

Minutes of the Salary, Benefit & Insurance Committee Meeting of Consolidated Waterworks District No. 1 held November 15, 2021 at the District's Office.

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

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.

Mr. Chris Lapeyre, Brown & Brown, reported that Blue Cross submitted the 2022 Group Health Renewals with a 7.7% increase in premium for the current "grandfathered" plan. United Healthcare and Humana also quoted but they were not competitive enough to lose grandfathered status. After discussion, it was moved by Mr. Charles Brown, and seconded by Mr. Vincent Celestin, to renew the current Group Health Insurance policy for 2022 with Blue Cross/Blue Shield with a 7.7% increase in premium. The motion was unanimously adopted.

Mr. Chuck Weaver, South Louisiana Financial Services, reported that Guardian submitted the 2022 Group Dental Renewal with a 7% increase. This increase would result in \$3,600 additional annual premium. It was moved by Mr. John Pizzolatto, and seconded by Mr. Vincent Celestin, to renew the current Group Dental Plan for 2022 with Guardian with a 7.0 % increase in premium. The motion was unanimously adopted.

Staff advised that the existing Retiree Health Insurance Benefit needs to be clarified in writing. The policy does not specify whether Waterworks would continue to pay the premium for a surviving spouse and/or dependent. Mr. Stoufflet, Committee Chairman, scheduled a Salary, Benefit & Insurance Committee meeting for January 31, 2022 to discuss and resolve this issue.

Ms. Cecilia Norman, Chief Administrative Office, reported that staff would like to change the FMLA 12-Month Period Calculation from the current method of Fiscal Year to a "Rolling" 12-month period measured backward. Ms. Norman advised that in order to change the method, employees must be given a 60-day notice. It was moved by Mr. Vincent Celestin, and seconded by Mr. Charles Brown, to change the FMLA 12- month Period Calculation as requested by staff. The motion was unanimously adopted.

At 5:29 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