

Minutes of the Salary, Benefit & Insurance Committee Meeting of Consolidated Waterworks District No. 1 held February 22, 2022 at the District's Office.

Present: Clifton Stoufflet, Chairman
John Pizzolatto
Vincent Celestin
Teri Chatagnier

Absent : 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 and Mr. Stephen Hornsby were also in attendance as well as Ms. Melissa Hunter of Brown & Brown, Insurance Agent.

Mr. Clifton Stoufflet, Chairman, advised that the purpose of this meeting is to discuss Retiree Survivor Benefits. Mr. Stoufflet read a statement asking the Committee to give serious consideration to any changes in the current policy.

Ms. Cecilia Noman, Chief Administrative Officer, gave a brief synopsis as to the current handling of retiree surviving dependents. Currently, benefits are paid by Waterworks at 100% for employees hired prior to November 20, 2017, and at the existing active employee contribution rate for employees hired after November 20, 2017. A policy for continuing retiree health benefits was adopted by the Board in 2014 as required by Blue Cross/Blue Shield (BCBS), the carrier covering early retirees (under age 65). That policy says that coverage for an eligible dependent *terminates* at the death of retiree. The policy was a template provided by BCBS and modified to fit Waterworks. The issue of surviving dependent benefits was never discussed by the Board. Staff is asking for clear guidance/policy as to continuation of benefits for retiree surviving dependents. Retirees can be covered by one of two plans: 1) BCBS for retirees and spouses under age 65 and 2) Humana for retirees and spouses over age 65. Any continuation of benefit that Waterworks wants to provide would have to be agreed upon by the insurance company. Discussion ensued with input from staff and Ms. Melissa Hunter. All agreed that they would like to see the continuation of benefits for the surviving *wife* for a period of time (up to 6 months) in order for the surviving spouse to obtain other coverage. Since the BCBS plan is a full indemnity plan, COBRA would apply, therefore the surviving spouse could remain on the plan with COBRA for up to 36 months at their expense. The Humana plan is a Medicare supplement; therefore, COBRA does not apply. Ms. Melissa Hunter will check with Humana to determine if they would allow the surviving spouse to remain on the group at their (spouse) expense.

It was moved by Ms. Teri Chatagnier, to have Waterworks continue to pay for eligible surviving dependents for up to six (6) months. Discussion ensued. It was moved by Mr. John Pizzolatto, and seconded by Ms. Teri Chatagnier, that the Committee recess until staff, legal and agent come back with policy language guidance. The motion was unanimously adopted.

At 6:29 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