



OJAI VALLEY SANITARY DISTRICT

A Public Agency

1072 Tico Road, Ojai, California 93023

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MINUTES OF PERSONNEL COMMITTEE

The Personnel Committee held a meeting at the District Office, 1072 Tico Road August 16, 2016, beginning at 5:35 p.m.

COMMITTEE MEMBERS PRESENT: William M Stone
Stan Greene
Peter M. Kaiser, Chairman

COMMITTEE MEMBERS ABSENT: None

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

1. **Public Comment**

None

FOR DISCUSSION & RECOMMENDATION

2. **Employee Benefits – Health Insurance**

Mr. Palmer explained that CalPERS recently announced the new rates for all plans beginning January 1, 2017; the new rates reflect an average of 3.24 percent increase in monthly premiums; monthly premiums for the Medicare Supplement Plans have decreased an average of 1.63 percent.

These premium increases, minus the minimal decreases in Medicare Supplement Plans, results in an increase in the District's monthly overall health insurance costs for Fiscal Year 2016-17. These premium increases will result in some District employees experiencing out-of-pocket costs for family coverage. Mr. Palmer explained that if the Board wishes to maintain their practice of providing an adequate monthly Cafeteria Fund amount for each employee to purchase family coverage, then the monthly Cafeteria Fund amount per employee would need to be increased by \$100. It was noted that increasing the monthly amount would not change the structure of the Cafeteria Fund policy which caps each employee's monthly cash-out to \$650.

Staff noted that the adopted fiscal year 2016-2017 budget included an anticipated increase in health insurance costs which is adequate to cover the cost of increasing the Cafeteria Fund by \$100.

The Committee discussed the trend of future health insurance costs and their desire to maintain adequate employee benefits.

The Committee unanimously supported presenting a recommendation to the Board to increase the monthly Cafeteria Fund amount per employee by \$100 effective December 1, 2016 to pay the January 2017 premiums.

FOR DISCUSSION & REVIEW

3. **General Discussion**

a. Audience

None

b. Committee Members

Director Stone asked how the employees like the new Delta Dental coverage; staff reported they have received positive feedback from employees since this coverage became effective. Several employees have indicated that they hadn't been to the dentist in several years but are now going.

c. General Manager

Mr. Palmer commented that he feels the District continues to maintain stable benefits for the employees.

The Personnel Committee Meeting adjourned at 6:25 p.m.

Minutes submitted by Brenda Krout, Clerk of the Board.