

MINUTES
ENGLEWOOD WATER DISTRICT
EMPLOYEE BENEFITS COMMITTEE
201 SELMA AVE, ENGLEWOOD, FL 34223
WEDNESDAY, MARCH 22, 2023 – 8:30 AM
BOARD ROOM

Committee:

Taylor Meals, Board Member
Ray Burroughs, Administrator
Heather Bagshaw, Human Resource Manager
Lisa Hawkins, Finance Director
Dakota Johnson, Distribution Maintenance Technical
Keith R. Ledford, Jr., P.E., Technical Support Manager
Austin Moriarty, Chemist
Amy Reif, Utility Billing

1. ROLL CALL – All present
2. PUBLIC INPUT – None
3. MEETING MINUTES – Heather called for approval of the meeting minutes dated March 8, 2023. Ray moved, “to approve,” seconded by Keith.

Unanimous

Heather distributed 2 additional documents that became available after the meeting packets were distributed to the committee. An EWD benefit page was added to the benefit comparison packet and a synopsis of a telephone meeting with Public Risk Management of Florida was provided.

4. DISCUSSION

a. Benefit Comparison – Heather gave an overview of the benefit comparison sheets with page-by-page discussion. She explained that a comparison is difficult because of our size and EWD’s pay additive being unique. Englewood Fire Department is the only other entity with a pay additive. Most entities pay a majority if not all of employee costs and then differentiates by tier as you go up, how much they pay for. Additionally, most pay a percentage and not a flat rate as EWD does.

After committee discussion, the benefits comparison including EWD’s benefit package will be reviewed again at the next meeting.

b. Employee Benefit Cost – Heather began the discussion by stating 20 employees pay an average of 7% (\$182.25) in addition to receiving the pay additive and they chose the benefits that are beneficial to their families. 60 employees receive an average of \$201.51 per pay that goes into their 401Ks. Regarding EWD joining a larger entity, It is difficult to get anyone to respond. Ray added Sarasota County was not interested and Charlotte County does not look promising.

c. Public Risk Management of Florida – Heather explained she is waiting for information from 1 other public group that we could possibly join. Heather, Lisa and Bee Ling met with the Public Risk Management of Florida which was a very high-level overview. Essentially, they are the group that oversees all the groups. They are the managers of members who join this pool. Heather then described the bullet points of the document.

Discussion included:

1. Reinsurance if the \$400,000 stop loss per member is exceeded.
2. What plans they offer and if they are comparable to our current plans.
3. Block (basic rate that everyone pays) plus a 0-6% increase on top of the block based on claims experience was explained.

At conclusion of this portion of discussion, Heather was tasked with finding out what increases to the block rate have been in the past.

4. HSA accounts and wellness plans/health incentives were outlined.

For the next meeting, Taylor requested information on the amount EWD pays for total insurance, health, dental and vision for last year and current year. (group life and long/short-term disability will also be factored into this equation because EWD pays for this 100%.) Additionally, he requested the total amount the pay additive costs EWD for 12 months and the number of employees who do not take the health insurance.

5. Because FPL is much larger and structured differently as a public company, they were not looked at for the benefit comparison.
6. It was questioned whether other health insurance providers were looked at by our broker, but because the payout percentage was so high this year other providers wouldn't quote us. It was noted that there are discounts associated with staying with our broker.

5. ADJOURNED @ 9:17 a.m.



Heather Bagshaw, Committee Chair

APPROVED /tlh