

HUMAN RESOURCES/RISK MANAGEMENT COMMITTEE NOTES

October 23, 2019

Attendees:

Committee members: Kathleen Tiegs (Chair) and James V. Curatalo

Staff members: Carrie Guarino, Chad Brantley, Eduardo Espinoza, Roberta Perez, and Rossana Ammari

Members of the Public: None.

Call to Order: 3:35 p.m.

Public Comment: None

Additions/Deletions to Agenda: None

1. Employee Benefits Renewal 2020

- Staff presented the Committee with information on the Employee Benefits Renewal rates for 2020. The District's benefits program offers medical through Association of California Water Agencies/Joint Powers Insurance Authority (ACWA/JPIA), and other carriers provide dental, vision, short/long-term, and life insurance.
- In 2018 the District added two Consumer-Driven Health Plans (CDHP), Kaiser Permanente, and Anthem BlueCross PPO, combined with a Health Savings Plan (HSA) to its medical plan portfolio offering lower monthly premiums. There are eight employees enrolled in these plans.
- The District's Open Enrollment period runs October 7 through October 29. The timeframe coincided with our annual Health and Benefits Fair held on October 24.
- The overall fringe benefits total increase will be \$57,708, a 2.3% increase.

2. Annual Worker's Compensation and Liability Claims Summary

- Staff provided a workers' compensation and liability claims summary for FY 18/19. Claims that involve on-the-job injuries or illnesses are administered by the Association of California Water Agencies/Joint Powers Insurance Authority (ACWA/JPIA) on behalf of the District. The JPIA manages the workers' compensation claims in collaboration with the Human Resources/Risk Management staff.
- There is no direct fiscal impact from workers' compensation claims for the District due to our membership in a risk-pooled program. The fiscal impact for District-paid tort claims for FY 18/19 was \$37,701.

Meeting Adjourned at 4:25 pm