

November 19, 2025 - CCREA Executive Board Meeting Agenda and Regular Meeting Summary

In attendance: Sam Heaton, Carolyn Ferrell, Julie Arnold, Melvin Holton, John Reida, Roswell Story

1. Sam met again on November 4 with Dr. McMorris, Bill Volckmann, and Jim Harner to discuss stipend increases (see attachment) and they were very open to supporting it. Bill Volckmann and Sam will walk the halls to discuss with the BOC members. He is optimistic we will see some increase but will know more after January meetings.
2. Elections are to be held at our meeting today. The slate is:
 - *Sam Heaton – President
 - *Carolyn Ferrell – 1st VP
 - *Linda Burke – 2nd VP
 - *Julie Arnold – Secretary
 - *Melvin Holton and Mike Ball – co-Treasurers
 - *John Reida – Past President
3. Our January Board Planning meeting will be Tuesday, January 6, at Three Amigos Mexican restaurant, at 11 a.m.
4. Discussions for speakers for next year's meetings. At present we have Jason Harder with Cobb PD to talk about fraud and scams and Steve White and Christine Stinchcomb for April 15 to discuss property tax assessment and appeals processes. John Reida had suggested someone from Gilbert Gardens as spring approaches. May 20 will be spring grillout. Have members fill out ideas for speakers at Christmas luncheon. Member Story Day is planned on February 18 for anyone who would like to share an interesting two-minute life experience.

5. Mike has secured Flavorful Events for December lunch. He and Judy will be sending out invites to see if we can get a good estimate on how many people will be attending. We will do an ugly sweater contest. Gift card will be given for best sweater as well as regular raffle. Sam will talk to Travis about making sure chairs are spread out enough for everyone to get in and out with their meal.

Regular Meeting Notes:

1. There were no Board nominations from the floor, and the slate of officers was approved by unanimous vote as shown above.
2. Lynda Paradise presented a PowerPoint regarding many of the possible alternative medicines and had additional links available for those wanting more in-depth information. She also generously awarded a number of door prizes.
3. The Holiday luncheon is scheduled for December 17.
4. Melinda Belcher won the monthly raffle and chose a \$25 Home Depot gift card.

Minutes submitted by Julie Arnold, CCREA Secretary

CCREA 2025 Meeting Dates and Speakers

January 15 - Sam Heaton talking about AI for Seniors

February 19 – David Roach with West Cobb Funeral Home

March 19 – Sandy Paninchi with Senior Services

April 16 – Dan Dixon talking about addiction and recovery

May 21 – Allison Gaines with the Cobb County Medical Examiners Office

June 18 – Cook-out or Burgers and Dogs

July 16 – Cobb Fire Investigators

August 20 – BBQ Lunch & Melissa Connors with KSU 50+ OLLI program

September 17 – Bill Volkman and Ty Mitchell

October 15 – Houze & Associates and Tressie Bloodworth

November 19 – Lynda Paradise on Alternative Medicines

December 17 – Holiday Luncheon

CCREA 2026 Meeting Dates and Speakers

January 21- Jason Harder with CCPD – Fraud, scams, etc.

February 18 – Member Story Day

March 18 –

April 15 – Steve White and Christine Stinchcomb – Property tax assessments

May 20 – Cook-out

June 17 –

July 15 –

August 19 – BBQ Lunch

September 16 – Bill Volckmann and Ty Mitchell

October 21 – Houze & Associates

November 18 -

December 16 – Holiday Luncheon

Stipend Increase for Cobb County Retired Employees

History

- Stipends were added when the county changed the insurance policies for retirees. They were added to offset the cost of supplemental insurances, medicines, and co-payments for retirees on Medicare.
- This change was estimated to save the County approximately one MILLION dollars
- There were plans to re-evaluate the stipend amounts every 3-5 years to adjust as needed based on increases in supplemental insurance cost to retirees.
- The last stipend increase was approximately 10 years ago. At that time, the stipend funds usually met the needs of the retiree's cost of supplemental insurance and medicines.
- Since the last increase in stipend payments, the cost of supplemental insurance cost has risen each year with an average 4.8% increase totaling **48% increase in supplemental insurance cost for retirees.**
- **There has never been a COLA for retirees since 1998.**
- **Comparison – Fulton County gives 3% COLA every year that CPI is over 1%, Gwinnett County gives 1% COLA annually in January, and Dekalb County gives COLA ad hoc but has given 2% four years out of the last eight years.**
- **For Cobb County to do a 1% COLA it would cost 3.9 million.**

Current Stipend

- There are approximately 1800 people currently receiving a stipend.
- Current Cost to County is 5.5 million
- Current maximum stipend received per month by retirees is \$348 for employee and \$266 for spouses. Not all employees get this amount (based on salary and time).
- To increase the stipend 48% (the cost of insurance increases over the last 10 years) it would cost approximately 2.4 million.

Request

- Evaluate the cost for a stipend increase for the 2027 budget year.
- Consider raising the stipend to meet the increase in insurance costs over the last ten years, as we know it will continue to grow, and this increase will only bring us up to date.
- Re-evaluate the stipend every 3-5 years going forward.