

**METROPOLITAN DISTRICT COMMISSION
PERSONNEL, PENSION & INSURANCE COMMITTEE
SPECIAL MEETING
MONDAY, OCTOBER 7, 2019
3:00 P.M.**

Location

Board Room
District Headquarters
555 Main Street, Hartford

Commissioners

Camilliere
Currey
DiBella (Ex-Officio)
Lester
Magnan

Marotta
Pane
Patel
Salemi
Sweezy (VC)
Taylor (C)

Quorum: 6

1. CALL TO ORDER
2. PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS
3. APPROVAL OF MEETING MINUTES OF SEPTEMBER 26, 2019
4. CONSIDERATION AND POTENTIAL ACTION RE: ONE-TIME RETIREE PENSION PAYMENT
5. CONSIDERATION AND POTENTIAL ACTION RE: RETIREE LIFE INSURANCE
6. CONSIDERATION AND POTENTIAL ACTION RE: PENSION ADMINISTRATION BY MILLIMAN INC.
7. CONSIDERATION AND POTENTIAL ACTION RE: WELLNESS PROGRAM INCENTIVES
8. CONSIDERATION AND POTENTIAL ACTION RE: SALE OF GLASTONBURY LAND (POSSIBLE EXECUTIVE SESSION)
9. OPPORTUNITY FOR GENERAL PUBLIC COMMENTS
10. COMMISSIONER COMMENTS & QUESTIONS
11. ADJOURNMENT

EXISTING RETIREE LIFE INSURANCE BUY OUT

TO: Personnel, Pension and Insurance Committee for consideration on October 7, 2019

The District, as part of collective bargaining with its affiliated units of COUNCIL 4, AFSCME, have agreed to buy out the \$5,000 Life Insurance provided to unionized retirees for \$ 6,000 paid to the retiree. , The retiree will have the option to pay the cost of any additional Life Insurance coverage the retiree currently has elected to purchase. The expected cost to buy-out the base retiree life insurance is \$ 330,000. The face value of this Life Insurance is paid out in premiums by the District after 15 years of retirement. The cost of "retiree" Life Insurance is five times the cost of active employment.

Staff is recommending that we extend this buy out option to existing retirees. The option would be conditioned upon the retiree also accepting the full group rate of any optional Life Insurance or waiving entirely the continuance of the optional Life Insurance. This action coincides with the action negotiated with the bargaining units.

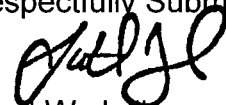
Staff recommends that the cost of this buy out be absorbed by the recently achieved debt service savings due to the recent refunding bond issuance and retired bonds from 2010. Through this action, the District will lower this part of future OPEB cost forever. The objective would be to extinguish this cost entirely.

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 Chief Executive Officer be authorized to initiate a buy out of the \$5,000 life insurance benefit with existing retirees, conditioned upon the retiree accepting the full group rate of any optional Life Insurance or waiving all optional coverage entirely. The cost of this buy out would be funded by expected bond recall receipt monies.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

**PENSION ADMINISTRATION
CONTRACT TO THIRD PARTY ADMINISTRATOR**

TO: Personnel, Pension and Insurance Committee for consideration on October 7, 2019

The District utilizes an actuarial firm to calculate final pension benefit levels and spousal annuity amounts, as well as to provide OPEB projections and GASB valuation filing information. District staff has approached Milliman with the prospect of providing cost estimates for various pension administration tasks including preliminary pension benefit calculations.

In the effort of decreasing Human Resources personnel time and effort, and thereby, freeing up staff time to perform other functions, staff is recommending that the District enter into an agreement with Milliman to amend and extend current pension services.

Through this proposition, Milliman would provide access to existing retirees and active employees to a pension website. Existing retirees could initiate changes in tax withholdings and address changes. Active employees could request pension estimates and review pension information related to planning and retirement.

Staff recommends that the District amend and extend current pension services provided by Milliman as described above.

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 Chief Executive Officer be authorized to enter into an agreement with Milliman Inc. to expand services provided by Milliman including the preliminary pension benefit calculations.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer

**PENSION ADMINISTRATION
WELLNESS PROGRAM (INCENTIVES TO CHANGE BEHAVIOR)**

TO: Personnel, Pension and Insurance Committee for consideration on October 7, 2019

With assistance and guidance provided by Anthem BC/BS and Lockton representatives, the Human Resources Department has initiated a Wellness Program available to all employees, spouses and dependents. The effort was formulated upon the directions detected by a comprehensive attitudinal employee survey. With the wellness dollars provided by Anthem, healthy snacks are provided to the work areas. The dollars received also support an on-going fitness program. We provide Zumba dance and exercise classes, Pilates and Yoga classes. We have sponsored "Walk/Run" events and have worked with a couple of the Member Towns to incentivize employee annual physical examinations with age and condition specific required tests and screens. We had recognized these efforts by providing incentive dollar rewards to the participating employees.

Through the strong recommendation of Lockton and Anthem, we are now proposing a program geared specifically to employees and spouses or dependents with Diabetes Type 2 and high blood pressure conditions. We have tracked \$ 3.6 million dollars used medication for diabetes, heart disease, high blood pressure control and back issues.

The Livongo Program fashioned for working with diabetic conditions will provide individual test and reporting mechanisms to participants. Livongo will provide immediate test information and personalized support. Livongo offers around-the-clock health professionals to communicate with the participants. The professionals will then interact with the participant with the goal of changing behaviors. The documented Livongo results with other employers will create a more healthy awareness and, in turn, should result in decreased medical costs.

Livongo also provides a blood pressure testing mechanisms to participating employees, spouses and dependents.

We are proposing a \$ 200.00 incentive to the employee participating in either the diabetes or high blood pressure programs. If the employee participates in both programs, the incentive would be \$ 400.00 with the employee engaged in the program for at least six months with more than one interaction per week with the health professional.

Staff recommends that the District augment its Wellness Program by embracing the Livongo Programs and adjusting its incentives to the participating 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 Chief Executive Officer be authorized to provide a \$200.00 incentive to the employee participating in either the diabetes or high blood pressure programs through Livongo. If the employee participates in both programs, the incentive would be \$ 400.00 with the employee engaged in the program for at least six months with more than one interaction per week with the health professional.

Respectfully Submitted,



Scott W. Jellison
Chief Executive Officer