Meeting Summary
Human Resources Committee
June 25, 2018, 5:00 p.m.

Committee Members:	Barbara Foushee (Chair), Yinka Ayankoya, John Young, Heather Payne, Ray Dubose, Robert Morgan (Ex-Officio)
Staff:	Stephanie Glasgow, Stephen Winters, Ed Kerwin, Todd Taylor, Kelly Belcher
Public:	None

The Human Resources Committee met on Monday, June 25, 2018 to review:

1) Retiree Health Benefits for New Hires
2) Deferred Compensation (457) Plan

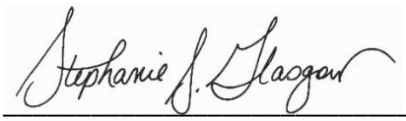
After extensive discussion of the two items, the Committee agreed to review additional options at a future meeting in the fall. The Committee outlined the following alternatives for consideration.

1. Option 1 – change the retiree health and 457 plan benefits for employees hired after a certain date.
    a. Retiree health – from the current plan, which pays for all or a portion of a retiree's health insurance cost, to a retiree health savings plan.
    b. 457 plan – from the current plan, which OWASA provides a fixed bi-weekly contribution based on employee tenure, to a percentage-of-salary based plan. The new plan would have a fixed minimum and maximum contribution amount so that employees with lower annual pay would receive a greater percentage-benefit than employees with higher annual pay.
    c. Current employees would be able to choose to stay on the current plan package or move to the new plan package. They would not be able to choose one benefit from the current offering and another from the new.
2. Option 2 – change the retiree health benefit for employees hired after a certain date.
    a. From the current plan, which pays for all or a portion of a retiree's health insurance cost, to a retiree health savings plan.
    b. Current employees remain on the current retiree health benefit plan.
    c. The 457 plan would be improved slightly for all employees.
3. Option 3 - change the retiree health benefit for employees hired after a certain date from the current plan, which pays for all or a portion of a retiree's health insurance cost, to a retiree health savings plan. Current employees remain on the current retiree health benefit plan. No changes to the 457 plan.
4. Option 4 – no longer offer a retiree health benefit for employees hired after a certain date from the current plan and increase OWASA's investment in the 457 plan.

The Committee continues to work thoughtfully to balance the Board's desire to fairly and competitively compensate employees while being mindful of fiscal responsibilities.

The meeting adjourned at approximately 6:30 p.m.

Prepared by:



Stephanie S. Glasgow, MESH, MPM, PHR, SHRM-CP
Director of Human Resources and Safety