

SAN ANTONIO WATER COMPANY
ADMINISTRATION and FINANCE COMMITTEE (AFC)
MINUTES

June 28, 2011

An open meeting of the Administration and Finance Committee (AFC) of the San Antonio Water Company (SAWCo) was called to order at 1:30 p.m. on the above date at the Company office located at 139 N. Euclid Ave., Upland, California. Committee Members present were Dr. Fred Gattas, Sue Sundell, Glenn Bozar, and Tom Thomas. SAWCo's General Manager Charles Moorrees and Assistant Manager of Administration and Finance Teri Layton were also in attendance. Dr. Gattas presided.

1. Recognitions and Presentations: None.
2. Additions / Deletions to the Agenda: None.
3. Public Comments: None.
4. Approval of Committee Meeting Minutes – Mr. Thomas moved and Mr. Bozar seconded to approve the meeting minutes of May 31, 2011. Motion carried.
5. Administrative and Financial Issues:

A. Employee Benefit Review – Dr. Gattas distributed a sheet with information he gathered about SAWCo's benefits compared to local standards. He brought up concerns he had about the increase in the cost for medical coverage and questioned why it had increased. It was questions whether the figures presented were accurate. Staff was asked to look into it.

It was noted that company benefits are there to retain good employees.

Dr. Gattas also passed out Individual and Family Kaiser Plan cost comparison information and stated he would like Kaiser to be looked at in the future.

Dr. Gattas expressed his desire to be more involved with the details of SAWCo's medical plan. Staff clarified that SAWCo's plan has gone unchanged for several years and any changes to it are presented to the committee and the Board for approval. The insurance broker's plan options are reviewed every year by management; however, Dr. Gattas asked that the committee be involved in the review process.

Mr. Bozar requested that the committee receive copies of SAWCo's current plan summaries for dental, vision, and health. The committee also recommended that SAWCo's insurance broker attend the next AFC meeting to better inform the committee of the plan details.

The next AFC meeting was changed to July 20, 2011 at 11 a.m. with lunch provided.

6. Closed Session: None.
7. Committee Comments and Future Agenda Items:

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8. Adjournment: - The committee determined there was no further business and adjourned the meeting at 2:40 p.m.

Assistant Secretary
Charles Moorrees