



The Metropolitan District
water supply · environmental services · geographic information

**PERSONNEL, PENSION & INSURANCE COMMITTEE
SPECIAL MEETING
WEDNESDAY, SEPTEMBER 18, 2024
4:00 PM**

<u>Location</u>	<u>Commissioners</u>	
Board Room	Avedisian	Magnan
District Headquarters	Currey (Ex-Officio)	Patel
555 Main Street, Hartford	Desai	Salemi
	Drake	Steuber
Dial in #: (415)-655-0001	Gentile	Taylor (C)
Access Code: 2318 614 5747#	Lester	Woulfe (VC)
Meeting Video Link		
	Quorum: 6	

1. CALL TO ORDER
2. PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS
3. APPROVAL OF MEETING MINUTES OF AUGUST 26, 2024
4. CONSIDERATION AND POTENTIAL ACTION RE: APPROVAL OF INSURANCE COVERAGE AND LIMITS
5. REPORT RE: PRIOR MONTH'S RETIREMENTS, RESIGNATIONS, TERMINATIONS INCLUDING EMPLOYEE'S YEARS OF SERVICE, GENDER, RACE & CLASSIFICATION
6. OPPORTUNITY FOR GENERAL PUBLIC COMMENTS
7. COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS
8. ADJOURNMENT

INSURANCE COVERAGE APPROVAL

To: Personnel, Pension and Insurance Committee

September 18, 2024

Pursuant to section B3h of the By-Laws of the District Board, the Personnel, Pension and Insurance Committee ("PPI") has full charge of all insurance and shall determine insurance coverage on all business and property of the District. PPI is authorized, within the limits of the budget as approved by the District Board, to determine the form and amount of insurance coverage.

Arthur J. Gallagher & Co. is the appointed insurance advisor/ broker of record for the District and provided recommendations for certain coverages and limits to PPI for acceptance and placement by the District as described more specifically in a summary document attached hereto.

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

VOTED: That the Personnel Pension and Insurance Committee approve insurance up to the coverages and limits as outlined in the attached document to this Resolution.

RESOLVED: The Personnel, Pension & Insurance Committee hereby approves and authorizes the placement of insurance up to the coverages and limits described in the document attached hereto and hereby incorporated;

FURTHER

RESOLVED: The Personnel, Pension & Insurance Committee hereby and authorizes and directs the Chief Executive Officer, or his designee, to sign and/or otherwise execute such documents or instruments as may be necessary to bind and place said coverages.

Respectfully Submitted,



John S. Mirtle
District Clerk

THE METROPOLITAN DISTRICT COMMISSION COMMERCIAL INSURANCE SUMMARY

2024-2025 Recommended Premium Summary 10/1/24-10/1/25

Coverage	Coverage Details	2023-2024 (current year)	2024-2025 New recommended carriers			2024-2025 National Average	2024-2025 Northeast Regional Average
		Expiring Premium	Premium	Year over year	% Change	Indications: June, July	Indications: June, July
Workers Compensation	Coverage Details	Liberty Mutual	Midwest				
Limit Per Occurrence \$1,000,000	Retention - \$1,000,000	\$ 126,524	\$ 129,915	\$ 3,391	2.7%	3.8%	6.1%
Property	Coverage Details	Travelers					
Total Insured Value: \$870,391,556	Retention - \$100,000	\$ 651,000	\$ 703,494	\$ 52,494	8.1%	11.0%	14.8%
Excess General Liability including Law	Coverage Details	Travelers					
Excess GL - Limit Per Occurrence \$1,000,000	Retention - \$250,000	\$ 264,880	\$ 290,011	\$ 25,131	9.5%	12.3%	9.0%
Law - Limit per Occurrence	Retention - \$10,000	\$ 6,834	\$ 7,416	\$ 582	8.5%		
Excess Auto Liability	Coverage Details	Travelers					
Combined Single Limit \$1,000,000	Retention - \$250,000	\$ 131,105	\$ 153,765	\$ 22,660	17.3%	9.9%	6.0%
Crime (Fidelity)	Coverage Details	Travelers					
Employee Theft, ERISA, Funds Transfer	\$1,000,000 per Claim Retention - \$25,000	\$ 5,388	\$ 5,492	\$ 104	1.9%	1.8%	1.0%
Fiduciary Liability/Retirement		Travelers					
Claims Made	\$3,000,000 Retention - \$10,000	\$ 20,005	\$ 20,963	\$ 958	4.8%	5.0%	1.0%
Public Entity Liability/EPL	Coverage Details	Chubb	AIG				
Directors & Officers, Employment Practices	\$5,000,000 per Claim Retention - \$100,000	\$ 146,967	\$ 80,750	-\$ 66,217	-45.1%	5.0%	1.0%
Cyber Liability		Cowbell					
Claims Made	\$1,000,000 Retention - \$25,000	\$ 16,683	\$ 16,683	\$ 0	0.0%	6.6%	3.0%
Excess Police Professional		Kinsale					
\$5,000,000 Excess of \$5,000,000	\$0 Retention per Claim	\$ 10,150	\$ 10,150	\$ 0	0.0%	N/A	N/A
Umbr/Excess Layer							
Travelers	\$5m excess of \$1m	\$ 61,894	\$ 69,320	\$ 7,426	12.0%	11.0%	10.1%
Genesis	\$5m excess of \$5m	\$ 107,935	\$ 118,460	\$ 10,525	9.8%	11.0%	10.1%
Starstone	\$5m excess of \$10m	\$ 87,500	\$ 95,000	\$ 7,500	8.6%	11.0%	10.1%
AWAC (Allied World)	\$10m excess of \$15m	\$ 136,380	\$ 148,070	\$ 11,690	8.6%	11.0%	10.1%
Great American	Expiring: \$15m excess of \$25m; Renewal: \$10M	\$ 119,000	\$ 98,000	-\$ 21,000	-17.6%	11.0%	10.1%
WH Greene (Third Coast)	Expiring: \$10M, Renewal \$5M	\$ 53,040	\$ 32,640	\$ 43,740	82.5%	11.0%	10.1%
WH Greene (Old Republic- New Carrier)	\$5M		\$ 32,640				
WH Green -(PELSIC) Princeton Excess &	\$5M		\$ 31,500				
	\$50m excess of \$1m	\$ 565,749	\$ 625,630	\$ 59,881	10.6%	11.0%	10.1%
TOTAL PREMIUM		\$ 1,945,285	\$ 2,044,269	\$ 98,984	5.1%	10.0%	10.0%

PERSONNEL, PENSION AND INSURANCE COMMITTEE
REGULAR MEETING
The Metropolitan District
555 Main Street, Hartford
Monday, August 27, 2024

Present: Commissioners David Drake, Joan Gentile, Maureen Magnan, Pasquale Salemi, Alvin Taylor and District Chairman Donald Currey (6)

Remote

Attendance: Commissioners Byron Lester and David Steuber (2)

Absent: Commissioners John Avedisian, Dimple Desai, Bhupen Patel and James Woulfe (4)

Also

Present: Commissioner William A. DiBella
Commissioner Allen Hoffman
Commissioner Richard Bush (Remote Attendance)
Commissioner Jacqueline Mandyck (Remote Attendance)
Scott Jellison, Chief Executive Officer
Christopher Stone, District Counsel (Remote Attendance)
John S. Mirtle, District Clerk
Christopher Levesque, Chief Operating Officer
Kelly Shane, Chief Administrative Officer
Robert Barron, Chief Financial Officer (Remote Attendance)
Jamie Harlow, Director of Human Resources
Susan Negrelli, Director of Engineering
Thomas Tyler, Director of Facilities
Lisa Madison, Manager of Procurement
Rita Kelley, Equal Employment Opportunity Compliance Officer
Lindsay Williams, Accounting Administrator (Remote Attendance)
Carrie Blardo, Assistant to the Chief Executive Officer
Julie Price, Executive Assistant
Matthew McAuliffe, IT Consultant (Remote Attendance)
Jacob Aviles, IT Consultant (Remote Attendance)
David Lee, Dahab Associates
Freddie Daniels, USI Consulting
Bob Webb, USI Consulting

CALL TO ORDER

Chairman Taylor called the meeting to order at 4:03 PM

PUBLIC COMMENTS RELATIVE TO AGENDA ITEMS

No one from the public appeared to be heard.

APPROVAL OF MEETING MINUTES

On motion made by Commissioner Drake and duly seconded, the meeting minutes of July 29, 2024 were approved

APPROVAL OF AMAZING WORKPLACE, INC. FOR EMPLOYEE CLIMATE STUDY

To: Personnel, Pension and Insurance Committee for consideration on August 26, 2024

At the December 4, 2023 District Board meeting, the Board approved \$50,000 in the 2024 Budget for an employee climate study. In early 2024, the Personnel, Pension & Insurance Committee developed a Request for Information for industry information on technology for conducting employee climate surveys. The Request for Information was issued on May 3, 2024 and one respondent submitted information by the June 4, 2024 deadline. On July 2, 2024, the Personnel, Pension & Insurance Committee interviewed the respondent, Amazing Workplace Inc., and requested a quote to complete an employee climate study for the District. Amazing Workplace Inc. provided the enclosed service quote for unlimited employee climate surveys and unlimited users on its platform for an annual charge of \$24,000.

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 Staff shall execute a sales order with Amazing Workplace Inc. for a 1 year subscription for Amazing Workplace Inc's Employee Happiness Management System software as a service to administer a District employee climate study.

Respectfully Submitted,


John S. Mirtle
District Clerk

Commissioner Gentile made a motion to approve the resolution, which was duly seconded, and passed by unanimous vote of those present.

Commissioner Steuber entered the meeting remotely at 4:17 PM

REPORT BY DAHAB ASSOCIATES INC. RE: 2ND QUARTER 2024 PENSION PLAN INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2nd Quarter Pension Plan Investment Performance.

REPORT BY DAHAB ASSOCIATES INC. RE: 2ND QUARTER 2024 OPEB TRUST INVESTMENT PERFORMANCE

David Lee of Dahab Associates, Inc. provided a report on the 2nd Quarter OPEB Trust Investment Performance.

REPORT BY USI INSURANCE SERVICES RE: PENSION & OPEB DISCOUNT RATE AND ACTUARILY DETERMINED CONTRIBUTION

Freddie Daniels, of USI, presented on the pension plan's discount rate and its impact on the actuarily determined contribution.

Commissioner Gentile exited the meeting at 5:15 PM

District Chairman Currey made a motion that the discount rate for the pension plan remain at 6.625%. The motion was duly seconded. The motion passed by unanimous vote of those present.

Bob Webb, of USI, presented on the OPEB trust's discount rate and its impact on the actuarily determined contribution.

District Chairman Currey made a motion that the discount rate for the OPEB trust remain at 6.625%. The motion was duly seconded. The motion passed by unanimous vote of those present.

HISTORY OF RETIREE PENSION COST OF LIVING ADJUSTMENTS

Without objection, District Chairman Currey made a motion to postpone this item to a future agenda.

District Chairman Currey also asked that staff provide the history of what was done with the last cost of living adjustment.

PRIOR MONTH'S RETIREMENTS, RESIGNATIONS, TERMINATIONS INCLUDING EMPLOYEE'S YEARS OF SERVICE, GENDER, RACE & CLASSIFICATION

Jamie Harlow, Director of Human Resources, provided a report on the prior month's retirements, resignations and terminations.

OPPORTUNITY FOR GENERAL PUBLIC COMMENTS

No one from the public appeared to be heard.

COMMISSIONER REQUESTS FOR FUTURE AGENDA ITEMS

Commissioner Salemi requested that postponed agenda item #7 “History of Retiree Pension Cost of Living Adjustments,” be added to the next meeting agenda.

District Chairman Currey requested that on the next agenda, the recurring report from HR regarding the prior month’s retirements, resignations and terminations. also include promotions or new hires, what the classifications were, and the process used for new hires – internal and/or external postings – as well as the number of vacancies.

ADJOURNMENT

The meeting was adjourned at 5:32 PM

ATTEST:

John S. Mirtle, Esq.
District Clerk

Date Approved