

MINUTES
ENGLEWOOD WATER DISTRICT
EMPLOYEE BENEFITS COMMITTEE
201 SELMA AVE, ENGLEWOOD, FL 34223
WEDNESDAY, MARCH 8, 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

a. Nathan Souza – Nathan stated he has been employed by EWD for about 7 years after moving here in 2016. He detailed why he chose EWD for a career, his current health insurance coverage and what receiving the pay additive means for his family in the long term. Adding his opinion that a change in the pay additive may hinder many people's retirement goals at EWD.

b. One member of the community was present.

3. SELECTION OF CHAIR

a. Ray called for the selection of a Committee Chair. Lisa nominated Heather, the committee agreed, Heather was declared Chair.

4. DISCUSSION

a. Heather explained the documents that were distributed just prior to the beginning of the meeting. A recess was called so the information could be reviewed.

A 15-minute recess took place.

Heather then opened discussion asking the committee where to go from here and what the goal is?

Discussion included:

- a. The exorbitant cost of health insurance and the importance of keeping employees and their families covered.
- b. How the pay additive at each level of employee; single/spouse/family affects their out-of-pocket cost vs. those who are contributing some/all to 401Ks.
- c. The possibility of EWD joining or piggybacking a larger entity (either county, other smaller utilities, a group that charges a membership fee, etc.,) to drive the cost down. Cons of this idea included the possibility of employees needing to change doctors, clinics not being in Englewood, loss of choice of health plans, or a lesser plan being offered.

At conclusion of this portion of discussion Heather and Lisa were tasked with looking into the possibility of joining a larger entity and a breakdown of each employee's current plan and who they cover.

- d. The huge expenses young families face with the high cost of insurance, housing and inflation in general.
- e. The fact that when people were hired they made a decision to join EWD based on the pay additive being offered, some employees who take their spouse's insurance still have a premium to pay and that can't be paid by the pay additive, but it is used for retirement.
- f. Explanation of the significant 30% increase in health care costs this year was given.
- g. Explanation of how the committee's findings would be presented and decided on was given.
- h. It was suggested that current employees continue to receive the pay additive and perhaps change it going forward for future employees and adding a cap to the pay additive for employees who do not use it for insurance was also mentioned.

Goal: to reduce the cost of insurance for EWD and the employees, offer a good plan and make the majority of employees satisfied with the outcome. Once the findings are presented, then the pay additive can be looked at objectively.

5. ADJOURNED @ 9:58 am



Heather Bagshaw, Committee Chair

/tlh