



**SPECIAL MEETING AGENDA
CITY OF BIG BEAR LAKE
DEPARTMENT OF WATER AND POWER
BOARD OF COMMISSIONERS
SEPTEMBER 7, 2012 – 2:00 PM
41972 GARSTIN DRIVE
BIG BEAR LAKE, CA 92315**

PUBLIC COMMUNICATIONS

The public may address the Board by completing a speaker card and submitting it to the Board Secretary. Speaker cards are located on the table in the back of the Board room. During "Public Forum," your name will be called. Please step up to the podium and give your name and city of residence for the record before proceeding. All remarks shall be addressed to the Board as a body only. No person other than a member of the Board and the person having the floor shall enter into any discussion without the permission of the presiding officer. Public comment is permitted only on items not on the agenda that are within the subject matter jurisdiction of the Department of Water, City of Big Bear Lake. There is a three minute maximum time limit when addressing a respective board.

PLEASE NOTE: Materials related to an item on this Agenda submitted to the Board after distribution of the agenda packet are available for public inspection at the DWP office at 41972 Garstin Drive, Big Bear Lake, CA, during normal business hours.

If you are disabled in any way and need accommodation to participate in the meeting, please call Diego Chavez, Board Secretary, at (909) 866-5050 for assistance so the necessary arrangements can be made.

CALL MEETING TO ORDER

PLEDGE OF ALLEGIANCE

PUBLIC FORUM

1. CONSENT CALENDAR

- 1.1 Ratification of Temporary Customer Service Representative Appointment Extension**

ITEMS REMOVED FROM THE CONSENT CALENDAR

OPEN SESSION

2. DISCUSSION/ACTION ITEMS

2.1 Medical Insurance Plan Change

Board to review and consider approving medical insurance plan change from Aetna to Health Net effective October 1, 2012.

ADJOURNMENT



AGENDA REPORT

DATE: September 7, 2012
TO: Board of Commissioners
FROM: Reginald A. Lamson, General Manager
PREPARED BY: Diego Chavez, Human Resources Generalist
RE: **Temporary Customer Service Representative Extension**

Background

Our Customer Service area is still without a regular Customer Service Representative II who is out on administrative leave.

The Board authorized the use of a Temporary Customer Service Representative through August 31, 2012 at the June 26, 2012 Board Meeting to assist the Customer Service area, while the regular employee is out on leave.

We are requesting the Board authorize the use of a Temporary Customer Service Representative for another two months, from September 1, 2012 to October 31, 2012 to continue to assist the Customer Service area.

Financial Impact

The FY 12/13 Budget assumed the regular employee would return to full duty effective July 1, 2012. Accordingly, the FY 12/13 Budget includes a full twelve months of compensation for the employee who is out on leave. The regular employee did not resume full duty until July 31, 2012. The cost of the Temporary Customer Service Representative's wages and benefits is less than the regular employee's wages and benefits. Therefore there is adequate funding in FY 12/13 to fund the extension of the temporary position without the use of reserves. The cost of a Temporary Customer Service Representative through October 31, 2012 is approximately \$6,000, which is less than the compensation that would have been paid to our regular employee. An administrative budget adjustment will be required to move funding from 20.90.6010 – Customer Accounts Salaries to 20.90.6030 Customer Accounts – Part-time Salaries.

Recommendation

Ratify the General Manager's decision to extend the use of a Temporary Customer Service Representative in the Customer Service area for another two months, from September 1, 2012 to October 31, 2012.



AGENDA REPORT

DATE: September 7, 2012
TO: Board of Commissioners
FROM: Reginald A. Lamson, General Manager
PREPARED BY: Diego Chavez, Human Resources Generalist
RE: **Medical Insurance Plan Change**

Background

On July 6, 2012 the Board approved the 2012 renewal for medical, dental, vision, and life insurance benefits. The medical insurance plan renewal was presented to the Board without any benefits changes, only a premium increase. The renewal plans went into effect on August 1, 2012.

On August 10, 2012 we were made aware of several changes to the medical insurance plan benefits. These changes are highlighted in yellow on the attached comparison table. Aetna confirmed the changes and informed us that our 2011 plan was no longer available.

We directed our broker to explore the possibility of changing our medical insurance plan because of these discovered benefits changes. We requested they look for a plan with similar benefits as our 2011 medical insurance plan. Our account executive, Laurie LoFranco presented preliminary options at the August 28, 2012 Regular Board Meeting.

Staff has reviewed the proposed alternative medical insurance plan (Health Net) in greater detail and recommends changing effective October 1, 2012. The proposed medical insurance plan with Health Net provides better overall benefits at a reduced cost. These benefits can be seen on the attached comparison table.

We presented the proposed Health Net medical insurance plan to all employees at a meeting on August 30, 2012. We instructed employees to review the proposed plan and provide feedback. Overall, employees were pleased with the proposed medical insurance plan with Health Net.

Financial Impact

The financial impact associated with a medical insurance plan change results in a savings of approximately \$22,900 annually from the budgeted amount.

Recommendation

1. Review and discuss the proposed medical insurance plan.
2. Approve recommendation to change medical insurance plan from Aetna to Health Net effective October 1, 2012.

CITY OF BIG BEAR LAKE DEPARTMENT OF WATER AND POWER

Benefits	2011 AETNA	2012 AETNA - RENEWAL	HEALTHNET - PROPOSED
	HMO	HMO	HMO
	AVN HMO \$10/20	AVN HMO \$10/20	HMO \$10 Silver Network
General	In Network	In Network	In Network
Deductible - Individual/Family	NONE	NONE	None
Max Out of Pocket - Individual/Family	\$2,000 / \$4,000	\$2,000 / \$4,000	\$1,500 / \$3,000
Lifetime Benefit Maximum	NO MAXIMUM	NO MAXIMUM	NO MAXIMUM
Physician Services			
Doctor Office Visit	\$10/\$20 SPECIALIST	\$10/\$20 SPECIALIST	\$10/\$10 SPECIALIST
Preventive Care	100%	100%	100%
Physical/Occupational Therapy	\$20-MAX 20 VISITS/YR	\$20-MAX 20 VISITS/YR	\$10.00
Urgent Care	\$50 COPAY	\$50 COPAY	\$50 COPAY
Diagnostic Lab	\$10 COPAY	\$10 COPAY	100%
Diagnostic X-ray (except for complex Imaging Services)	\$10 COPAY	\$10 COPAY	100%
Diagnostic X-ray (MRI, MRA, PET and CT Scans)	\$10 COPAY	\$100 COPAY	\$100 COPAY
Durable Medical Equipment	50%-MAX \$2,000/YR	50%-MAX \$2,000/YR	50%-MAX \$2,000/YR
Chiropractic	\$15-MAX 20 VISITS/YR	\$15-MAX 20 VISITS/YR	\$10/20 VISITS/YR
Hospital Services			
Inpatient Hospital Services	\$100/DAY-1ST 3 DAYS	\$100/DAY-1ST 3 DAYS	100%
Inpatient Physician Fee	INCL W/HOSPITAL SVCS	INCL W/HOSPITAL SVCS	100%
Outpatient Surgery (Performed in a Hospital Outpatient Facility)	\$100 COPAY	\$200 COPAY	100%
Outpatient Surgery (Performed in a Facility Other than a Hospital Outpatient Facility)	\$0 COPAY	\$100 COPAY	100%
Emergency Room	\$100 COPAY	\$150 COPAY	\$100 COPAY
Ambulance	\$100 COPAY	\$100 COPAY	\$100 COPAY
Home Health Care	\$0 COPAY	\$10 COPAY	\$10/100 VISITS
Non Severe Mental Health:			
Outpatient	\$20-MAX 20 VISITS/YR	\$20-MAX 20 VISITS/YR	\$30-MAX 20 VISITS/YR
Inpatient	NOT COVERED	NOT COVERED	100%-MAX 30 DAYS/YR
Chemical Dependency:			
Outpatient	\$20 COPAY-DETOX	\$20 COPAY-DETOX	\$10 COPAY
Inpatient	\$100/DAY-1ST 3 DAYS	\$100/DAY-1ST 3 DAYS	100%
Prescription Drugs:			
Pharmacy	PARTICIPATING	PARTICIPATING	PARTICIPATING
Formulary Generic Copay	\$20	\$20	\$10
Formulary Brand Copay	\$40	\$150 Rx DED + \$40	\$25
Non Formulary Copay	\$60	\$150 Rx DED + \$60	\$50
Brand Name Deductible	NONE	\$150	NONE
Separate Deductible	NONE	NONE	NONE
Rx Annual Maximum Benefits	NO MAXIMUM	NO MAXIMUM	NO MAXIMUM
Mail Order Prescriptions	AVAILABLE	AVAILABLE	AVAILABLE

AETNA CHANGES AT RENEWAL
ENHANCED BENEFIT COMARED TO 2011
REDUCTION IN BENEFIT COMPARED TO 2011