



PERSONNEL & BENEFITS COMMITTEE

Monday August 25, 2017 @ 7:30 A.M.

Memorandum

Present: Committee Chair Barbara Lamb, Committee Members Chuck Ford, Michael Shaver, and Utility Director Drew Williams.

Ms. Lamb called the meeting to order at 7:30 a.m.

Public Comments - There were no public comments.

Safety Report - Mr. Williams indicated the District continues to work on safety training. Compliance based training took place at the plant this month. Staff has also been conducting the testing of emergency equipment to be sure that all systems are fully operational.

Benefits Summary – Mrs. Lamb noted that Chuck Ford provided a wish list of items that might be considered for the employees. Mr. Williams reviewed the summary of current benefits that was provided in the meeting packet. Mr. Ford asked if the District provides financial planning training for employees. Mr. Williams replied that the District has done financial training sessions in the past and will pursue some relevant training again.

Mr. Williams explained that the District does not have a comp time policy for exempt employees. Mr. Ford asked Mr. Williams to evaluate the use of comp time for exempt employees. Ms. Lamb mentioned that comp time cannot be taken away once it is on the books and it can be difficult to manage.

Ms. Lamb agreed that there doesn't seem to be enough room for the excellent employees to be separated and acknowledged. Perhaps there could be a separate merit pay to achieve each year. Perhaps the budget constraint can be reconsidered in order to reward exemplary employees. Ms. Lamb suggested a cost of living increase in the budget as well as an additional pool for merit increases might be considered.

Mr. Williams explained that the District had been enrolled in PERF until 2012. The District had no control over the continual increases in the employer contribution. The rate was 5.75% in 2002 and was set to be 9% in 2013. The District was also contributing the Employee 3% share, making the projected 2013 contribution 12%. INPRS had established a policy that allowed the yearly maximum increase to be up to 1.5%. PERF also required a 10 year vesting period. Due to the uncertainty future rate increase, the District switched to the Hoosier START program managed by the

Indiana Auditor's Office. The District contributes 10% and vesting occurs immediately. If the District would have stayed with PERF, the District's contribution would be 14.2%.

Ms. Lamb commented that if one important improvement can be identified regarding benefits, that it would be best to focus on one at a time. Mr. Ford suggested that the onsite health screening should be a priority, aside from any other benefits that might be enhanced. Ms. Lamb said the two changes the Committee may want to consider at this time would relate to additional retirement match or rate increases in addition to the cost of living increases. The employees would appreciate them and the costs could be controlled. Mr. Williams will bring some figures back to the committee next month that would reflect these potential changes.

Health Insurance Update – Mr. Williams reported the District's current policy was scheduled to end on September 30, 2017, but the rates for our current Legacy plan will be guaranteed through December 31, 2017. Anthem will move the anniversary date for our Legacy plan to January 1, 2018 and coverage will extend to December 31, 2018. Premium adjustments will take effect January 1, 2018. The renewal quote will be received in late September or early October. If the rates are reasonable, Mr. Williams recommends the District stay with the current plan.

Compensation Study Update – Mr. Williams reported that the all information has been submitted to WSI for the compensation study. The goal is to have the results by November for use in the 2018 Salary Ordinance.

Other Business – There was no other business.

The meeting was adjourned at 8:45 a.m.

The next meeting is scheduled for Monday September 25, 2017

Respectfully submitted,



Andrew Williams
Utility Director