

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

The Metropolitan District
555 Main Street, Hartford
Wednesday, November 2, 2016

Present: Commissioners Daniel Camilliere, Donald Currey, Kathleen J. Kowalyshyn, Byron Lester Maureen Magnan, Pasquale J. Salemi, Raymond Sweezy and District Chairman William A. DiBella (8)

Absent: Commissioners Timothy Curtis, Joseph Klett, and J. Lawrence Price (3)

Also

Present: Commissioner Allen Hoffman
Commissioner Bhupen Patel
Citizen Member Ron Angelo
Scott W. Jellison, Chief Executive Officer
John M. Zinzarella, Deputy Chief Executive Officer, Business Services
Christopher R. Stone, Assistant District Counsel
John S. Mirtle, District Clerk
Rob Constable, Director of Finance
Sue Negrelli, Director of Engineering
Robert Schwarm, Director of Information Technology
Kelly Shane, Director of Procurement
Robert Zaik, Interim Director of Human Resources
Kerry E. Martin, Assistant to the Chief Executive Officer
Cynthia A. Nadolny, Executive Assistant

CALL TO ORDER

Vice Chairman Sweezy called the meeting to order at 4:05 PM

ROLL CALL AND QUORUM

The District Clerk called the roll and informed Vice Chairman Sweezy that a quorum of the Personnel, Pension and Insurance Committee was present.

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MINUTES

On motion made by Commissioner Camilliere and duly seconded, the meeting minutes of October 5, 2016 were approved.

SELECTION OF INSURANCE BROKER

To: Personnel, Pension and Insurance Committee for consideration on November 2, 2016

The Vice Chairman of the Personnel, Pension and Insurance Committee, appointed a panel to interview two finalists who responded to the District's Request for Qualifications and Proposal 2016R-17 Insurance Broker Services. As a result of conducting interviews on October 19, 2016 with the two finalists and scoring each firm based upon their presentations and proposals, it is the recommendation of the interview panel that People's United Insurance Agency be awarded the contract to provide the District Insurance Broker Services.

Resolved: That the Chief Executive Office of the Metropolitan District be authorized to enter into an agreement with People's United Insurance Agency, based upon the approved fee schedule for a period of three (3) years with an option to extend for two (2) additional one (1) year periods, such option periods to be exercised by the District in its sole and absolute discretion and subject to annual MDC budget approval.

Respectfully submitted,

Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the resolution was adopted by unanimous vote of those present.

CLARIFICATION AND AMENDMENT OF PREVIOUSLY-APPROVED RESOLUTION (HEALTH INSURANCE BUY OUT)

To: Personnel, Pension and Insurance Committee for consideration on November 2, 2016

Through a Resolution presented October 5, 2015, this Sub-Committee approved to expand the medical buy out limited to Exempt and Excluded employees. The Resolution was subsequently approved by the Board of Commissioners the same evening.

The initial medical buy out, approved July 13, 2015, was limited to an existing employee's spouse who has separate medical coverage and who opts out of District coverage.

The amendment approved October 5, 2015, extended the medical buy out to an existing employee who chooses to opt out of District coverage to be covered under the spouse's medical.

The foregoing options were extended solely to existing employees and not to new employees. The original intention for this medical buy option was “to attract, recruit and retain professional employees in Exempt and Excluded and Unclassified positions” while decreasing or eliminating some of the District’s medical costs.

Staff recommends that the options above be made available to new 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 buy out package for exempt and Excluded and Unclassified employees be modified as follows:

Buy Out for **Medical** Insurance

- a. If an employee’s spouse is eligible to be covered by the District medical insurance but that spouse is also eligible for insurance coverage through his/her own employer, the District will pay the employee one thousand dollars (\$ 1,000) in four (4) quarterly installments of two-hundred fifty dollars (\$ 250), if the spouse elects to take his/her own employer’s health insurance **and forego coverage under the District’s medical 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 fifty dollars (\$ 250), if the employee elects to take his/her spouses employer’s **medical** insurance. The employee is eligible for the \$ 1,000 payment each year s/he elects not to participate in the District’s **medical** insurance.

The foregoing options are made available to existing Exempt and Excluded and Unclassified employees (during an Open Enrollment period) but also to new Exempt and Excluded and Unclassified employees (during the new employee orientation).

This modification coincides with the 2016 Open Enrollment period for changes effective January 1, 2017.

Respectfully Submitted,

Scott W. Jellison
Chief Executive Officer

On motion made by District Chairman DiBella and duly seconded, the resolution was adopted by unanimous vote of those present.

DISCUSSION RE: PERSONNEL ADJUSTMENTS AND ACTIONS

This agenda item was passed.

GENERAL PUBLIC COMMENTS

Judy Allen, of 25 Fowler Drive in West Hartford spoke regarding discounted water rates.

ADJOURNMENT

The meeting was adjourned at 4:26 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved