



## PERSONNEL & BENEFITS COMMITTEE

Monday, February 26, 2018 @ 7:30 A.M.  
Memorandum

Present: Chair Barb Lamb, Committee Members Chuck Ford and Michael Shaver. Others in attendance were Drew Williams Utility Director and Administrative Assistant Maggie Crediford

Ms. Lamb called the meeting to order at 7:35 a.m.

### **PUBLIC COMMENT**

There was no one from the public present.

### **SAFETY UPDATE**

Mr. Williams stated that the plant staff is participating in one of their safety training sessions today on basic electrical and arch flash training. This is part of the annual training series to promote staff safety. The generators have been inspected and repairs were made to bring them back to spec. The generators were taken out to all the lift stations to verify which one's work at which lift station. Now the plant staff has a list that indicates which piece of equipment to take if a lift station goes down. All the electrical plugs at the lift stations have been modified to standard so that no adapter plugs are needed at the lift stations to run a generator.

Mr. Ford asked who does the maintenance on the generators.

Mr. Williams said that Cummings does the maintenance. They also performed the safety inspection.

Ms. Lamb asked how the heated jacket that was purchased over the winter worked.

Mr. Williams said that the staff liked the heated jacket and are looking to purchase more in the off season when they may be able to find them on sale.

Mr. Shaver asked if Mr. Prange is the Safety Coordinator.

Mr. Williams confirmed that Loren Prange is the Safety Coordinator as well as the Chief Operator at the plant. The Safety Coordinator position is incorporated into the job description.

Mr. Ford stated that Mr. Prange has done a good job with training.

Ms. Lamb asked if the District has had employees affected by the flu.

Mr. Williams stated that the staff has been fortunate and there have not been flu related abscesses.

Mr. Shaver asked Mr. Williams to commend Mr. Prange on his safety training efforts and no lost time accidents.

### **POSITION LADDER UPDATES**

Mr. Williams shared a draft of the Engineering Department career ladder that was created by Wes Merkle, the Engineering Manager. Mr. Williams has reached out to other jurisdictions as well as Waggoner, Irwin, Scheele and Associates to see if they have any suggestions for creating and implementing career ladders or if they know of anyone else in the State that utilizes a step and grade system that involve certifications. He will have an update next month if he is able to receive responses.

Mr. Ford stated that he would like to see certification requirements listed on quarterly review cards so that employees will know where they stand throughout the year.

Ms. Lamb suggested a separate form in the employee file that is updated with the date the employee completes a certification or a specific level of training so there is a total history from start to finish.

Mr. Williams stated that Aaron Strong is having the more senior collections staff members working directly with newer employees with specific on the job training such as rewiring a panel. As the staff learns new skills they can update their resume making them more confident in their abilities.

Ms. Lamb stated that the District should encourage employees that may be having difficulties with the technical certifications to take courses in math or English to improve their basic skills and help on the exams.

### **HEALTH INSURANCE UPDATE**

Mr. Ford asked if there are any updates about health insurance.

Mr. Williams stated that he has met with the Huntington agent and asked what his recommendation would be to deal with obtaining quotes. The insurance providers and hospitals prefer to work directly with agents. IU Health has a health plan with three tiers. The first tier covers service in the IU Health Network only. This is the least expensive option. The second tier is IU Health, Community, and St. Vincent. The third tier covers all providers and the most expensive. It would cover a variety of service locations. Our agent is recommending requesting quotes from IU Health, Anthem and others for a May 1<sup>st</sup> renewal to see if there is any better pricing out there. Not that there is a need to switch on May 1<sup>st</sup>, but it would provide an idea of what pricing is out there when the renewal comes due January 1, 2019 with Anthem.

Ms. Lamb asked what the District will gain from this process.

Mr. Williams stated that it would give the District an idea if there will be any cost savings by changing plans. The agent said that there are other things some employers do based off the different tiers. One example was a company allowed employees to select the tier of coverage and then contributed more to an HAS for those that chose Tier 1.

Ms. Lamb stated that having just one provider available to employees would make her uneasy.

Mr. Williams said the agent is hoping that the State Plan (Public Employee Plan) is more competitive this year. It wasn't last year but with the large increase from Anthem last year, it might be next year.

Mr. Ford asked if the insurance agent feels that the hospital plans want to be competitive with plans from other providers such as Anthem.

Mr. Williams indicated that the agent said the providers want to expand their business and will be competitive, but at the same time some have pulled out of the individual market place because it wasn't making any money for them. With a group under 50 people the District is in a different market pool and it is difficult for the insurance companies to make money.

Mr. Ford asked if there is any accountability on the part of the IU hospitals as a partially publicly funded entity to offer more competitive plans. He asked if the agent would know if this is a legislative issue that needs to be raised. He believes if they accept tax payer dollars they should provide more competitive insurance plans.

Mr. Williams stated that by obtaining the quotes there will be a better understanding of how competitive the IU hospital programs are.

Ms. Lamb asked for clarification that IU Health is underwriting insurance.

Mr. Williams said that it is his understanding that they offer their own health plan. He speculated that hospitals would be more competitive at the tier one level of coverage because they control their own pricing. He has questions about how competitive the plans are that include coverage at other hospitals where they don't control the costs.

Mr. Ford said that it has been conveyed to him that hospitals are better because philosophically they are more interested in controlling health care costs by preventive medicine. They make it accessible and affordable for people to have regular physicals and get issues taken care of before they become problems.

Ms. Lamb stated that Anthem has several programs for employees that they invite customers to get involved in that are preventative measures.

Mr. Williams said that he will have the agent come in the next couple of months to update the Committee with his findings.

Ms. Lamb asked Mr. Williams to have the managers of other departments create something like the Engineering position ladders with the important skill sets or certifications needed for their specific department, so that the Committee will have manager input as they continue to work on position ladders.

**OTHER BUSINESS**

Mr. Ford stated that he has concerns that one category in the District's pay bracket is significantly lower than all the others, while at the same time the administrative positions are critical to the proper operation of the District. He would like to look at ways to bring that category more in line with the other jobs in the organization.

Meeting adjourned at 7:22 a.m.

Respectfully submitted,



Andrew Williams  
Utility Director