

**PERSONNEL, PENSION AND INSURANCE COMMITTEE  
SPECIAL MEETING**

**The Metropolitan District**  
555 Main Street, Hartford  
Monday, October 5, 2015

**Present:** Commissioners Daniel Camilliere, Donald Currey, Joseph Klett, Maureen Magnan, Albert F. Reichin, Raymond Sweezy, Alvin E. Taylor and District Chairman William A. DiBella (8)

**Absent:** Commissioners Timothy Curtis, J. Lawrence Price and Pasquale J. Salemi (3)

**Also**

**Present:** Scott W. Jellison, Chief Executive Officer  
John M. Zinzarella, Deputy CEO, Business Services  
R. Bartley Halloran, District Counsel  
Christopher R. Stone, Assistant District Counsel  
John S. Mirtle, District Clerk  
Gerald J. Lukowski, Director of Operations  
Sue Negrelli, Director of Engineering  
Erin Ryan, Director of Human Resources  
Robert Schwarm, Director of Information Technology  
Kerry E. Martin, Assistant to the Chief Executive Officer  
Mike Curley, Project Manager  
Cynthia A. Nadolny, Executive Assistant

**CALL TO ORDER**

Chairman Taylor called the meeting to order at 3:50 PM

**PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS**

No one from the public appeared to be heard.

**APPROVAL OF MINUTES**

*On motion made by Commissioner Sweezy and duly seconded, the meeting minutes of September 1, 2015 were approved.*

**EMPLOYEE HEALTH INSURANCE BUYOUT**

TO: Personnel, Pension and Insurance Committee for consideration on October 5, 2015

In order to create a contemporary benefits package necessary to attract, recruit, and retain professional employees in Exempt and Excluded and unclassified positions, the management team recommended and the Personnel, Pension and Insurance Committee approved at its July 13, 2015 meeting a spousal health insurance buyout benefit. Management is recommending expanding the health insurance buyout option to allow the District employee to withdraw from District health insurance coverage and receive the benefit. Management recommends the following changes to the employee health insurance buyout option offered to Exempt and Excluded and unclassified employees.

It is therefore **RECOMMENDED** that it be:

**VOTED:** That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

**RESOLVED:** That the employee health insurance buyout package for Exempt and Excluded and unclassified employees be modified as follows:

1. Buyout for Health Insurance

- a. If an employee is covering his/her spouse with District health insurance, but the spouse is eligible for insurance through his/her own employer, the District will pay the employee one thousand dollars (\$1,000) in four (4) quarterly installments of two hundred and fifty dollars (\$250), if the spouse elects to take his/her own employer's health insurance.
- b. If an employee is eligible for insurance through his/her spouse's employer, the District will pay the employee an additional one thousand dollars (\$1,000) in four (4) quarterly installments of two hundred and fifty dollars (\$250), if the employee elects to take his/her spouses employer's health insurance. The employee is eligible for the \$1,000 payment for each year s/he elects not to participate in the District health insurance.
- c. This plan will take effect January 1, 2016. The employee must withdraw from District health insurance and/or drop his/her eligible dependent spouse during open enrollment to participate.

Respectfully Submitted,

Scott W. Jellison  
Chief Executive Officer

***Commissioner Magnan moved to amend the resolution to state the employee can return to the District health insurance.***

*On motion made by Commissioner Camilliere and duly seconded, the resolution was adopted, as amended, by unanimous vote of those present.*

### **EXEMPT & EXCLUDED LIFE INSURANCE OPTIONS**

TO: Personnel, Pension and Insurance Committee for consideration on October 5, 2015

In order to create a contemporary benefits package necessary to attract, recruit, and retain professional employees in Exempt and Excluded and unclassified positions, the management team recommended and the Personnel, Pension and Insurance Committee approved at its July 13, 2015 meeting, various changes to the employee benefits package. Management is recommending adding additional life insurance options for Exempt and Excluded and unclassified employees. The District currently offers \$10,000 in life insurance benefits to employees, and allows employees the option to buy an additional \$40,000 in coverage. The Management team recommendation, based on industry best practice and advice of the employee benefits consultant, is to provide Exempt and Excluded and unclassified employees with life insurance that equals one-time an employee's base salary, and to allow the employee to purchase, at his or her own expense, up to an additional year of salary in coverage.

It is therefore **RECOMMENDED** that it be:

**VOTED:** That the Personnel Pension and Insurance Committee recommend to the District Board passage of the following resolution:

**RESOLVED:** That the employee benefit package for Exempt and Excluded and unclassified employees be modified as follows:

#### Employee Life Insurance

The District will provide each Exempt and Excluded and unclassified employee with life insurance equaling one year of base salary. The employee will have the option to purchase, at his or her own expense, additional coverage, up to a maximum of his or her base salary.

Respectfully Submitted,

Scott W. Jellison  
Chief Executive Officer

***On motion made by Commissioner Sweezy and duly seconded, the resolution was adopted by unanimous vote of those present.***

**ADJOURNMENT**

The meeting was adjourned at 4:07 PM

ATTEST:

John S. Mirtle, Esq.  
District Clerk

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Date Approved