ORANGE WATER AND SEWER AUTHORITY

A public, non-profit agency providing water, sewer and reclaimed water services to the Carrboro-Chapel Hill community.

Meeting Summary
Human Resources Committee Meeting
Monday, April 18, 2011, 5:00 p.m. – 5:45 p.m.
OWASA Boardroom

Board Committee:	Braxton Foushee, Chair; Fred Battle and Joyce Preslar and Gordon Merklein (ex-officio)
Other Board Members:	None
Staff:	Ed Kerwin, Stephanie Glasgow, Stephen Winters
Public:	None

Stephanie Glasgow presented information on renewal rates for employee medical and dental insurance. The committee supported staff's recommendation to seek Board approval on May 12, 2011 to:

1) Renew medical insurance with Blue Cross Blue Shield of North Carolina (BCBSNC) with a rate increase of 2.1%.
2) Renew dental insurance with BCBSNC with a rate decrease of 11.5%.
3) Agree to use BCBSNC to cover Employee Life, AD & D, and Dependent Life at a rate less than our current carrier.
4) Agree to use BCBSNC to cover employee Long Term Disability Insurance at a rate less than our current carrier.

The Committee discussed employee compensation for Fiscal Year 2012 and suggested keeping the place holder of 2.5% in the current proposed budget. Although no firm recommendation will be given to the full board at this time, the HR Committee agreed to support an increase between 2.0 and 2.5%.

Prepared by:

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Human Resources and Safety Manager