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**ALPINE SPRINGS COUNTY WATER DISTRICT
MINUTES OF THE SPECIAL BOARD OF DIRECTORS MEETING
September 23, 2021**

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NOTE: Due to continued COVID restrictions, this meeting was a “hybrid” of an in-person meeting for Board and staff and Zoom for additional attendees

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A. CALL TO ORDER, PLEDGE OF ALLEGIANCE, ROLL CALL

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President Grant called the meeting to order at 9:00 AM.

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Directors Present: President Janet S. Grant, Vice-President Janice Ganong, Dave Smelser, Evan Salke and Christine York

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Directors Absent: None

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Staff Present: General Manager Joseph Mueller, O&M Supervisor Miguel Ramirez, Office Manager Pam Zinn, Richard Limbird, Kevin Ince, and Recording Secretary Judy Friedman.

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B. SPECIAL MEETING AGENDA

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HEALTH INSURANCE WORKSHOP

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Grant explained the purpose of today’s workshop is to consider the changes to the CalPERS health insurance offerings and ensure the changes are inline with the ASCWD Employee Handbook. Mueller’s report of September 20 was used to clarify the existing and proposed plans.

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CalPERS has announced the current offerings of PERS Choice, Select, and Care will be discontinued. Thirteen new plans are being offered, but the Gold and Platinum are more aligned with what providers are available in this area.

The Gold Plan is close to the Choice plan in terms of deductibles and out-of-pocket expenses, but there are “healthy choice incentives” (such as getting a flu shot) that can lower the cost to the insured. The Platinum Plan has a higher monthly cost than the Gold. Currently, the employee can pick from any of the thirteen plans, but if no action is taken, those in Choice will automatically be moved to Platinum.

Discussion followed clarifying details of the Plans and impacts ASCWD and its employees. The Board considered offering employees a dollar amount and letting them choose which plan is best for them. Options for Health Savings Accounts (HSAs) and Subscriber Savings Accounts (SSAs) were considered, as well as what other local agencies are planning to offer. Mueller said an SSA could work; HSAs are only allowed if the District offered a very high deductible plan.

Mueller noted the current agreement between ASCWD and CalPERS states the District will fund 100% of employee health care costs for current and retired employees with no restrictions on what plan they choose. A new resolution will need to be approved saying the District will pay the PIMCA minimum, which is currently \$150 per month. A District resolution can set restrictions and limits on what plan the employee selects and give the Board authority to set those limits. Mueller will draft a resolution for consideration at the October Board meeting. The minimums must be approved in a separate resolution before the CalPERS agreement can be changed.

The Board continued to consider options of what is most equitable for the District and employees. There was consensus to offer the average cost between the Gold and Platinum plans, which provide the most health care options for this area. If the employee wants the Platinum plan, they can pay the difference. If the employee selects the Gold plan, the difference in cost will be put into an SSA for them. The SSA must either be used or cashed out.

1 There are currently two retirees receiving benefits which are identified as Choice in the Employee
2 Handbook. However, the Choice plan is being discontinued. There was consensus to provide the Gold plan
3 to those two retirees. The District will fund that at 100%.

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5 Benefits for future retirees were considered, including the possible age for retirement and how that fits in
6 with Medicare. Mueller was asked to develop a spreadsheet showing various scenarios over 10 years.

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8 Changes to the Employee Handbook relating to health care benefits will need to be made. Mueller will
9 suggest action simply changing “Choice” to “Gold” additional updates will be part of the larger discussion
10 updating retiree benefits.

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12 **C. ADJOURNMENT**

13 There being no further business to come before the Board, the meeting was adjourned at 11:02 AM.

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15 Respectfully Submitted,
16 Judy Friedman
17 Recording Secretary
18 THE PAPER TRAIL SECRETARIAL & BUSINESS SOLUTIONS

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