Meeting Summary
Human Resource Committee Meeting
Thursday, May 8, 2014, 5:30 p.m. – 7:00 p.m.
OWASA Boardroom

Board Committee:	Will Raymond, Michael Hughes, Alan Rimer (ex-officio)
Other Board Members:	Stephen Dear
Staff:	Ed Kerwin, Stephanie Glasgow, Stephen Winters, Todd Taylor, Mary Darr,
Other:	Ellen Tucker (Hill, Chesson & Woody)

1) **Health and Dental Insurance Renewal**
   The Committee received and discussed information from staff and Hill, Chesson & Woody regarding premium increases for Health and Dental insurance and a decrease in premiums for employee Life, Dependent Life, Accidental Death & Dismemberment, Long-Term Disability insurances. Committee members supported renewal with Blue Cross Blue Shield of North Carolina at the current benefits with a premium rate increase of 8.2% for Health insurance and 4.2% for Dental insurance. The Committee recommends approval at the May 22, 2014 Board meeting. The Committee also recommended that communication and education take place with employees during the upcoming year since benefit levels may be modified in the future.

   The Committee suggested that this matter be revisited earlier next year.

2) **Deferred Compensation (457)**
   The Committee briefly discussed a tiered approach for possibly offering employees loans under the 457 plans. No decision was made.

   The Committee decided a presentation to the full Board on May 22, 2014 was appropriate without a recommendation from the HR Committee. Will Raymond will work with staff on options to include in the presentation.

3) **Next Meeting**
   The next meeting is scheduled for May 20, 2014 at 5:30 in the OWASA Boardroom to continue discussion on deferred compensation.

Prepared by:

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