

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

November 13, 2014

An open meeting of the Administration and Finance Committee (AFC) of the San Antonio Water Company (SAWCo) was called to order at 3:09 p.m. on the above date at the Company office located at 139 N. Euclid Ave., Upland, California. Committee Members present were Sue Sundell, Bob Cable, Glenn Bozar and Tom Thomas. Also in attendance were Jason Reichert from JLR Insurance, SAWCo's General Manager Charles Moorrees, Assistant Manager of Administration and Finance Teri Layton, Office Assistant Kelly Mitchell and Accounting/Personnel Clerk Joni Ruggles. Ms. Sundell presided.

1. Recognitions and Presentations: None.
2. Additions-Deletions to the Agenda: None.
3. Public Comments: None.
4. Approval of Committee Meeting Minutes: Mr. Bozar moved and Mr. Cable seconded to approve the meeting minutes of October 28, 2014 as presented. Motion carried.
5. Administrative and Financial Issues:
 - B. Board Gift** – Mr. Moorrees reported that in the past, the Board provided an end of the year gift to the employees. The Board Gift is not a requirement and is a matter that is discussed each year at the AFC meeting prior to the November Board meeting.

Mr. Moorrees inquired as to whether the committee wished to provide an end of the year gift to its employees. He stated that for the last five years a gift of \$1,250 has been provided to the employees and it has been handed out at the end of the year luncheon held in early December.

Mr. Cable moved and Mr. Bozar seconded to recommend the Board approve a \$1,250 end of the year gift to its employees. Motion carried.

- A. Health Benefit Plan Review** – Mr. Moorrees stated that SAWCo is fortunate to maintain its grandfathered status with Health Net Insurance. SAWCo's insurance broker informed Mr. Moorrees that he has observed increases anywhere from 8% to 20% on average and even so much as a 100% increase. SAWCo's increase for health insurance in 2015 is only 3.82% and life insurance and accidental death and dismemberment insurance increased by 8%. Vision insurance had not been determined but was projected to be between a 3.5% and 4% increase and dental insurance had no increase.

Jason Reichert of JLR Insurance, SAWCo's insurance broker, entered the meeting and presented the updates to the Affordable Care Act. He then reviewed and confirmed the figures Mr. Moorrees gave for the various forms of insurance SAWCo offers its employees.

There was consensus on the committee to recommend the Board approve the Health Benefit Plan as presented.

6. Closed Session: None.

7. Committee Comments and Future Agenda Items: None.

Adjournment: The committee determined there was no further business and adjourned the meeting at 4:17 p.m.

Assistant Secretary
Charles Moorrees