

PLUMAS EUREKA COMMUNITY SERVICES DISTRICT
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**BENEFITS COMMITTEE
MEETING MINUTES
September 2, 2015
10:00 am**

Committee Members

Member Dave Stone
Member Frank Shepard
Member Doyle Blaylock
Member Michael Peters

1. Call Meeting to Order

Committee Member Dave Stone called the Benefits Committee Meeting to order at 1003 hours.

2. Approval of October 1, 2014 Minutes

Motion to approve.

Motioned – Committee Member Frank Shepard

Second – Committee Member Michael Peters

All in favor.

Aye – Member Dave Stone

Aye – Member Michael Peters

Aye – Member Frank Shepard

Abstain – Member Doyle Blaylock

3. Review of 2014 and 2015 Health Care Benefits

A review of 2014 Health Care Benefits given by Committee Member Dave Stone is as follows:

Change from EPO Plan to Gold Plan in effect 01/01/2014.

A Health Reimbursement Assistance (“HRA”) Program in effect 01/01/2014. This allows employees to be reimbursed for the difference between the EPO Plan and the Gold Plan’s annual maximum out of pocket deductible.

PECSD’s Health Care Benefits budget for fiscal year 2013/2014 remained the same at \$85,000.00.

Committee Member Frank Shepard reported in 2015 the recommendation to Plumas Eureka Community Services District (“PECSD”) was to remain “status quo”; PECSD will continue enrollment in the Gold Plan with HRA, giving PECSD employees EPO Plan Benefit Level. PECSD Board motioned to accept the Benefits Committee’s recommendation at the Regular Board Meeting on September 9, 2015.

General Manager Frank Motzkus presented the Committee with an HRA Annual Report for 2014, this report shows 16.58 percentage (%) was paid out of the HRA account. This was a total savings of \$5,255.49.

4. Review of Rates for 2016

Committee Members Dave Stone and Frank Shepard noted the differences in coverage between Gold Plan and Silver Plan were minimal, both plans raised the co-pay from \$20.00 to \$30.00. It was also noted the prescription policy shows a better coverage in Silver Plan.

Committee Member Doyle Blaylock inquired if deductibles and co-pays are covered under the maximum.

Clerk’s Note: Committee Member Dave Stone called a short recess for General Manager Frank Motzkus to contact Alana Batzianis, PECSD’s representative from Special Districts Risk Management (“SDRMA”) at 1106 hours.

Clerk’s Note: Committee Member Dave Stone called the Benefits Committee Meeting back to order at 1116 hours.

General Manager Frank Motzkus reported Ms. Batzianis confirmed all deductibles and co-pays are covered under the maximum. Mr. Motzkus also reported the current draft budget is based on this information.

5. Develop Strategy for Health Care Benefits for 2016

General Manager Frank Motzkus presented the Committee with 2015 Draft Budget for Health Benefits, this report shows a total budget of \$91,245.00. The budgeted amount includes a \$5600.00 budget for the HRA account and an estimated 5% increase for 2016.

Committee Member Dave Stone prepared a 2016 PECSD Health Insurance Option Report. This report compares savings between the different plans, the savings are as follows:

Platinum vs EPO	Premium Difference	\$11,421.00
	HRA Maximum	\$ 4,000.00
	Guaranteed Difference	\$ 7,421.00
Gold vs EPO	Premium Difference	\$19,584.00
	HRA Maximum	\$ 5,600.00
	Guaranteed Difference	\$13,984.00
Silver vs EPO	Premium Difference	\$44,039.00
	HRA Maximum	\$29,600.00
	Guaranteed Difference	\$14,439.00

With this information Mr. Stone was able to determine the following information:

	<u>Guaranteed Savings</u>	<u>Potential Savings</u>
Platinum	\$ 7,421.00	\$11,421.00
Gold	\$13,984.00	\$19,584.00
Silver	\$14,439.00	\$44,039.00

6. Recommendation(s) to PECSD’s Board of Directors for 2016 Health Care Plan

Committee Member Dave Stone suggested the Committee consider recommending to PECSD Board to change SDRMA’s Insurance Plan from Gold to Silver, Committee Member Frank Shepard agreed.

Committee Member Frank Shepard asked the opinion(s) of the two (2) employees in attendance. Both General Manager Frank Motzkus and Administrative Manager Heather Kotrc did not see any issues with the change in insurance plans.

Motion to present to PECSD Board with the recommendation to adopt the Silver Plan with the HRA Program equivalent to EPO Plan’s deductible.

7. Opportunity for the Public to Address the Committee

Nothing to report.

8. Adjournment

Committee Member Dave Stone adjourned the Benefits Committee Meeting at 1200 hours.

In Attendance: Committee Member Dave Stone
Committee Member Frank Shepard
Committee Member Doyle Blaylock
Committee Member Michael Peters

Respectfully Submitted;

Signature on file

Heather J. Kotrc
Clerk to the Board

For the Public's convenience, full copies of any and all documents/reports discussed at this meeting are either posted on the web site listed above, or available for viewing at Plumas Eureka Community Services District's Administrative Office during the hours of operation.