



PERSONNEL AND BENEFITS

Monday November 22, 2021 at 7:30 a.m.
Memorandum

Mr. Kimbell Called the meeting to order at 7:30 a.m.

ROLL CALL

Members Present: Committee Chair Jeff Kimbell, members Chuck Ryerson and Eric Hand. Others in attendance were Board member Michael McDonald, Utility Director Andrew Williams, Controller Cindy Sheeks, Insurance Agent Guy Vahle and Administrative Assistant Maggie Crediford.

PUBLIC COMMENT

There was no one present from the public.

SAFETY UPDATE

Mr. Williams said monthly tailgate training sessions continue. The Utility has gone almost a year without a lost time accident.

INSURANCE RENEWAL

Mr. Williams said staff received a quote from the Anthem IPEP (Indiana Public Employer's Plan) that seems to be the best fit for the Utility's staff. The Utility had received quotes from them in the past, but they weren't competitive. With the last two increases their numbers are much more favorable. The Anthem Affordable Care Act option would be the next closest consideration for the 2022 Health Insurance Plan. Mr. Williams recommended going to the Indiana Public Employer's Plan for the Utility's 2022 health insurance coverage. It keeps the maximum out of pocket costs under control. It offers a 12% premium decrease which would be about a \$38,000 per year savings to the Utility. The premiums for Individual coverage would decrease from \$769.77 to \$652.50; Employee and Spouse would decrease from \$1,616.53 to \$1,425.50; Employee and Children would decrease from \$1,385.59 to \$1,225.50 and Family coverage would decrease from \$2,232.31 to \$1,966.50 in yearly premiums. The single and family deductibles go up, but the max-out-of-pocket is lower. Both the IPEP plan and the ACA plan want a decision by December 1, 2021 which is before the Board meets again. Whichever way the Committee decides will be the way the Utility needs to proceed. Mr. Williams said he believes the coverage offered with the IPEP plan is as good as the current health insurance coverage. Mr. Kimbell said the IPEP plan looks very attractive for the Utility, Mr. Ryerson said he couldn't image choosing a different option.

Mr. Kimbell made a motion to approve joining the Anthem IPEP Health Insurance Plan by December 1, 2021 and recommending the Board ratify the approval at the December

Board of Trustees meeting. Mr. Ryerson seconded the motion, and it was unanimously approved.

Mr. Vahle asked what the Utility would like to do about the non-medical insurance. Mr. Williams and Ms. Sheeks said the Utility would be staying with the current plan through Mutual of Omaha.

ADJOURNEMENT

The meeting adjourned at 7:55 a.m.

Respectfully Submitted,



Andrew Williams
Utility Director