



Clay Township Regional Waste District

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PERSONNEL & BENEFITS COMMITTEE MEETING

Monday, June 22, 2015 @ 7:30 A.M.
10701 N. College Ave, Suite A, Indianapolis, IN 46280

AGENDA

1. Safety Report
2. Curriculum Vitae
3. Health Insurance Information
4. New Business



MEMORANDUM

To: P&B Committee
From: Loren Prange
Date: June 01, 2015
Subject: Safety Update

The District had no reportable injuries this month and has gone 1,931 days without a loss time accident.

The District had 63 confined space entries completed in May.

There were 3 safety tailgate sessions. Topics covered:

05/06/15 the safe use of clean air
05/26/15 confined space safety
05/26/15 gate valve safety

The District sent a team to Lawrenceburg, IN for the IWEA Operators Challenge and placed 1st in the Safety Event. This is the fourth time the District has placed 1st in this event. We are definitely the team to beat and this says a lot about our commitment to safety.



MEMORANDUM

To: P&B Committee

From: Drew Williams

Date: June 18, 2015

Subject: Health Insurance Coverage

In 2014, the District was able to renew the Anthem health coverage with a 7.7% increase in the premiums. The current Anthem coverage is as follows:

Anthem Lumenos HSA Option 1

- Employee pays 20% of premiums – District pays 80%
- Non-Embedded Deductible: \$1,500 Individual / \$3,000 Family
- Preventive Care: paid at 100%
- Maximum out of Pocket: \$3,000 Individual / \$6,000 Family
- Health Savings Account: Pretax money set aside to be used for health expenses. Total maximum contributions of \$3,350 individual, \$6,650 family.
- The District's HSA contribution for 2015 is an initial \$1,000 in January and then match up to another \$1,000 for employees on the Health Insurance plan.

The ACA compliant plans the District received quotes on in 2014 for 2015 were more expensive and provided less coverage. Some of the changes were the increase of Individual Max out of pocket to \$6,350 and Family Max out of pocket to \$12,500 and the elimination of Out-of-Network coverage.

Anthem has announced that they are offering Grandmothered Small groups the option to stay on their current plan until 9/30/2017 by moving the plan year anniversary date to 10/1/2016. Renewal rate may change due to adjustments in base rate, demographic and risk adjustment factors. Changes to deductible and out of pocket costs are not allowed in order to retain the Grandmothered status per ACA rules.

Anthem will release renewal rates approximately 75 days prior to our December 1 renewal date. Since the District's renewal rate will likely change, we will get ACA compliant plan quotes for comparison.