



DuPage Water Commission

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AGENDA

**ADMINISTRATION COMMITTEE
THURSDAY, OCTOBER 16, 2014
6:40 P.M.**

**600 EAST BUTTERFIELD ROAD
ELMHURST, IL 60126**

COMMITTEE MEMBERS

L. Crawford
J. Broda
W. Murphy
J. B. Webb
J. Zay

- I. Roll Call
- II. Approval of Minutes of the September 18, 2014 Regular Committee Meeting
- III. Resolution No. R-26-14: A Resolution Approving Employee Insurance Benefits for Plan Year Beginning December 1, 2014 and ending November 30, 2015
- IV. Other
- V. Adjournment

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**MINUTES OF A MEETING OF THE
ADMINISTRATION COMMITTEE
OF THE DUPAGE WATER COMMISSION
HELD ON THURSDAY, SEPTEMBER 19, 2014
600 EAST BUTTERFIELD ROAD
ELMHURST, ILLINOIS 60126**

The meeting was called to order at 6:47 P.M.

Committee members in attendance: L. Crawford, W. Murphy, and J. Zay (*ex officio*)

Committee members absent: J. Broda and J. B. Webb

Also in attendance: J. Spatz, F. Frelka and J. Rodriguez

Commissioner Murphy moved to approve the Minutes of the August 21, 2014, Administration Committee meeting. Seconded by Chairman Zay and unanimously approved by a Voice Vote.

All voted aye. Motion carried.

Regarding the 2015 Healthcare Benefits, General Manager Spatz stated that the Commission's Healthcare consultant provided staff with the 2015 Blue Cross Blue Shield insurance rates, which included an approximate increase of 25-30%. He stated that switching plans to the new metallic plans offered a significant disadvantage to the employees, and at the same time, offer little to no benefit with respect to cost savings. Therefore, General Manager Spatz recommended that the Commission stay with its current grandfathered plans. He noted that initially the Commission's healthcare consultant informed staff that if the Commission was to keep its current grandfathered plans with Blue Cross and Blue Shield, then no changes were needed. However, the Commission was later informed that notification to maintain current grandfathered plans was needed by October 15th.

General Manager Spatz noted that a staff meeting would be held to review and explain how the 2015 increased rates would be share between the Commission and employees. Then bring forward a resolution next month that would approve continuing with the current insurance plan, as long as the employees agree to stay with the current plan, which is most likely going to be the case.

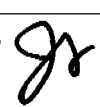

After some discussion, it was the consensus of the Commissioners present to bring this to the board for a consensus.

Commissioner Murphy moved to adjourn the meeting at 6:56 P.M. Seconded by Chairman Zay and unanimously approved by a Voice Vote.

All voted aye. Motion carried.

DATE: October 10, 2014

REQUEST FOR BOARD ACTION

AGENDA SECTION	Administration Committee	ORIGINATING DEPARTMENT	General Manager's Office
ITEM	A Resolution Approving Employee Insurance Benefits for Plan Year Beginning December 1, 2014 and ending November 30, 2015 Resolution No. R-26-14	APPROVAL	 

Account No.: 01-60-6122

The Commission annually determines employee insurance benefits to be provided commencing January 1 of each year. Due to the changes to be made to national healthcare in 2014, the Commission accelerated the renewal date to December 1, 2013 for its employee healthcare insurance benefits. Because of this change, the Commission's renewal date is December 1, 2014 for the next fiscal year.

In consultation with Dato Pistorio Financial Group, Inc., staff is recommending that the Commission continue providing medical coverage through its current carrier, Blue Cross Blue Shield, and continue paying 80 percent of the premiums for eligible employees' coverage and for eligible employees' dependent coverage. The employees were able to choose from: a Blue Cross Blue Shield PPO Plan and a Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan.

With respect to Vision, Dental and Life Insurance, staff is recommending that coverage continue to be with MetLife.

Staff is also recommending that the Commission contribute to Health Savings Accounts. However, in order to reduce the overall insurance cost increase for the Commission, the Commission decrease the amounts that the Commission contributions from the prior year's amounts for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan. For employees that elect self-only coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan, the Commission shall contribute, via electronic funds transfer, the sum of \$2,250.00. For employees that elect family (employee + 1) coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan, the Commission shall contribute, via electronic funds transfer, the sum of \$4,250.00.

A summary of the employee insurance benefits recommended by staff and associated premiums and administrative costs to be paid by the Commission are summarized in Exhibit 1 to Resolution No. R-26-14. A more detailed summary of benefits and comparison to current costs is attached to this Request for Board Action.

AGENDA SECTION	Administration Committee	ORIGINATING DEPARTMENT	General Manager's Office
ITEM	A Resolution Approving Employee Insurance Benefits for Plan Year Beginning December 1, 2014 and ending November 30, 2015 Resolution No. R-26-14	APPROVAL	
Resolution No. R-26-14 would suspend the purchasing provisions of the Commission's By-Laws and approve plan year 2015 eligible employee insurance benefits and associated premiums and administrative costs to be paid by the Commission as recommended by staff.			
MOTION: To adopt Resolution No. R-26-14.			

DuPAGE WATER COMMISSION

RESOLUTION NO. R-26-14

A RESOLUTION APPROVING EMPLOYEE
INSURANCE BENEFITS FOR PLAN YEAR BEGINNING DECEMBER 1, 2014 AND
ENDING NOVEMBER 30, 2015

WHEREAS, the Commission annually determines employee insurance benefits to be provided commencing January 1 of each year; however, due to the changes to be made to national healthcare in 2014, the Commission's renewal date has changed to December 1, 2014; and

WHEREAS, in consultation with Dato Pistorio Financial Group, Inc., Commission staff recommends approval of the employee insurance benefits for the year beginning December 1, 2014 and ending November 30, 2015 (Plan Year 2015) summarized in Exhibit 1 attached hereto and by this reference incorporated herein;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the DuPage Water Commission as follows:

SECTION ONE: The foregoing recitals are incorporated herein and made a part hereof as findings of the Board of Commissioners of the DuPage Water Commission.

SECTION TWO: The Plan Year 2015 employee insurance benefits and associated premium costs and administrative fees to be paid by the Commission, all as summarized in Exhibit 1 attached hereto, shall be and they hereby are approved for the Plan Year 2015. The General Manager shall be and hereby is authorized and directed to provide the insurance coverages and pay the associated premium costs and administrative fees to be paid by the Commission as summarized in Exhibit 1 attached hereto without further act of the Board of Commissioners.

SECTION THREE: Notwithstanding any restrictions contained in Resolution No. R-27-90, as modified by Resolution Nos. R-34-90, R-34-96 as amended, R-46-04 as amended, R-5-05 as amended, R-6-08 as amended, R-54-08, and as amended by Resolution No. R-14-00, which prohibit, except in specified circumstances, the wire transfer of Commission funds to financial institutions not listed on the approved Depository List and to accounts not held in the name of the Commission, the Chairman, the Treasurer, the Finance Committee Chairman, the General Manager, or the Financial Administrator shall be and they hereby are authorized to direct the electronic transfer of Commission funds out of any Account held in the name of the Commission for the remittance of the Commission's contributions to the Health Savings Accounts established by the Commission for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan as provided in Exhibit 1 attached hereto. In furtherance thereof, the General Manager shall be and hereby is authorized and directed to execute any agreements required to establish the Health Savings Accounts for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan as provided in Exhibit 1 attached hereto as well as any agreement required to effectuate the electronic transfers hereinabove provided for. Upon execution by the General Manager, the agreements, and all things provided for therein, shall be deemed accepted by the DuPage Water Commission without further act.

SECTION FOUR: This Resolution shall be in full force and effect from and after its adoption, the Board of Commissioners of the DuPage Water Commission having determined, by a two-thirds majority vote, to suspend the purchasing provisions of the Commission's By-Laws.

AYES:

NAYS:

ABSENT:

ADOPTED THIS ___ DAY OF _____, 2014.

Chairman

ATTEST:

Clerk

EXHIBIT 1

THE PLAN YEAR BEGINNING DECEMBER 1, 2014 AND
ENDING NOVEMBER 30, 2015 EMPLOYEE INSURANCE BENEFITS

Plan Year 2015 Health Insurance Plans

The following health insurance plans or significantly similar plans shall be made available to Eligible Commission Employees/Retirees for Plan Year 2015 at the following rates:

Blue Cross Blue Shield 80/60 PPO Plan RPP43323 with Prescription Drug benefit \$15/\$30/\$50

Employee	\$682.48
Employee & Spouse	\$1,382.71
Employee & Children	\$1,339.34
Family	\$2,039.59

Blue Cross Blue Shield 100/80 HSA Plan RPSC1807 with Prescription Drug benefit 0% after deductible

Employee	\$525.85
Employee & Spouse	\$1,065.38
Employee & Children	\$1,031.96
Family	\$1,571.48

The Commission's contribution for health insurance for Plan Year 2015 shall be 80% of the premium for eligible employees and their covered dependents for the selected health insurance plan.

Employees shall continue to pay 20% of the selected health insurance plan premium for themselves and their covered dependents.

For each eligible employee selecting the High Deductible Health Plan \$2,500/\$5,000 HSA Plan, the Commission shall establish a Health Savings Account funded in the following amounts:

Employee only	\$2,250.00
Family (employee + 1)	\$4,250.00

The Commission shall not establish, nor contribute to, Health Savings Accounts for retirees selecting the High Deductible Health Plan \$2,500/\$5,000 HSA Plan.

The Commission-established Employee Health Savings Accounts shall be administered by Mellon Bank as the Commission's third party administrator for Plan Year 2015 at a rate not-to-exceed \$4.00/account/month. Due to the uncertainty as to how many employees will elect this option, the Commission's annual not-to-exceed cost is \$3,000.00.

Plan Year 2015 Life Insurance

The life insurance benefit program for Eligible Commission Employees shall be through MetLife for Plan Year 2015 at a rate of \$0.186 x per \$1,000 of coverage per employee per month. The life insurance benefit is in the amount of one and one-half times the eligible employee's annual base pay rounded to the nearest \$1,000. The premium shall be paid in full by the Commission.

Plan Year 2015 Dental Insurance and Vision Insurance

The dental and vision insurance benefit program or significantly similar programs for Eligible Commission Employees shall be through MetLife for Plan Year 2015 and are as follows:

Coverage	Dental	Vision
Employee	\$46.58	\$11.46
Employee & Spouse	\$96.75	\$22.97
Employee & Children	\$92.87	\$19.45
Family	\$147.65	\$32.07

The Commission's contribution for dental and vision insurance for Plan Year 2015 shall be 80% of the dental and vision insurance plan premiums for eligible employees and their covered dependents.

Employees shall continue to pay 20% of the dental and vision insurance plan premiums for themselves and their covered dependents.