



TriCo Regional Sewer Utility

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PERSONNEL & BENEFITS COMMITTEE MEETING

Wednesday, August 25, 2021 @ 7:30 A.M.
7236 Mayflower Park Drive, Zionsville, IN 46077

AGENDA

1. Safety Update
2. Health Insurance Options
3. Other Business

Next Scheduled Meeting: September 22, 2021 @ 7:30 A.M.



MEMORANDUM

To: P&B Committee
From: Loren Prange
Date: 08/02/2021
Subject: Safety Update

No injuries reported this month and we are at 207 days without a loss time accident.

We had 13 attendees for the safety tailgate held on July 19th. We discussed powerful protection from PPE and Safety tips for employees working remotely or alone.

The monthly fire extinguisher and emergency lights inspections were completed.

TriCo sent a 4-member team and a judge to the July 14th IWEA Operators Challenge. This team has never competed before. They had a great time learning and gaining knowledge to help them compete in the future.

New safety vests were ordered to replace older vest that lost their visibility.



MEMORANDUM

To: P&B Committee
From: Drew Williams
Date: August 20, 2021
Subject: Health Insurance

Guy Vahle, our agent with Huntington Insurance, will present alternative coverage plans to the Committee.

Background

Over the past 20 years we have had periods of large yearly increases and periods of minimal increases and one year even a decrease. In 2008 we looked at PEOs (Professional Employer Organization), but determined this was not a good fit since we are a public entity. Instead, the Utility switched from a standard PPO to a high deductible plan which qualified for Health Savings Accounts. The premium savings from making the switch was used by the Utility to start the HSA contribute practice.

Last year the 21.7% increase in the premium was one of the large increase years. This pushed us to increase the deductible from \$1,500/\$3,000 to \$2,500/\$5,000.

We will not just be looking at alternative insurers, but also hybrid approaches that other employers have used to contain costs. Last fall one suggestion was for the Board to raise the deductible, but then cover the increase for employees should they reach it. I am not sure if that is possible or if there would be a substantial enough savings by increasing the deductible. This is something we will get answered for us.

Once we know what policies we want quotes for we can submit the request in September. Hopefully we get the quotes back in early October so that a decision can be made in a timely manner. The October 1st date is material since quotes that are more than 90 days old will need to be resubmitted for updated quotes.