PALMDALE WATER DISTRICT

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October 31, 2012

Agenda for a Meeting
of the Personnel Committee of the Palmdale Water District
Committee Members: Kathy Mac Laren-Chair, Gloria Dizmang
to be held at the District's office at 2029 East Avenue Q, Palmdale

Wednesday, November 7, 2012

6:30 p.m.

NOTE: To comply with the Americans with Disabilities Act, to participate in any Board meeting please contact Dawn Deans at 661-947-4111 x1003 at least 48 hours prior to a Board meeting to inform us of your needs and to determine if accommodation is feasible.

Agenda item materials, as well as materials related to agenda items submitted after distribution of the agenda packets, are available for public review at the District's office located at 2029 East Avenue Q, Palmdale. Please call Dawn Deans at 661-947-4111 x1003 for public review of materials.

PUBLIC COMMENT GUIDELINES: The prescribed time limit per speaker is three-minutes. Please refrain from public displays or outbursts such as unsolicited applause, comments, or cheering. Any disruptive activities that substantially interfere with the ability of the District to carry out its meeting will not be permitted and offenders will be requested to leave the meeting.

Each item on the agenda shall be deemed to include any appropriate motion, resolution, or ordinance to take action on any item.

1) Roll call.

2) Adoption of agenda.

3) Public comments.

4) Action Items: (The public shall have an opportunity to comment on any action item as each item is considered by the Committee prior to action being taken.)

4.1) Consideration and possible action on approval of minutes of meeting held October 17, 2012.

4.2) Discussion and possible action on conducting a Manpower or Workforce Planning Study. (General Manager LaMoreaux)

4.3) Discussion and possible action on employee contribution towards CalPERS retirement. (Chair Mac Laren)

4.4) Discussion and possible action on minimal employee premium contribution towards health insurance benefits. (Chair Mac Laren)

4.5) Discussion and possible action on employee benefits survey. (Human Resources Consultant Burns)

5) Information items.

6) Board members' requests for future agenda items.

7) Adjournment.

DENNIS D. LaMOREAUX,
General Manager

DDL/dh

AGENDA ITEM NO. 4.4

Updated 10/18/12

MEDICAL

	2013	2012	2011	2010	2009	2008	2007
Blue Cross Classic (Rates Set in January)							
Employee	622.13	574.37	559.78	500.61	480.41	434.94	417.01
Employee + 1	1,467.13	1,353.46	1,321.87	1,181.06	1,132.97	1,024.67	981.99
Employee + 2 or More	1,699.74	1,567.93	1,531.66	1,368.37	1,312.61	1,187.03	1,137.55
AVE % CHANGE	**8.39%**	**2.42%**	**11.91%**	**4.24%**	**10.55%**	**4.34%**	**12.81%**
California Care (Rates Set in January)							
Employee	611.99	590.74	588.46	495.88	458.06	409.80	376.33
Employee + 1	1,214.11	1,171.61	1,169.33	984.17	908.49	811.98	745.06
Employee + 2 or More	1,677.73	1,618.87	1,616.59	1,360.15	1,255.34	1,121.67	1,028.98
AVE % CHANGE	**3.63%**	**0.20%**	**18.81%**	**8.33%**	**11.88%**	**8.98%**	**14.11%**
Kaiser (Rates Set in January)							
Employee	545.33	505.32	473.22	423.95	405.66	367.45	349.95
Employee + 1	1,090.66	1,010.64	946.45	847.90	811.32	734.90	699.90
Employee + 2 or More	1,543.29	1,430.06	1,339.22	1,199.78	1,148.02	1,039.88	990.36
AVE % CHANGE	**7.92%**	**6.78%**	**11.62%**	**4.51%**	**10.40%**	**5.00%**	**0.00%**
Blended average	**6.64%**	**3.13%**	**14.11%**	**5.69%**	**10.95%**	**6.11%**	**8.97%**

DENTAL

Delta Dental (Rates Set in January)							
Employee	36.02	35.35	33.48	32.07	28.26	28.26	28.26
Employee + 1	71.18	69.81	66.55	63.67	55.90	55.90	55.90
Employee + 2 or More	120.04	117.71	112.51	107.58	94.30	94.30	94.30
AVE % CHANGE	**1.96%**	**4.86%**	**4.53%**	**13.93%**	**0.00%**	**0.00%**	**2.91%**
Delta Care (Rates Set in January)							
Employee	22.82	22.82	22.82	22.82	22.10	22.10	21.61
Employee + 1	37.76	37.76	37.76	37.76	36.56	36.56	35.76
Employee + 2 or More	55.65	55.65	55.65	55.65	53.89	53.89	52.70
AVE % CHANGE	**0.00%**	**0.00%**	**0.00%**	**3.27%**	**0.00%**	**2.25%**	**4.01%**
Blended average	**0.98%**	**2.43%**	**2.27%**	**8.60%**	**0.00%**	**1.13%**	**3.46%**

VISION

Vision (Rates Set in January)							
V.S.P. Flat Rate	16.32	16.32	15.99	15.99	15.76	15.44	15.44
	0.00%	**2.06%**	**0.00%**	**1.46%**	**2.07%**		

RETIREMENT

PERS (Rate Set in July)	19.60%	19.39%	18.00%	17.70%	17.39%	17.287%	16.817%

Kaiser ACWA

Employee W/Chiro	446.10 These rates are a 1.2% increase from 2012
Employee WO/Chiro	444.12
Emloyee + 1 W/Chiro	882.32
Employee + 1 WO/Chiro	878.36
Employee + 2 or more W/Chiro	1,244.40
Employee + 2 or more WO/Chiro	1,238.79

KAISER COMPARISONS

Independent Plan v ACWA Plan

Category and Description	KAISER Independent Plan - 2013 Palmdale WD Kaiser Plan	KAISER ACWA PLAN - 2013 Kaiser Plan
DEDUCTIBLES & COPAYS		
Calendar Year Deductible	None	not applicable
Out-of-Pocket Maximum: Individual/Family		
Individual	$1500 per member	$1,500
Family	$3000 per family	$3,000
Lifetime Maximum: Individual/Family	None	None
HOSPITAL		
Inpatient	$500/Admit	no charge
Outpatient Surgery Facility Services	no charge	$10 per procedure
Deductible Per Admission	none	none
MEDICAL SERVICES		
Emergency Services		
Emergency Room Deductible *waived if hospitalized*	$50	$50
Ambulance Services	$50 per trip	$50 per trip
PHYSICIAN OFFICE VISITS		
Office Visits	no charge	$10
Periodic Exam/Preventive Care	no charge	no charge
Chiropractic Care	not covered	$10
Acupuncture	not covered	not covered
PROFESSIONAL SERVICES		
Physical, occupational, and speech therapy	no charge	$10 per visit
Urgent Care Conultations, exams, treatments	no charge	$10 per visit
THERAPY/TREATMENT		
Infertility Testing/Treatment	not covered	not covered
PRESCRIPTION BENEFITS		
Retail: Up to 30-day supply		
Generic	$0/$5 (100-day supply)	$5

KAISER COMPARISONS

Independent Plan v ACWA Plan

Brand Formulary		$15
Mail Order: Up to 90-day supply		
Generic		$10
Brand Formulary		$30