

MINUTES

BUSINESS MANAGEMENT COMMITTEE

METROPOLITAN ATLANTA RAPID TRANSIT AUTHORITY

January 30, 2020

The Board of Directors Business Management Committee met on January 30, 2020 at 11:26 a.m. in the Board Room on the 6th Floor of the MARTA Headquarters Building, 2424 Piedmont Road, Atlanta, Georgia.

Board Members Present

Roberta Abdul-Salaam
Jim Durrett
Roderick E. Edmond
William 'Bill' Floyd
Roderick A. Frierson, **Chair**
Jerry Griffin
Freda B. Hardage
Alicia M. Ivey
John 'Al' Pond
Rita A. Scott

MARTA officials in attendance were: General Manager/ CEO Jeffrey A. Parker; C-Suite Team Members Chief Administrative Officer Luz Borrero, Chief of System Safety, Security & Emergency Management/Police Wanda Dunham, Chief of Bus Operations Collie Greenwood, Chief Financial Officer Kevin Hurley (Interim), Chief of Staff Melissa Mullinax, Chief Counsel Elizabeth O'Neill, Chief of Capital Programs, Expansion & Innovation Franklin Rucker and Chief of Rail Operations David Springstead; AGMs LaShanda Dawkins, Dean Mallis, Kirk Talbott, Emil Tzanov and Tom Young (Interim); Executive Director Paula Nash; Directors Rhonda Allen, David Emory, Jacqueline Holland (Acting) and Jonathan Hunt; Manager MARTA Board of Directors Rebbie Ellisor-Taylor; Sr. Executive Administrator Keri Lee. Others in attendance Adrien Carter, Amar Gannarapu, Abebe Girmay, Cedric Griffin, Courtne Middlebrooks and LaTonya Pope.

Also in attendance Keith Parker of Clayton County Citizens Advisory Group.

Approval of the November 21, 2019 Business Management Committee Meeting Minutes

On motion by Dr. Edmond seconded by Mrs. Hardage, the minutes were unanimously approved by a vote of 9 to 0, with 9 members present.

Resolution Authorizing a Modification of a Contractual Authorization for Voice and Data Telecommunications Services Contract, P23964

Mr. Talbott presented a resolution authorizing the General Manager/CEO or his delegate to enter into a contract with AT&T for Voice and Date Telecommunication Services.

The purpose of this resolution is to request additional funds for the current Voice and Data Telecommunication Services with the AT&T contract in the amount of \$1,805,920.

The current contract, which expires March 31, 2020, will be extended for a period of ten (10) months with a new expiration date of January 08, 2021. The Department of Technology is requesting the additional funds for the extended period. These funds would cover current and future expenditures.

On motion by Mr. Durrett seconded by Mr. Pond, the resolution was unanimously approved by a vote of 10 to 0, with 10 members present.

Resolution Authorizing the Award of a Contract for the Procurement of Authority-Wide Microsoft Software Licenses, RFP P45841, Utilizing the State of Georgia Contract

Mr. Talbott presented a resolution authorizing the General Manager/CEO or his delegate to enter into a Contract with Dell Marketing, L.P. utilizing the State of Georgia Contract for Authority-Wide Microsoft Licenses in the amount of \$1,163,639.16.

This procurement would be funded with Local Operating Funds (100%) for a (1) one-year base term.

This contract would replace Contract P39125, which expires February 26, 2020.

The Authority would utilize the State of Georgia Statewide Contract for Authority-Wide Microsoft Software Licenses with Dell Marketing, L.P. ("State Contract").

Mr. Durrett congratulated Mr. Talbott for moving forward with the installation of new Avis monitors at the Buckhead Station.

Mr. Talbott said the plan is to update all station monitors within the 2020 calendar year.

On motion by Mr. Durrett seconded by Mrs. Hardage, the resolution was unanimously approved by a vote of 10 to 0, with 10 members present.

Resolution Authorizing the Award of a Contract for the Procurement of Employee Assistance Program (EAP), RFP P43310

Mrs. Dawkins presented a resolution authorizing the General Manager/CEO or his delegate to enter into a contract for the procurement of MARTA's Employee Assistance Program (EAP), RFP P43310, with Humana EAP and Work-Life Services.

The procurement would be funded with Local Operating Funds for a three (3) year base term with two (2), one (1) year options in the amount of \$550,675.

The Department of Human Resources requires the services for Enterprise-Wide Services to provide confidential counseling and training services which will promote the mental, social and physical well-being of all MARTA employees and their eligible family members. The EAP provider is also required to provide qualified personnel to perform Substance Abuse Professional (SAP) duties as required by law in support of the Authority's Drug & Alcohol Testing programs.

MARTA's EAP provide confidential services to employees and their family members for personal problems impacting job performance and family life. Employees/family members are eligible to receive up to three (3) free sessions per problem in a year to assist in the resolution of the situation.

The proposed contract seeks to provide a menu of counseling and mental wellness services from an industry leading provider to assist with the transitioning workplace.

The requested services would include, but not be limited to, counseling, Critical Incident Stress Debriefings (CISDS) for traumatic workplace events, quarterly mental wellness seminars/training, substance abuse professionals, online support, management consultants and multilingual services.

On the proposal deadline date and time of October 18, 2019, at 2:00 p.m. proposals were received from five (5) firms. Two (2) of the firms were deemed non-responsive.

After thorough reviews, the Source Evaluation Committee (SEC) determined that each proponent should have the opportunity to present oral presentations.

The three (3) firms were invited to make oral presentations to the SEC.

- Humana EAP and Work-Life Services
- FEI Behavioral Health
- Work Partners

Each proponent participated in a timed presentation session with the Authority's SEC and was given the opportunity to be re-evaluated and re-scored.

Upon receiving the final scores, the SEC determined that the best and final offer should be awarded to Human EAP and Work-Life Services.

Mr. Pond asked does the contract price include a lump sum fixed price or the price for the hours worked and used materials.

Mrs. Dawkins said the contract covers the actual hours worked and the materials used.

On motion by Mr. Durrett seconded by Mrs. Hardage, the resolution was unanimously approved by a vote of 9 to 0, with 9 members present.

Resolution Authorizing the Award of a Contract for the Procurement of Group Health, Wellness, Life and Accidental Death & Dismemberment (AD&D) Insurance Coverages, RFP P43938

Mrs. Borrero and Mrs. Dawkins presented a resolution authorizing the General Manager/CEO or his delegate to enter into a contract for the procurement of group health, wellness, life and accidental death and dismemberment insurance coverages.

The purpose of the contract is to continue MARTA's comprehensive insurance offerings for approximately 4,500 active employees and 250 retirees.

The contract would be for the procurement of services with Anthem Blue Cross Blue Shield, Kaiser Permanente Insurance Company, Cigna Health and Life Insurance Company, Continental American Insurance Company (Aflac) and Securian Financial Group in the amount of \$558,203,229.55.

This procurement would be funded with Local Operating Funds for a three (3) year base term with two (2), one (1) year options.

Mr. Griffin asked if employees had the option to select a provider of their preference.

Mrs. Dawkins said employees would have the option to choose between Anthem Blue Cross Blue Shield and Kaiser Permanente.

Ms. Abdul-Salaam asked would there be a difference in cost if there were no changes to the Authority's current policies.

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Mrs. Dawkins said the Authority would save approximately \$3.5M if changes are made to the current health benefits policies.

Ms. Abdul-Salaam asked who is responsible for selecting the final determinations of options.

Mrs. Dawkins said the SEC would select two final options and the employee would choose between those two options.

Mr. Pond said this procurement is a complex evaluation. He asked if the Authority met with an outside consultant or broker to assist with this evaluation.

Mrs. Borrero said yes, the SEC engaged with Willis Towers Watson (Willis Insurance Services of Georgia) to assist with this process.

Ms. Scott said she read that the SEC encompassed two (2) of the ATU members. She asked was there a cap or threshold on the out-of-pocket cost.

Mrs. Borrero said that would be determined during the negotiation process with the providers.

Ms. Scott asked would the negotiation process encompass the entire ATU Committee.

Mrs. Borrero said a negotiation team composed of the Authority's Legal, Finance and Human Resources Departments would make that decision.

Mrs. Dawkins added that MARTA is absolutely committed to the terms negotiated with the ATU Union. All of the providers understand that MARTA has a union environment and those providers are already committed to certain terms within the contract.

Mrs. Borrero said the SEC held briefing session with the Union Leadership and they were given the same information provided in today's meeting. Management also had the opportunity to discuss and answer the Union's questions and concerns regarding this process.

Mr. Durrett said this is the second time that he have experienced this situation. It is impressive to see the level of thoroughness and to see that staff is being good stewards of MARTA's resources. It is also a pleasure to see that we are taking care of our employees by providing tremendous benefits. This allows the Authority to retain good employees working on behalf of the people of the Atlanta region.

Mr. Frierson said this RFP falls just below the purchase of railcars, making it the second largest purchase for the Authority. It could be a huge benefit for MARTA's employees as this procurement progresses. He thanked the office of Human Resources for a job well done presenting detailed information with accuracy.

On motion by Mr. Pond seconded by Mr. Durrett, the resolution was unanimously approved by a vote of 10 to 0, with 10 members present.

Resolution Authorizing the Modification of a Contract for Consulting Services for MARTA's Medical Plans, P39339

Mrs. Dawkins presented a resolution authorizing the General Manager/CEO or his delegate to increase the contract value for Consulting Services for MARTA's medical plans with Willis Insurance Services of Georgia in the amount of \$135,000.

This procurement would be funded with FY 2020 Local Operating Funds.

This modification is for the continuation of consulting services from Willis Insurance Services of Georgia in support of the Office of Human Resources.

Willis Insurance Services will continue to assist MARTA with the procurement of healthcare coverages and the development of the contract specifications for the award of new contracts that will serve the needs of MARTA's employees and yield cost-savings to the Authority. They will review and analyze data received from proponents and summarize responses highlighting options that would benefit the Authority and its employees.

Mr. Durrett asked if the requested amount is an additional \$85,000 or an additional \$135,000.

Mrs. Dawkins said the contract is a request for an additional \$135,000.

Ms. Scott asked if Willis, Towers & Watson modified their name.

Mrs. Dawkins said no, their official name is Willis Insurance Services of Georgia for contracting purposes. There has not been any changes to the organizational structure.

Mr. Pond asked does MARTA have a strong wellness program to assist staff with improving health to minimize the healthcare costs.

Mrs. Dawkins said yes, there is a strong wellness program in place that depends heavily on the Authority's carriers to support that effort. One of the perks that we ask for as part of this proposal is that carrier put funds on the table to fund our wellness initiative. That is one component that they must commit to in order to be MARTA's service provider.

On motion by Mr. Griffin seconded by Mr. Pond, the resolution was unanimously approved by a vote of 10 to 0, with 10 members present.

Other Matters

- a. FY 2020 November Financial Highlights and Key Performance Indicators
(Informational only)

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Adjournment

The meeting of the Operations Committee adjourned at 12:11 p.m.