way will be accommodated with a simple "Change Order" which I will take care of and the town official can verify prior to my

submitting (all can be done in a matter of minutes). The signature needed is just a simple protocol to get the ball rolling for the acquisition and allowance to be requested from the Rail Road as you all know, their permission can take a little bit of time. As Rodney is aware, having a son in scouts as well, this is a well organized and over seen process that my troop 10 is well aware of, the master and others have signed off on and will be fully present as well as backed the National Scouts of America's Corporation with Full presentations being done before them before any of this has come to be. After all named above (and others as seen fit) has reviewed, I would like to present at one of the next upcoming Town Board Meeting thinking it will take no more than 10 minutes for me to present it and then the time that it would take to answer questions.

Please feel free to respond with any questions or time that may be desired to get together and discuss further.

Again, thank you for your time T. Dean Price



Site of Eagle Scout Project - 400ft. fencing & Tribute to Town Memorial (marked in Orange)



Similar Fencing to be used



2 Benches - one on each side of memorial

There will also be landscaping timbers outlining area with a bed of river stone around memorial with stepping stones and easy to keep perennial flower beds in the rear corners.



Variegated Boulder to be used as Memorial



Similar Plaque with Town Seal

Plaque to read:

"An uplifting quote promoting Community"

with date and Names of... Supporters of Project on a separate plaque.

Town of Garner Town Council Meeting Agenda Form

Meeting Date: March 27, 2018						
Subject: Garner Forward	Comprehensive & Transpo	ortation Plans				
Location on Agenda:	Discussion					
Department: Planning						
Contact: David Bamford	, Planning Services Manage	er				
Presenter: David Bamfo	rd, Planning Services Mana	ager				
Brief Summary:						
the Garner Forward proj	ect with highlights on the F	Plan's major changes and ed	mments; Staff will give an update on lits since the last Council work ral potential Public Hearing dates			
Recommended Motion	n and/or Requested Action	on:				
Receive comments and d	irection on a Public Hearing	g date				
Detailed Notes:						
Funding Source:						
Cost:	One Time:	Annual:	No Cost:			
Manager's Comments	and Recommendations:					
Comprehensive and Transportation Plans will guide growth and development in a changing urban landscape.						
Attachments Yes: •	No: O					
Agenda Form	Initials:		Comments:			
Reviewed by:	miciais.		comments.			
Department Head:	JMH					
5 '						
Finance Director:						
Town Attorney:						
Town Manager: RD						
Town Clerk:						



Planning Department Memorandum

TO: Town Council

FROM: David Bamford, AICP; Planning Services Manager

SUBJECT: Garner Forward Comprehensive & Transportation Plans

DATE: March 27, 2018

We are in the final phase of the *Garner Forward* project to update the Town's *Comprehensive & Transportation Plans*. You are receiving copies of all Garner Forward materials for your review.

Enclosed in your packet are the following:

- 1. Draft Transportation Plan (116 pages)
- 2. Draft Land Use Plan (102 pages)
- 3. Draft Future Land Use Map (24" x 36")
- 4. Future Land Use Category Descriptions

The *Comprehensive Plan* updates and builds upon the previous Comprehensive Growth Plan that was adopted in 2006. This Plan's primary focus is providing a framework for making land use decisions in order to guide and direct future growth. A "Future Land Use Map" is an important piece of this Plan that will be used for evaluating commercial & residential rezonings and development proposals in Garner over the next 25 years.

The other component of Garner Forward is the *Transportation Plan* that examines existing conditions and provide specific strategies and recommendations for all modes of travel including roadways, public transportation, walking, and cycling.

This project kicked-off in the spring of 2016 and has had extensive participation from various groups including local organizations, citizens, the Steering Committee, the Planning Commission, and the Town Council. This project could not have been successful without the contributions of so many people coming and working together for the betterment of Garner's future. Public participation played a key role, and here were the outreach efforts.

PUBLIC OUTREACH EFFORTS

Focus Groups / Stakeholder Meetings

July 26 & 27, 2016

Chamber of Commerce Connect Conference

August 4, 2016 August 10, 2017

Public Surveys

June – July 2016 October 2017

Public Workshops

September 8, 2016 December 14, 2016

GEDC Advisory Board

March 3, 2017

Public Meetings (Civic Groups)

April 4, 2017 April 17, 2017

Public Open House on Draft

October 16, 2017

In addition to the above, there were 7 Steering Committee meetings, 4 with the Planning Commission, and 3 work sessions with the Town Council (including March 27, 2018).

Staff has worked closely with the consultant, Stantec, to assist in managing the project, to conduct public outreach efforts, to compile comments on the draft plans, to proof-read and provide technical feedback, and to make sure the end-product reflects the community's land use & transportation vision and priorities going forward for the next two decades.

STEERING COMMITTEE

The Steering Committee held their last meeting for the project on March 6, 2018. The Committee met for a total of 7 times; their role was to work with Staff and the consultant to provide feedback, input, and direction on the major components of the plans. While they provided some additional comments at their last meeting, the Committee did as a group endorse the draft plans to move forward to the Planning Commission.

PLANNING COMMISSION

The Planning Commission held their meeting on March 12, 2018 to review the drafts. While both plans were well-received, there were concerns raised about how the *Comprehensive Plan* addressed neighborhood improvement and affordable housing, specifically in the goals, strategies, and recommendations section on "Housing." Staff also received additional comments for both the Comprehensive and Transportation Plans. These are attached as "Comments from Planning Commission." The Planning Commission agreed to send the *Garner Forward* drafts to Council at their next work session on March 27 for discussion with the understanding this would return to them on April 9 for a final review and formal recommendation. In response to the issues and comments raised, Staff and the consultant have made edits and changes to both Plans, including the areas of the Comprehensive Plan dealing with neighborhood improvement and affordable housing. Council will receive the revised version in advance of the March 27 work session.

TOWN COUNCIL WORKSESSION

Drafts of the Plans are presented for your review and comments. At the upcoming work session, Staff will summarize the major updates to the Plans over the course of the last several months since the September 26, 2017 Council work session.

The schedule below shows the path forward to complete this project. There are several potential public hearing dates in April and May. Staff recommends a sufficient period of public review where the *Garner Forward* Plans would be posted on the Town's web-site in advance of the public hearing. Hard-copies would also be available at Town Hall for the public.

THE PATH FORWARD

The following is the proposed path forward to complete the Garner Forward project.

Steering Committee	March 6, 2018 (endorsed plan)
Planning Commission	March 12, 2018 (provided additional comments)
Town Council Work session	March 27, 2018
Planning Commission	April 9, 2018 (make recommendation)
Possible Public Hearing / adoption	April 17, May 7, or May 22, 2018

Comments from Planning Commission

March 12, 2018

- 1. For the Future Land Use Map densities, is there a way to discuss lot size in addition to units per acre when discussing densities? Staff Response-the Future Land Use Map is moving away from lot sizes (which is better addressed in zoning districts) and designates areas for future growth based on densities or dwelling units per acre.
- 2. How is the Town going to advance the Opportunity Sites? Wil there be action steps or recommendations that directly address them? Goals/dates/timelines? It is recognized there are recommendations and principles demonstrated in the design of the opportunity sites but what about goals directly related to the sites? Staff Response there is no specific timeline on developing the Opportunity Sites. Some are linked to Transit projects (Bus Rapid Transit and Commuter Rail). These drawings and renderings can be used as a marketing tool in discussions with developers to share what the Town's vision is for these areas.
- 3. Following discussion after the meeting, add the Intersection/Interchange at White Oak Rd and Hebron Church Rd to priorities (note under design as of this writing), and remove the rendering. Staff Response The re-alignment of Hebron Church Road to the west, as shown on previews drafts of the Transportation Plan, will be removed to reflect reality with the approval of Country Walk Subdivision.
- 4. Existing sidewalks need to be updated Staff Response –mapping layers will be updated to show both existing and proposed sidewalks from approved developments.
- 5. Town's next bond projects should focus on transportation. Staff noted that even without a bond there are lots of smaller projects that can be completed, possibly under LAPP funding.
- 6. How much has Council been involved in setting priorities? Staff Response –Council has set priorities through the Town's Strategic Action Plan. Council authorized the Garner Forward Project as part of the 2015 Strategic Plan. Council has been involved with Garner Forward with members serving on the Steering Committee, in addition to Council work sessions and briefings.
- 7. There are no recommendations for Aversboro "Great Streets" The project is included as the first item in the Action Plan: Roadway and Connectivity Projects on p.93 and is part of the wider recommendation for the adoption of a town-wide Complete Streets policy on p. 87 Staff Response —this will be looked at. Aversboro Road as a "great street" is an example of what can be done to enhance the corridor to include accommodations for all modes of travel (walking, bicycling, and driving) while also installing landscaping and medians to improve the appearance. Some in the community think this is a good idea while others have concerns about reducing the existing 4 lanes of travel down to 2. Even if Aversboro Road is not chosen for this transformation, the "great streets" concept can be applied to other existing or proposed roads in Garner.
- 8. It is unclear what the final design referred to means in the responses of the comment table regarding the Aversboro project change sentence to avoid confusion. Staff Response –this will be looked at.

- 9. Request that individual departments be assigned to each recommendation. Staff Response –this will be looked at.
- 10. Change the wording to the Implementation Committee to "will" or move up the date to establish the Implementation Committee when the plans are brought to Council. Staff Response this will be looked at.
- 11. Re-write the Affordable Housing page, to use new classifications of affordable housing and include language to protect and preserve existing housing stock and promote continual growth. Staff Response revisions have been made.
- 12. Add a recommendation to explore strategies to expand/dedicate additional resources to the Neighborhood Improvement Program. Information from early in the planning process mentioned illustrious example of increasing housing occupancy that could be included. Staff Response —a new section on "Preserve and Protect Garner's Existing Housing Stock" was added.
- 13. Make projects that connect sidewalk gaps or "green fingers" higher priorities on the project list Staff Response this was updated.

Town of Garner Town Council Meeting Agenda Form

Meeting Date: March 2	27, 2018					
Subject: PRCR Comprehe	ensive Plan and Meadowbr	rook Planning				
Location on Agenda: I	Discussion					
Department: Parks, Rec	reation, & Cultural Resour	ces				
Contact: Sonya Shaw, PF	RCR Director					
Presenter: Sonya Shaw,	PRCR Director					
Brief Summary:						
			of the plan are also needed to begin the to complete both major projects most			
Recommended Motion	n and/or Requested Action	on.				
Provide Feedback	rana, or requested rich	011.				
Detailed Notes:						
Detailed Notes.						
Funding Source: General Fund						
Cost:	One Time:	Annual:	No Cost:			
Manager's Comments	and Recommendations:					
Comprehensive recreation planning is an important step in improving and increasing recreational and cultural opportunities in the Town of Garner.						
Attachments Yes: •	No: O					
Agenda Form	Initials:		Comments:			
Reviewed by:						
Department Head:	SS					
Finance Director:						
Town Attorney:						
Town Manager: RD						
Town Clerk:						

Garner PRCR Comprehensive Plan and Meadowbrook Planning

Sonya Shaw, PRCR Director March 27, 2018 Council Work Session

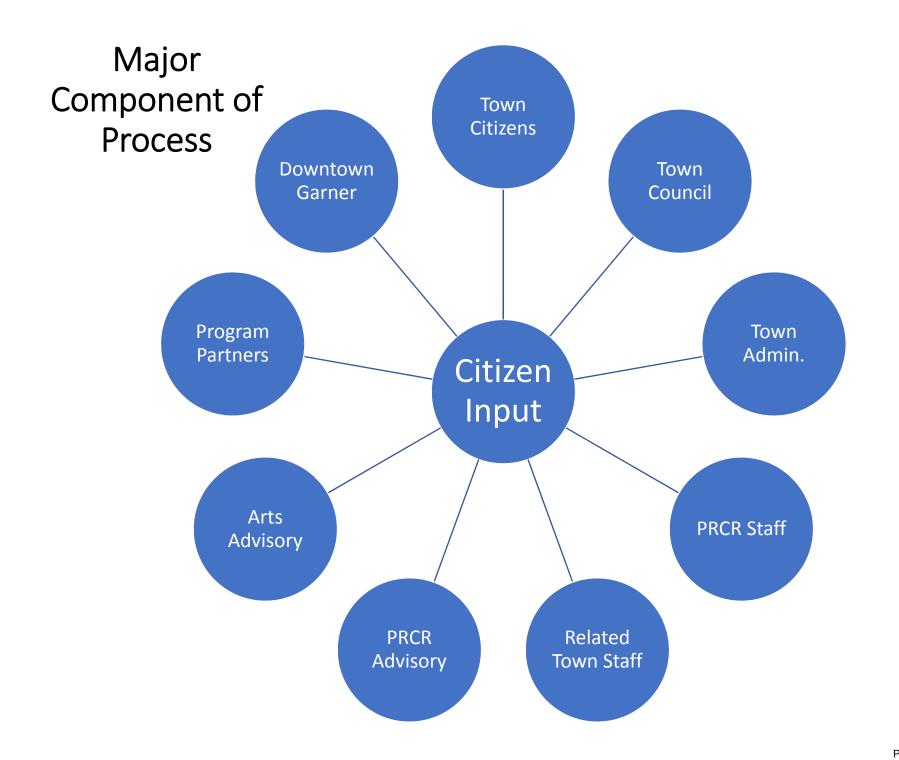
PRCR Comprehensive Plan

Purpose

- To provide a clear vision, action plan and financial strategy to define a clear path for providing parks, recreation and cultural resources, open space and greenway services for the community through 2029
- 10-year life cycle to plan
- Current plan began 2006, adopted June 2007
- New plan will be year-long process pending adoption Summer 2019
- Required for National Accreditation and PARTF Grant

PRCR Comprehensive Plan

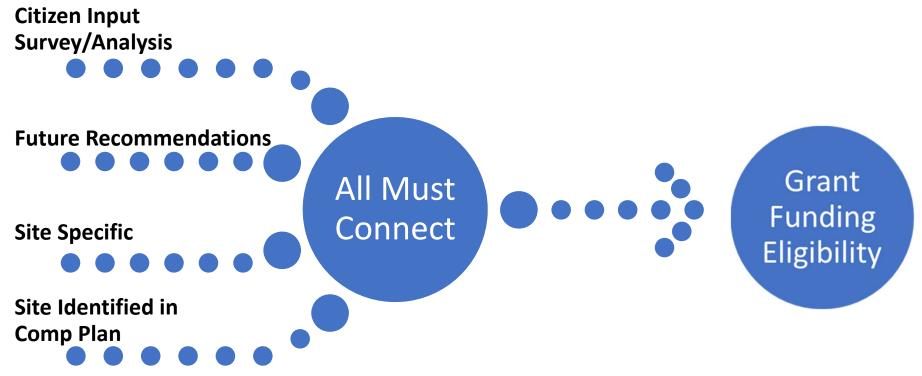
- New Plan components
 - Review current comp plan and related community plans
 - Citizen Survey
 - Citizen Input
 - Inventory, assessment and analysis of existing parks, facilities, programs and staff
 - Review operations and maintenance of recreational facilities, parks and staffing levels
 - Review and update open space and greenways plan
 - Create prioritized Capital Improvement Plan (CIP)
 - Recommendations for future recreational services



Comp Plan and Meadowbrook

Planning

Key Components Tied to Future Grant Funding



Comp Plan and Meadowbrook

- Recommended Process
 - Advertise RFP for Comp Plan and Meadowbrook : Early April 2018
 - Responses Due: Early May
 - Interview and Selection Process: May
 - Council Approval: June
 - Comp Plan Process: July/August 2018- Summer 2019
 - Meadowbrook Planning: Can begin once survey data and analysis completed by hired firm
 - Alternative: Conduct Meadowbrook Plan completely separate of Comp plan

Questions?