



OJAI VALLEY SANITARY DISTRICT

A Public Agency

1072 Tico Road, Ojai, California 93023

(805) 646-5548 • FAX (805) 640-0842

www.ojaisan.org

MINUTES OF PERSONNEL COMMITTEE

The Personnel Committee held a meeting at the District Office, 1072 Tico Road November 6, 2014, beginning at 5:03 p.m.

COMMITTEE MEMBERS PRESENT: William M. Stone
John R. (Randy) Burg
William D. O'Brien, Chairman

COMMITTEE MEMBERS ABSENT: None

STAFF PRESENT: Jeff Palmer, General Manager
Brenda Krout, Administrative Officer

1. **Public Comment**

None

FOR DISCUSSION & RECOMMENDATION

2. **Administration of Flexible Spending Account Plan – Employee Benefit**

Mr. Palmer reviewed the existing Flexible Spending Account Plan available to employees since 2006 and discussed the recent problems staff has been experiencing with Administrators Nationwide, LLC (ANI) the third-party administrator of this program for the District.

A proposal from Flexible Benefit Administrators, Inc. to assume the administration of this program for the District beginning with the new plan year, January 1, 2015 was discussed and reviewed. The monthly administration costs to the participating employee would remain at \$5 and the annual expense to the District for this program would be decreased from \$250 to \$75.

The Committee unanimously supported presenting a recommendation to the Board to approve the transfer of the administration of the Flexible Spending Account Plan to Flexible Benefit Administrators, Inc. beginning January 1, 2015.

3. **Review of Employee Dental Benefits**

Mr. Palmer explained that the District currently offers a voluntary dental plan to the employees through Golden West Dental, noting that the coverage under this policy is very minimal and employees are limited to only a few dental facilities to choose from, none of which are in the Ojai area. Mr. Palmer reported that employees have expressed an interest in obtaining better dental insurance coverage.

The Committee reviewed District employees' current benefits and discussed the options of providing an improved dental plan.

The Committee unanimously expressed an interest in providing improved dental insurance coverage for District employees. The Committee unanimously supported staff obtaining quotes for improved dental plans; once the quotes are received, the Committee requested staff share the quotes and some cost sharing ideas with the Committee at a future meeting.

FOR DISCUSSION & REVIEW

4. **General Discussion**

- a. Audience
None
- b. Committee Members
None
- c. General Manager
None

The Personnel Committee Meeting adjourned at 5:40 p.m.

Minutes submitted by Brenda Krout, Clerk of the Board.