

Minutes of the Salary, Benefit & Insurance Committee Meeting of Consolidated Waterworks District No. 1 held March 21, 2022 at the District's Office.

Present: Clifton Stoufflet, Chairman
John Pizzolatto
Vincent Celestin
Teri Chatagnier
Charles Brown, Sr.

The meeting was called to order at 5:00 P.M. pursuant to proper notice and posted in the manner required by law.

The meeting opened with a Prayer, Pledge of Allegiance and Roll Call.

Mr. Chester Voisin, Mr. Stephen Hornsby and Mr. Kenneth Ellender were also in attendance as well as Mr. Chris Lapeyre of Brown & Brown, Insurance Agent.

Ms. Cecilia Noman, Chief Administrative Officer, provided the Committee with the revised Section 5.1 and Section 25.1 of the Handbook as per the recommendations from the February 22, 2022 Committee meeting. Notable revisions are 1) Waterworks' sole responsibility to use reasonable efforts to find and secure medical group insurance coverage, and to pay all or a part of the premiums, if feasible; 2) Waterworks has no independent duty to pay for any medical expenses, either in the event of no insurance being carried, or in the event of a denial of some or all of a claim; 3) The spouse of an Eligible Employee shall be eligible for coverage provided he or she is enrolled as the eligible dependent of an Eligible Employee under the group medical plan maintained by the Group for at least three (3) years prior to the date on which such employee terminates his or her employment with the Group; 4) The child(ren) of an Eligible Employee shall not be eligible for coverage; and 5) Section 25.1 Item 3b. as it relates to any eligible dependent is changed to "Up to but no more than six (6) months following the date of death of the Eligible Employee". Ms. Norman also advised that there are currently four (4) surviving spouses on the Humana Medicare plan whose premiums are being paid by the District.

After discussion, it was moved by Mr. Charles Brown, and seconded by Mr. John Pizzolatto, to add the stipulation that "The spouse of an Eligible Employee shall be eligible for coverage hereunder, provided (a) he or she is enrolled as the eligible dependent of an Eligible Employee under the group medical plan maintained by the Group for at least three (3) years prior to the date on which such employee terminates his or her employment with the Group. The motion was unanimously adopted.

It was moved by Mr. John Pizzolatto, and seconded by Mr. Vincent Celestin, that a 30-day Notice should be issued to all employees and current retirees advising of recommended changes to Section 5.1 Insurance Benefits and Section 25.1 Retiree Medical Insurance Policy; furthermore, this revised policy is applicable to all active and current retirees with the exception of the four surviving spouses currently on the Humana Medicare Plan whose premiums will continue to be paid by the District. The motion was unanimously adopted. A copy of the recommended changes are made a part of these minutes hereto.

At 5:27 p.m., there being no further business for the Committee, it was moved by Mr. John Pizzolatto, and seconded by Mr. Vincent Celestin, that this meeting adjourn. The motion was unanimously adopted.

Chairman