



PALMDALE WATER DISTRICT

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August 28, 2014

***Agenda for a Meeting
of the Personnel Committee of the Palmdale Water District
Committee Members: Kathy Mac Laren-Chair, Joe Estes
to be held at the District's office at 2029 East Avenue Q, Palmdale
Thursday, September 4, 2014
5:00 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 August 4, 2014.
- 4.2) Consideration and possible action on Employee Handbook update. (Human Resources Director Emery)
- 4.3) Consideration and possible action on addition of JPIA Account Based Health Plan to the District's existing health plan options. (Human Resources Director Emery)
- 4.4) Consideration and possible action on recruitment for Operations Manager position. (Human Resources Director Emery)
- 4.5) Discussion and review of Human Resources Calendar. (Human Resources Director Emery)
- 4.6) Discussion and clarification of customer service 2014 campaign. (Finance Manager Williams)
- 5) Project Updates:
 - 5.1) Status on Organizational Assessment. (Assistant General Manager Knudson)
 - 5.2) Status on Internship Program. (Human Resources Director Emery)
 - 5.3) Other.
- 6) Information items.
- 7) Board members' requests for future agenda items.
- 8) Adjournment.


DENNIS D. LaMOREAUX,
General Manager

DDL/dd

**PALMDALE WATER DISTRICT
BOARD MEMORANDUM**

DATE: August 27, 2014 **September 4, 2014**
TO: PERSONNEL COMMITTEE **Personnel Committee Meeting**
FROM: Jennifer Emery, Human Resources Director
VIA: Mr. Dennis D. LaMoreaux, General Manager
RE: ***AGENDA ITEM NO. 4.3 – CONSIDERATION AND POSSIBLE ACTION
ON ADDITION OF JPIA ACCOUNT BASED HEALTH PLAN TO THE
DISTRICT’S EXISTING HEALTH PLAN OPTIONS.***

Recommendation:

Staff recommends the Committee approve adding the JPIA Account Based Health Plan to our menu of benefit choices.

Alternative Options:

The alternative is to remain with the benefit choices we currently have.

Impact of Taking No Action:

The District would continue to offer both PPO and HMO plans to employees.

Background:

The District has been focused on reducing benefit costs for the District while still providing quality health coverage to our employees. The District currently pays up to \$1600/mo per employee for health/dental/vision coverage. This would not change, however, by offering an account based health plan, the District would encourage the employees to be good consumers for their health care needs. The industry trend in health coverage is toward consumer driven plans that encourage employees to compare pricing and to get the most value for their health care thereby reducing health care costs in the long run.

Strategic Plan Element:

This work is part of Strategic Element: Increased Efficiency.

Budget:

The District will not be changing the benefit allocation per employee but it is possible that employees will change their benefit choices thereby changing the monthly expenditure of the District.

Supporting Documents:

- Account Based Health Plan Comparison Spreadsheet

Current Classic Plan**Individual**

695.68 Premium	695.68 Premium
26.93 Delta Care	34.33 Delta Dental
17.41 VSP	17.41 VSP
740.02 Total	747.42 Total
740.02 District Paid	747.42 District Paid

Employee is responsible for all copays and coinsurance up to \$1000.00 for medical and an additional \$5,600 in prescriptions

Employee +1

1415.76 Premium	1415.76 Premium
43.1 Delta Care	67.73 Delta Dental
17.41 VSP	17.41 VSP
1476.27 Total	1500.9 Total
1476.27 District Paid	1500.9 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Family

1902.68 Premium	1902.68 Premium
62.46 Delta Care	114.15 Delta Dental
17.41 VSP	17.41 VSP
1982.55 Total	2034.24 Total
1600 District Paid	1600 District Paid
382.55 Employee Paid	434.24 Employee Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Current Advantage Plan**Individual**

585.95 Premium	585.95 Premium
26.93 Delta Care	34.33 Delta Dental
17.41 VSP	17.41 VSP
630.29 Total	637.69 Total
630.29 District Paid	637.69 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$3,600 in prescriptions

Account Based**Individual**

572.23 Premium
26.93 Delta Care
17.41 VSP
208.34 Maximum out of pocket funding
824.91 Total
824.91 District Paid
84.89

Employee does not have any out of pocket medical expenses

Account Based**Individual**

572.23 Premium
36.02 Delta Dental
17.41 VSP
208.34 Maximum out of pocket funding
834 Total
834 District Paid
86.58

Employee +1

1162.7 Premium
43.1 Delta Care
17.41 VSP
333.34 Maximum out of pocket funding
1556.55 Total
1556.55 District Paid
80.28

Employee does not have any out of pocket medical expenses

1162.7 Premium
71.18 Delta Dental
17.41 VSP
333.34 Maximum out of pocket funding
1584.63 Total
1584.63 District Paid
83.73

Family

1561.97 Premium
62.46 Delta Care
17.41 VSP
333.34 Maximum out of pocket funding
1975.18 Total
1600 District Paid
375.18 Employee Paid
-7.37

Employee does not have any out of pocket medical expenses

Employee share is put in a savings account (HSA) and any amounts not used for medical may be retained by the employ

1561.97 Premium
120.04 Delta Dental
17.41 VSP
333.34 Maximum out of pocket funding
2032.76 Total
1600 District Paid
432.76 Employee Paid
-1.48

Account Based**Individual**

572.23 Premium
26.93 Delta Care
17.41 VSP
208.34 Maximum out of pocket funding
824.91 Total
824.91 District Paid
194.62

Employee does not have any out of pocket medical expenses

Account Based**Individual**

572.23 Premium
36.02 Delta Dental
17.41 VSP
208.34 Maximum out of pocket funding
834 Total
834 District Paid
196.31

Employee +1

1190.82 Premium	1190.82 Premium
43.1 Delta Care	67.73 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1251.33 Total	1275.96 Total
1251.33 District Paid	1275.96 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Family

1599.83 Premium	1599.83 Premium
62.46 Delta Care	114.15 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1679.7 Total	1731.39 Total
1600 District Paid	1600 District Paid
79.7 Employee Paid	131.39 Employee Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Current CalCare**Individual**

657.52 Premium	657.52 Premium
26.93 Delta Care	34.33 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
701.86 Total	709.26 Total
701.86 District Paid	709.26 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$3,600 in prescriptions

Employee +1

1305.16 Premium	1305.16 Premium
43.1 Delta Care	67.73 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1365.67 Total	1390.3 Total
1365.67 District Paid	1390.3 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Employee +1

1162.7 Premium	1162.7 Premium
43.1 Delta Care	71.18 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1556.55 Total	1584.63 Total
1556.55 District Paid	1584.63 District Paid
305.22	308.67

Employee does not have any out of pocket medical expenses

Family

1561.97 Premium	1561.97 Premium
62.46 Delta Care	120.04 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1975.18 Total	2032.76 Total
1600 District Paid	1600 District Paid
375.18 Employee Paid	432.76 Employee Paid
295.48	301.37

Employee does not have any out of pocket medical expenses

Employee share is put in a savings account (HSA) and any amounts not used for medical may be retained by the employ

Account Based**Individual**

572.23 Premium
26.93 Delta Care
17.41 VSP
208.34 Maximum out of pocket funding
824.91 Total
824.91 District Paid
123.05

Employee does not have any out of pocket medical expenses

Account Based**Individual**

572.23 Premium
36.02 Delta Dental
17.41 VSP
208.34 Maximum out of pocket funding
834 Total
834 District Paid
124.74

Employee +1

1162.7 Premium	1162.7 Premium
43.1 Delta Care	71.18 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1556.55 Total	1584.63 Total
1556.55 District Paid	1584.63 District Paid
190.88	194.33

Employee does not have any out of pocket medical expenses

Family	
1750.02 Premium	1750.02 Premium
62.46 Delta Care	114.15 Delta Dental
17.41 VSP	17.41 VSP
1829.89 Total	1881.58 Total
1600 District Paid	1600 District Paid
229.89 Employee Paid	281.58 Employee Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Current Kaiser	
Individual	
515.29 Premium	515.29 Premium
26.93 Delta Care	34.33 Delta Dental
17.41 VSP	17.41 VSP
559.63 Total	567.03 Total
559.63 District Paid	567.03 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$3,600 in prescriptions

Employee +1	
1020.7 Premium	1020.7 Premium
43.1 Delta Care	67.73 Delta Dental
17.41 VSP	17.41 VSP
1081.21 Total	1105.84 Total
1081.21 District Paid	1105.84 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Family	
1440.19 Premium	1440.19 Premium
62.46 Delta Care	114.15 Delta Dental
17.41 VSP	17.41 VSP
1520.06 Total	1571.75 Total
1520.06 District Paid	1577.64 District Paid

Employee is responsible for all copays and coinsurance up to \$3000.00 for medical and an additional \$10,200 in prescriptions

Family	
1561.97 Premium	1561.97 Premium
62.46 Delta Care	120.04 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1975.18 Total	2032.76 Total
1600 District Paid	1600 District Paid
375.18 Employee Paid	432.76 Employee Paid
145.29	151.18

Employee does not have any out of pocket medical expenses
Employee share is put in a savings account (HSA) and any amounts not used for medical may be retained by the employ

Account Based	Account Based
Individual	Individual
407.64 Premium	407.64 Premium
26.93 Delta Care	36.02 Delta Dental
17.41 VSP	17.41 VSP
208.34 Maximum out of pocket funding	208.34 Maximum out of pocket funding
660.32 Total	669.41 Total
660.32 District Paid	669.41 District Paid
100.69	102.38

Employee does not have any out of pocket medical expenses

Employee +1	
805.41 Premium	805.41 Premium
43.1 Delta Care	71.18 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1199.26 Total	1227.34 Total
1199.26 District Paid	1227.34 District Paid
118.05	121.5

Employee does not have any out of pocket medical expenses

Family	
1135.55 Premium	1135.55 Premium
62.46 Delta Care	120.04 Delta Dental
17.41 VSP	17.41 VSP
333.34 Maximum out of pocket funding	333.34 Maximum out of pocket funding
1548.76 Total	1606.34 Total
1548.76 District Paid	1600 District Paid
	6.34 Employee Paid
0	6.34

Employee does not have any out of pocket medical expenses
Employee share is put in a savings account (HSA) and any amounts not used for medical may be retained by the employ