



# DuPage Water Commission

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## AGENDA

**ADMINISTRATION COMMITTEE  
THURSDAY, OCTOBER 20, 2016  
6:15 P.M.**

**600 EAST BUTTERFIELD ROAD  
ELMHURST, IL 60126**

## COMMITTEE MEMBERS

L. Crawford - Chair  
J. Broda  
J. Fennell  
D. Novotny  
J. Zay

- I. Roll Call
- II. To approve the Minutes of the September 15, 2016 Regular Committee Meeting
- III. Resolution No. R-33-16: A Resolution Approving Employee Insurance Benefits for the Plan Year beginning December 1, 2016 and ending November 30, 2017
- IV. Discussion of amendments to the Charter Customer Agreements
- V. Other
- VI. Adjournment

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**MINUTES OF THE MEETING OF THE  
ADMINISTRATION COMMITTEE  
OF THE DUPAGE WATER COMMISSION  
HELD ON THURSDAY, SEPTEMBER 15, 2016  
600 EAST BUTTERFIELD ROAD  
ELMHURST, ILLINOIS 60126**

The meeting was called to order at 6:15 P.M.

Committee members in attendance: L. Crawford, J. Broda, J. Fennell, D. Novotny, and J. Zay

Committee members absent: none

Also in attendance: J. Spatz, F. Frelka, and J. Rodriguez

Commissioner Broda moved to approve the Minutes of the August 18, 2016 Regular Committee meeting. Seconded by Commissioner Fennell and unanimously approved by a Voice Vote.



All voted aye. Motion carried.

Before the meeting concluded, General Manager Spatz informed the Committee that Staff had received the 2017 Blue Cross Blue Shield insurance plans. He went on to say that he would be meeting with staff to review the plans and a recommendation for consideration would be presented at the October meeting.

With no further discussion, Commissioner Broda moved to adjourn the meeting at 6:18 P.M. Seconded by Commissioner Novotny and unanimously approved by a Voice Vote.

All voted aye. Motion carried.

## REQUEST FOR BOARD ACTION

<b>AGENDA SECTION</b>	Administration Committee	<b>ORIGINATING DEPARTMENT</b>	General Manager's Office
<b>ITEM</b>	<p>A Resolution Approving Employee Insurance Benefits for Plan Year Beginning December 1, 2016 and ending November 30, 2017</p> <p>Resolution No. R-33-16</p>	<p><b>APPROVAL</b></p>  	

Account No.: 01-60-612200

The Commission annually determines employee insurance benefits to be provided commencing December 1 of each year.

In consultation with Dato Pistorio Financial Group, Inc., staff is recommending that the Commission continue providing medical coverage through its current carrier, Blue Cross Blue Shield, and continue paying 80 percent of the premiums for eligible employees' coverage and for eligible employees' dependent coverage.

After the Commission received renewal rates for their current grandfathered plans that would have significant increases for the third straight year, staff met with all employees to discuss other options. These options would significantly reduce rate increases for both the Commission and the employees, but maintain the same levels of healthcare coverages.

Staff is recommending switching from the current grandfathered health plans to new ACA Metallic Alternate Health Plans. This will significantly reduce healthcare cost increases for both the Commission and the employees. Staff is recommending employees should be able to choose from four new ACA Metallic Alternate Health Plans. The Blue Platinum PPO Plan (P500PPO) and Blue Platinum HSA Plan (P502PPO) which are very similar to the coverages offered under the Commission's current grandfathered PPO and HSA plans. They are also recommending the Commission offer two lower cost alternate ACA plans, the Blue Choice Preferred PPO Plan (G509BCE) and the Blue Precision HMO Plan (P502PSN).

With respect to Vision, Dental and Life Insurance, staff is recommending that coverage continue to be with MetLife.

Staff is also recommending that the Commission contribute to Health Savings Accounts. However, under the new Blue Platinum HSA Plan, the Commission would amend the amounts they contribute for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan. For employees that elect self-only coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan, the Commission shall contribute, via electronic funds transfer, the sum of \$1,800.00. For employees that elect employee and spouse/child (employee + 1) coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan, the Commission shall contribute, via electronic funds

Resolution No. R-33-16

<b>AGENDA SECTION</b>	Administration Committee	<b>ORIGINATING DEPARTMENT</b>	General Manager's Office
<b>ITEM</b>	<p>A Resolution Approving Employee Insurance Benefits for Plan Year Beginning December 1, 2016 and ending November 30, 2017</p> <p>Resolution No. R-33-16</p>	<b>APPROVAL</b>	
<p>transfer, the sum of \$3,600.00. For employees that elect family (employee + 2 or more) coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan, the Commission shall contribute, via electronic funds transfer, the sum of \$5,800.00.</p> <p>Staff is also recommending to further reduce future healthcare cost that the Commission continue to offer the HealthiestYou program. HealthiestYou is the most innovative telehealth solution on the market and complements our current benefit plans. Employees will have access 24/7 to more than 2300 licensed physicians via the phone. The cost to the Commission would be \$9 per employee per month.</p> <p>A summary of the employee insurance benefits recommended by staff and associated premiums and administrative costs to be paid by the Commission are summarized in Exhibit 1 to Resolution No. R-33-16. A more detailed summary of benefits and comparison to current costs is attached to this Request for Board Action.</p> <p>Resolution No. R-33-16 would suspend the purchasing provisions of the Commission's By-Laws and approve plan year 2017 eligible employee insurance benefits and associated premiums and administrative costs to be paid by the Commission as recommended by staff.</p>			
<b>MOTION:</b> To adopt Resolution No. R-33-16.			

DUPAGE WATER COMMISSION

RESOLUTION NO. R-33-16

A RESOLUTION APPROVING EMPLOYEE  
INSURANCE BENEFITS FOR PLAN YEAR BEGINNING DECEMBER 1, 2016 AND  
ENDING NOVEMBER 30, 2017

WHEREAS, the Commission annually determines employee insurance benefits to be provided commencing December 1 of each year; and

WHEREAS, in consultation with Dato Pistorio Financial Group, Inc., Commission staff recommends approval of the employee insurance benefits for the year beginning December 1, 2016 and ending November 30, 2017 (Plan Year 2017) summarized in Exhibit 1 attached hereto and by this reference incorporated herein;

NOW, THEREFORE, BE IT RESOLVED by the Board of Commissioners of the DuPage Water Commission as follows:

SECTION ONE: The foregoing recitals are incorporated herein and made a part hereof as findings of the Board of Commissioners of the DuPage Water Commission.

SECTION TWO: The Plan Year 2017 employee insurance benefits and associated premium costs and administrative fees to be paid by the Commission, all as summarized in Exhibit 1 attached hereto, shall be and they hereby are approved for the Plan Year 2017. The General Manager shall be and hereby is authorized and directed to provide the insurance coverages and pay the associated premium costs and administrative fees to be paid by the Commission as summarized in Exhibit 1 attached hereto without further act of the Board of Commissioners.

SECTION THREE: Notwithstanding any restrictions contained in Resolution No. R-27-90, as modified by Resolution Nos. R-34-90, R-34-96 as amended, R-46-04 as amended, R-5-05 as amended, R-6-08 as amended, R-54-08, and as amended by Resolution No. R-14-00, which prohibit, except in specified circumstances, the wire transfer of Commission funds to financial institutions not listed on the approved Depository List and to accounts not held in the name of the Commission, the Chairman, the Treasurer, the Finance Committee Chairman, the General Manager, or the Financial Administrator shall be and they hereby are authorized to direct the electronic transfer of Commission funds out of any Account held in the name of the Commission for the remittance of the Commission's contributions to the Health Savings Accounts established by the Commission for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan as provided in Exhibit 1 attached hereto. In furtherance thereof, the General Manager shall be and hereby is authorized and directed to execute any agreements required to establish the Health Savings Accounts for eligible employees that elect coverage under the Blue Cross Blue Shield HSA-Qualified High Deductible Health Plan as provided in Exhibit 1 attached hereto as well as any agreement required to effectuate the electronic transfers hereinabove provided for. Upon execution by the General Manager, the agreements, and all things provided for therein, shall be deemed accepted by the DuPage Water Commission without further act.

SECTION FOUR: This Resolution shall be in full force and effect from and after its adoption, the Board of Commissioners of the DuPage Water Commission having determined, by a two-thirds majority vote, to suspend the purchasing provisions of the Commission's By-Laws.

AYES:

NAYS:

ABSENT:

ADOPTED THIS \_\_\_ DAY OF \_\_\_\_\_, 2016.

\_\_\_\_\_  
Chairman

ATTEST:

\_\_\_\_\_  
Clerk

EXHIBIT 1

THE PLAN YEAR BEGINNING DECEMBER 1, 2016 AND  
ENDING NOVEMBER 30, 2017 EMPLOYEE INSURANCE BENEFITS

Plan Year 2017 Health Insurance Plans

The following health insurance plans or significantly similar plans shall be made available to Eligible Commission Employees/Retirees for Plan Year 2017 at the following rates:

Blue Cross Blue Shield Blue Platinum PPO Plan P500PPO with Prescription Drug benefit \$0/\$10/\$35/\$75/\$150

Employee	\$825.06
Employee & Spouse	\$1,650.12
Employee & Child	\$1,526.36
Family	\$2,351.42

Blue Cross Blue Shield Blue Platinum HSA Plan P502PPO with Prescription Drug benefit 0% after deductible

Employee	\$672.13
Employee & Spouse	\$1,344.26
Employee & Child	\$1,243.44
Family	\$1,915.58

Blue Cross Blue Shield Blue Choice Preferred PPO G509BCE with Prescription Drug benefit \$0/\$10/\$35/\$75/\$150

Employee	\$534.29
Employee & Spouse	\$1,068.58
Employee & Child	\$988.44
Family	\$1,522.73



Blue Cross Blue Shield Blue Precision HMO P502PSN with Prescription Drug benefit \$0/\$10/\$50/\$100/\$150

Employee	\$552.94
Employee & Spouse	\$1,105.88
Employee & Children	\$1,022.94
Family	\$1,575.88

The Commission's contribution for health insurance for Plan Year 2017 shall be 80% of the premium for eligible employees and their covered dependents for the selected health insurance plan.

Employees shall continue to pay 20% of the selected health insurance plan premium for themselves and their covered dependents.

For each eligible employee selecting the High Deductible Health Plan \$2,600/\$5,200/\$7,800 HSA Plan, the Commission shall establish a Health Savings Account funded in the following amounts:

Employee	\$1,800.00
Employee & Spouse/Child	\$3,600.00
Employee & Children	\$5,800.00
Family	\$5,800.00

The Commission shall not establish, nor contribute to, Health Savings Accounts for retirees selecting the High Deductible Health Plan HSA Plan.

The Commission-established Employee Health Savings Accounts shall be administered by Mellon Bank as the Commission's third party administrator for Plan Year 2017 at a rate not-to-exceed \$4.00/account/month. Due to the uncertainty as to how many employees will elect this option, the Commission's annual not-to-exceed cost is \$3,000.00.

#### Plan Year 2017 Life Insurance

The life insurance benefit program for Eligible Commission Employees shall be through MetLife for Plan Year 2017 at a rate of \$0.208 x per \$1,000 of coverage per employee per month. The life insurance benefit is in the amount of one and one-half times the

eligible employee's annual base pay rounded to the nearest \$1,000. The premium shall be paid in full by the Commission.

Plan Year 2017 Dental Insurance and Vision Insurance

The dental and vision insurance benefit program or significantly similar programs for Eligible Commission Employees shall be through MetLife for Plan Year 2017 and are as follows:

<b>Coverage</b>	<b>Dental</b>	<b>Vision</b>
Employee	\$50.38	\$11.46
Employee & Spouse	\$104.64	\$22.97
Employee & Children	\$100.44	\$19.45
Family	\$159.68	\$32.07

The Commission's contribution for dental and vision insurance for Plan Year 2017 shall be 80% of the dental and vision insurance plan premiums for eligible employees and their covered dependents.

Employees shall continue to pay 20% of the dental and vision insurance plan premiums for themselves and their covered dependents.

The Commission's contribution for the program called the HealthiestYou for Plan Year 2017 shall be \$9 per employee per month. HealthiestYou is the most innovative telehealth solution on the market and complements our current benefit plans. Employees will have access 24/7 to more than 2300 licensed physicians via the phone.