

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

July 20, 2011

An open meeting of the Administration and Finance Committee (AFC) of the San Antonio Water Company (SAWCo) was called to order at 11:03 a.m. on the above date at the Company office located at 139 N. Euclid Ave., Upland, California. Committee Members present were Tom Thomas, Dr. Fred Gattas, Sue Sundell, and Glenn Bozar. SAWCo's General Manager Charles Moorrees and Assistant Manager of Administration and Finance Teri Layton and Melissa Calabretta from JLR Insurance were also in attendance. Dr. Gattas presided.

1. Recognitions and Presentations: Melissa Calabretta with JLR Insurance presented information on SAWCo's insurance plans, grandfathered plans, and healthcare reform. By having a plan that was grandfathered in, SAWCo was able to keep costs down. Ms. Calabretta explained how SAWCo's benefit plans compared with other water districts such as Monte Vista Water District, Coachella Valley Water District, Western Water District, etc. She found that all water districts that were being compared used California Public Employees Retirement System (Cal-PERS).

Ms. Calabretta went through all aspects of SAWCo's health benefit plan including office visit co-pays, hospital fees, and prescription fees and compared it with the ones received by the compared water district under Cal-PERS. All compared water districts were paying 100 percent of the employee's healthcare premium. Half of the compared water districts pay 100 percent of the dependents healthcare premium, the other half pay 50 percent of the dependents healthcare premium. Ms. Calabretta also showed a comparison of SAWCo's current health benefit plan with that of Kaiser's Group Plan. It was noted that Kaiser's Group Plan was more expensive than SAWCo's current plan.

At the previous AFC meeting, staff was asked to look at figures presented during the meeting by Dr. Gattas. Staff compiled a spreadsheet that lists the actual figures compared with the ones presented by Dr. Gattas. Discrepancies were noted and reviewed with the committee.

The option of paying a major portion of the cost of health coverage for the employee instead of the entire cost was mentioned. It was also suggested that once JLR Insurance receives the enrollment figures for the upcoming year that a meeting is scheduled to review the information with the committee and management.

2. Additions / Deletions to the Agenda: None.
3. Public Comments: None.
4. Approval of Committee Meeting Minutes – Ms. Sundell moved and Mr. Bozar seconded to approve the meeting minutes of June 28, 2011. Motion carried.
5. Administrative and Financial Issues:
 - A. **Employee Benefit Review** – Employee benefits were discussed during Item 1 on the agenda.
6. Closed Session: None.

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7. Committee Comments and Future Agenda Items: None.
8. Adjournment: - The committee determined there was no further business and adjourned the meeting at 2:40 p.m.

Assistant Secretary
Charles Moorrees