



**WALNUT VALLEY WATER DISTRICT**  
**271 South Brea Canyon Road**  
**Walnut, California 91789**

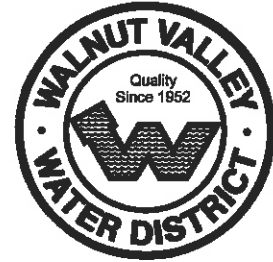
**PERSONNEL COMMITTEE MEETING**  
**Thursday, September 12, 2013 -**  
**to commence after adjournment of**  
**the PBWA meeting**

❖ **Chair Director Hilden**    ❖ **Member Director Carrera**    ❖ **Alternate Director Ebenkamp**

1. Public Comment
  
2. 2014 ACWA/JPIA Medical/Dental/Vision Coverage Plan Renewal
  - A. Discussion
  - B. Committee Recommendation
  
3. General Manager's Proposed Work Plan for Fiscal Year 2013-14
  - A. Discussion
  - B. Committee Recommendation
  
4. Other
  
5. Adjournment

***NOTE: To comply with the Americans with Disabilities Act, if you need special assistance to participate in any committee meeting, please contact the General Manager's office at least 48 hours prior to the meeting to inform the District of your needs and to determine if accommodation is feasible.***

# WVWD – Staff Report



**TO:** Personnel Committee  
**FROM:** Director of Administrative Services  
**DATE:** September 12, 2013  
**SUBJECT:** 2014 ACWA/JPIA Medical, Dental, Vision Coverage Plan Renewals

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Action/Discussion       Fiscal Impact       Resolution       Information Only

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## Recommendation

That the Personnel Committee review the Association of California Water Agencies/Joint Powers Insurance Authority (ACWA/JPIA) medical, dental, and vision plan coverage increases that occur January 1, 2014 then forward the information to the Board of Directors.

## Background Information

The District has received the ACWA/JPIA medical, dental, and vision insurance premium rates for calendar year 2014 (effective January 1, 2014). Benefits provided in all of the plans listed below remain unchanged from this year.

- *Medical*

The Anthem Blue Cross Prudent Buyer PPO Plan will experience a premium increase of approximately 8.4% for single and family coverage, but a 2% rate reduction for two-party coverage. The Anthem Blue Cross PPO Advantage Plan will also experience an approximate 8.4% increase for all levels of coverage. The Advantage Plan is the alternative PPO plan offered by the JPIA that offers a reduced monthly premium of approximately 20%, however, includes a higher deductible, higher hospital costs, office visits and other co-payments and increased maximum out of pocket costs.

The traditional Anthem Blue Cross HMO Plan, known as California Care, will experience an approximate 2-3% rate reduction. For the first time, JPIA is also offering an alternative Anthem Blue Cross PPO plan called Value HMO, which, similar to the PPO alternative plan, offers a lower monthly premium of approximately 8.6%, but higher out of pocket costs for doctor visits, hospital and emergency room payments, and prescription costs.

The Kaiser Permanente Plan for Southern California will experience a significant increase of approximately 17.7% in their premiums. The Kaiser premium increases over the last several years have been nominal. Also for the first time, JPIA is offering an alternative Kaiser Plan which offers a reduced monthly premium of approximately 9.6%, but also includes higher office visit co-pays, emergency room visits, and hospital and prescription costs.

The ACWA/JPIA administrative fee for all of the medical plans, which is \$9.88 per person per month will remain unchanged from the last years.

A copy of the open enrollment notice that will be provided to District employees is attached. Also provided is a spreadsheet outlining the premium histories for the District's medical, dental, and vision coverage.

- *Dental*

The District has also been advised by ACWA that the Delta Dental PPO Plan will have a rate pass, or no rate increase, for 2014. The PMI (Delta Care HMO) plan, which had a rate pass for 2013, will experience an approximate 8.2% premium rate increase for 2014. The administrative fee of \$2.24 per person per month for the Delta Plans will remain unchanged from the last two years. Coverage for both plans will also remain unchanged from 2013.

- *Vision*

The Vision Service Plan (VSP), which also had a rate pass in 2013, will experience a 5.6% increase for 2014. The new premium will increase from \$23.10 per month to \$24.40 per month. As a reminder, the vision premium is a composite rate, which means the premiums is the same whether there is single party coverage or family coverage. The vision premium administrative fee of \$1.43 per person per month remains the same as it has been since 2011.

*Summary*

The total impact to the District for the combined medical, dental, and vision premium increases is estimated at \$1,941.87 per month, or a total of \$11,651.22 for the remainder of the fiscal year, which is within the amount approved in the budget. With the exception of retirees, the costs for the premiums are paid from the employee health benefit allocation established at \$1,750 per month, per employee, in the approved 2011-2014 Terms and Conditions of Employment. This allocation provides funding for medical, dental, and vision coverage for each employee. As mentioned in previous years, employees who exceed the monthly \$1,750 allocation are responsible for all the additional monthly costs.

# Medical Open Enrollment

October 2, 2013

**TO:** All District Employees  
**FROM:** Regina Vasquez  
 Human Resources/Risk Management Coordinator  
**RE:** Open Enrollment - Medical Insurance

Open enrollment for **MEDICAL** insurance **will end on Friday, November 8, 2013**. The new rates will become effective **January 1, 2014**.

	<u>CURRENT</u> Monthly Rate	<u>NEW</u> Monthly Rate	Monthly Increase
<b><u>Anthem Blue Cross CALIFORNIA CARE</u></b>			
<b>(Traditional HMO)</b>			
Single	\$ 588.83	\$ 587.91	\$ < .92>
Two party	\$1,167.79	\$1,165.94	\$ < 1.85>
Family	\$1,613.58	\$1,562.98	\$ <50.60>
<b>(New Value Added Anthem Blue Cross HMO)</b>			
Single	\$ 0.00	\$ 541.66	\$ NEW
Two party	\$ 0.00	\$1,073.46	\$ NEW
Family	\$ 0.00	\$1,438.73	\$ NEW
<b><u>Anthem Blue Cross PRUDENT BUYER CLASSIC</u></b>			
Single	\$ 598.58	\$ 648.19	\$ 49.61
Two party	\$1,411.08	\$1,380.86	\$ < 30.22>
Family	\$1,634.74	\$1,771.66	\$ 136.92
<b><u>Anthem Blue Cross PRUDENT BUYER ADVANTAGE</u></b>			
Single	\$ 484.03	\$ 523.99	\$ 39.96
Two party	\$1,138.38	\$1,233.47	\$ 95.09
Family	\$1,318.53	\$1,428.80	\$ 110.27
<b><u>KAISER</u></b>			
<b>(Traditional with Chiro)</b>			
Single	\$ 446.10	\$ 524.11	\$ 78.01
Two party	\$ 882.32	\$1,038.33	\$ 156.01
Family	\$1,244.40	\$1,465.14	\$ 220.07
<b>(New Value Added Kaiser Program with Chiro)</b>			
Single	\$ 0.00	\$ 478.62	\$ NEW
Two party	\$ 0.00	\$ 947.36	\$ NEW
Family	\$ 0.00	\$1,336.41	\$ NEW

If you would like to make a change, or have any questions, please see me as soon as possible. Open enrollment for medical will not be held again until **October 2014**.

# Dental Open Enrollment

October 2, 2013

TO: All District Employees  
FROM: Regina Vasquez  
HR/Risk Management Coordinator  
RE: Open Enrollment - Dental Insurance

Open enrollment for **DENTAL** insurance will end on **Friday, November 8, 2013**. The new rates will become effective January 1, 2014.

	<u>CURRENT</u> Monthly Rate	<u>NEW</u> Monthly Rate	Monthly <u>Increase</u>
<b><u>DELTA DENTAL</u></b>			
Single	\$ 49.24	\$ 49.24	\$ 0.00
Two party	\$102.32	\$102.32	\$ 0.00
Family	\$187.32	\$187.32	\$ 0.00
<b><u>PMI (DELTA CARE)</u></b>			
Single	\$ 22.82	\$ 24.69	\$ 1.87
Two party	\$ 37.76	\$ 40.86	\$ 3.10
Family	\$ 55.65	\$ 60.22	\$ 4.57

If you would like to make a change, or have any questions, please call me as soon as possible. Open enrollment for dental will not be held again until October 2014.

**WALNUT VALLEY WATER DISTRICT  
MEDICAL INSURANCE RECAP**

Medical Premiums Group	California Care			Classic Plan			Kaiser			Anthem Advantage		
	2013	2014	Increase	2013	2014	Increase	2013	2014	Increase	2013	2014	Increase
General Unit	21,984.62	21,469.38	(515.24)	11,156.86	11,792.93	636.07	14,014.60	16,495.85	2,481.25	1,318.53	1,428.80	110.27
Staff & Mid Management	12,908.64	12,503.84	(404.80)	4,904.22	5,314.98	410.76	2,136.60	2,513.36	376.76	0.00	0.00	0.00
Sub Total	34,893.26	33,973.22	(920.04)	16,061.08	17,107.91	1,046.83	16,151.20	19,009.21	2,858.01	1,318.53	1,428.80	110.27
Retirees	3,616.83	3,641.06	24.23	26,738.49	27,636.90	898.41	330.24	352.70	22.46	0.00	0.00	0.00
Board	0.00	0.00	0.00	4,680.56	4,924.18	243.62	0.00	0.00	0.00	0.00	0.00	0.00
Sub Total	3,616.83	3,641.06	24.23	31,419.05	32,561.08	1,142.03	330.24	352.70	22.46	0.00	0.00	0.00
<b>Total</b>	<b>38,510.09</b>	<b>37,614.28</b>	<b>(895.81)</b>	<b>47,480.13</b>	<b>49,668.99</b>	<b>2,188.86</b>	<b>16,481.44</b>	<b>19,361.91</b>	<b>2,880.47</b>	<b>1,318.53</b>	<b>1,428.80</b>	<b>110.27</b>
			<b>-2.33%</b>			<b>4.61%</b>			<b>17.48%</b>			<b>8.36%</b>

Dental & Vision Premiums Group	Delta Dental			PMI Dental			Vision		
	2013	2014	Increase	2013	2014	Increase	2013	2014	Increase
General Unit	4,775.40	4,775.40	0.00	316.01	341.96	25.95	924.00	976.00	52.00
Staff & Mid Management	1,971.68	1,971.68	0.00	111.30	120.44	9.14	323.40	341.60	18.20
Sub Total	6,747.08	6,747.08	0.00	427.31	462.40	35.09	1,247.40	1,317.60	70.20
Retirees	2,937.68	2,937.68	0.00	0.00	0.00	0.00	785.40	829.60	44.20
Board	289.64	289.64	0.00	0.00	0.00	0.00	69.30	73.20	3.90
Sub Total	3,227.32	3,227.32	0.00	0.00	0.00	0.00	854.70	902.80	48.10
<b>Total</b>	<b>9,974.40</b>	<b>9,974.40</b>	<b>0.00</b>	<b>427.31</b>	<b>462.40</b>	<b>35.09</b>	<b>2,102.10</b>	<b>2,220.40</b>	<b>118.30</b>
			<b>0.00%</b>			<b>8.21%</b>			<b>5.63%</b>

Summary Insurance Premium	Fiscal Impact	
	Month	2013/14 (6 Months)
California Care	(895.81)	(5,374.86)
Classic Plan	2,188.86	13,133.16
Anthem Advantage	110.27	681.62
Kaiser	<u>2,880.47</u>	<u>17,282.82</u>
Sub Total	4,283.79	25,702.74
Delta Dental	-	-
PMI Dental	<u>35.09</u>	<u>210.54</u>
Sub Total	35.09	210.54
Vision	118.30	709.80
Less: Paid by Employees	(2,495.31)	(14,971.86)
<b>Total Increase</b>	<b>1,941.87</b>	<b>11,651.22</b>
<b>Budgeted Increase</b>		<b>46,260.00</b>

**WALNUT VALLEY WATER DISTRICT  
MEDICAL INSURANCE RATES HISTORY**

Classic Plan									
Year	Single	Monthly Increase	Percent of Increase	Couple	Monthly Increase	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jan-04	354.56	65.22	22.54%	833.37	155.07	22.86%	965.21	179.81	22.89%
Jan-05	361.12	6.56	1.85%	848.98	15.61	1.87%	983.30	18.09	1.87%
Jan-06	370.10	8.98	2.49%	870.35	21.37	2.52%	1,008.08	24.78	2.52%
Jan-07	417.01	46.91	12.67%	981.99	111.64	12.83%	1,137.54	129.46	12.84%
Jan-08	434.94	17.93	4.30%	1,024.67	42.68	4.35%	1,187.03	49.49	4.35%
Jan-09	466.64	31.70	7.29%	1,100.20	75.53	7.37%	1,274.60	87.57	7.38%
Jan-10	481.65	15.01	3.22%	1,135.92	35.72	3.25%	1,316.03	41.43	3.25%
Jan-11	538.54	56.89	11.81%	1,271.32	135.40	11.92%	1,473.04	157.01	11.93%
Jan-12	552.66	14.12	2.62%	1,301.78	30.46	2.40%	1,508.00	34.96	2.37%
Jan-13	598.58	45.92	8.31%	1,411.08	109.30	8.40%	1,634.74	126.74	8.40%
Jan-14	648.19	49.61	8.29%	1,380.86	(30.22)	-2.14%	1,771.66	136.92	8.38%

California Care HMO									
Year	Single	Monthly Increase	Percent of Increase	Couple	Monthly Increase	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jan-04	300.20	32.71	12.23%	592.80	65.32	12.38%	818.11	90.42	12.43%
Jan-05	297.29	(2.91)	-0.97%	586.98	(5.82)	-0.98%	810.05	(8.06)	-0.99%
Jan-06	330.24	32.95	11.08%	652.88	65.90	11.23%	901.31	91.26	11.27%
Jan-07	376.33	46.09	13.96%	745.06	92.18	14.12%	1,028.98	127.67	14.16%
Jan-08	409.80	33.47	8.89%	811.98	66.92	8.98%	1,121.67	92.69	9.01%
Jan-09	444.94	35.14	8.57%	882.25	70.27	8.65%	1,219.00	97.33	8.68%
Jan-10	477.10	32.16	7.23%	946.61	64.36	7.29%	1,308.13	89.13	7.31%
Jan-11	566.12	89.02	18.66%	1,124.65	178.04	18.81%	1,554.70	246.57	18.85%
Jan-12	568.40	2.28	0.40%	1,126.93	2.28	0.20%	1,556.98	2.28	0.15%
Jan-13	588.83	20.43	3.59%	1,167.79	40.86	3.63%	1,613.58	56.60	3.64%
Jan-14	587.91	(0.92)	-0.16%	1,165.94	(1.85)	-0.16%	1,562.98	(50.60)	-3.14%

Kaiser									
Year	Single	Monthly Increase	Percent of Increase	Couple	Two Party	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jan-04	273.50	39.02	16.64%	539.40	77.93	16.89%	760.10	110.23	16.96%
Jan-05	315.24	41.74	15.26%	622.88	83.48	15.48%	878.22	118.12	15.54%
Jan-06	326.39	11.15	3.54%	645.18	22.30	3.58%	909.77	31.55	3.59%
Jan-07	375.08	48.69	14.92%	742.56	97.38	15.09%	1,047.57	137.80	15.15%
Jan-08	394.22	19.14	5.10%	780.84	38.28	5.16%	1,101.73	54.16	5.17%
Jan-09	403.46	9.24	2.34%	799.32	18.48	2.37%	1,127.89	26.16	2.37%
Jan-10	403.46	-	0.00%	799.32	-	0.00%	1,127.89	-	0.00%
Jan-11	438.45	34.99	8.67%	869.29	69.97	8.75%	1,226.88	98.99	8.78%
Jan-12	440.73	2.28	0.52%	871.57	2.28	0.26%	1,229.16	2.28	0.19%
Jan-13	446.10	5.37	1.22%	882.32	10.75	1.23%	1,244.40	15.24	1.24%
Jan-14	524.11	78.01	17.49%	1,038.33	156.01	17.68%	1,465.14	220.74	17.74%

Anthem Advantage									
Year	Single	Monthly Increase	Percent of Increase	Couple	Two Party	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jan-13	484.03	36.98	8.27%	1,138.38	88.02	8.38%	1,318.53	102.07	8.39%
Jan-14	523.99	39.96	8.26%	1,233.47	95.09	8.35%	1,428.80	110.27	8.36%

**WALNUT VALLEY WATER DISTRICT  
DENTAL & VISION INSURANCE RATES HISTORY**

**Delta Dental**

Year	Single	Monthly Increase	Percent of Increase	Couple	Monthly Increase	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jul-04	37.58	2.57	7.34%	78.09	5.40	7.43%	142.95	9.92	7.46%
Jul-05	37.58	-	0.00%	78.09	-	0.00%	142.95	-	0.00%
Jul-06	37.58	-	0.00%	78.09	-	0.00%	142.95	-	0.00%
Jul-07	38.66	1.08	2.87%	80.38	2.29	2.93%	147.19	4.24	2.97%
Jul-08	41.40	2.74	7.09%	86.21	5.83	7.25%	157.97	10.78	7.32%
Jan-09	41.40	-	0.00%	86.21	-	0.00%	157.97	-	0.00%
Jan-10	43.96	2.56	6.18%	91.67	5.46	6.33%	168.06	10.09	6.39%
Jan-11	45.93	1.97	4.48%	95.85	4.18	4.56%	175.80	7.74	4.61%
Jan-12	48.32	2.39	5.20%	100.35	4.50	4.69%	183.68	7.88	4.48%
Jan-13	49.24	0.92	1.90%	102.32	1.97	1.96%	187.32	3.64	1.98%
Jan-14	49.24	-	0.00%	102.32	-	0.00%	187.32	-	0.00%

**Delta PMI**

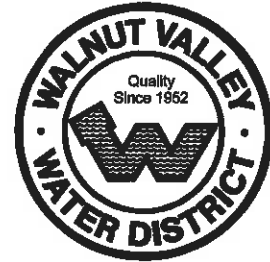
Year	Single	Monthly Increase	Percent of Increase	Couple	Monthly Increase	Percent of Increase	Family	Monthly Increase	Percent of Increase
Jul-04	20.78	0.80	4.00%	34.38	1.32	3.99%	50.67	1.95	4.00%
Jul-05	20.78	-	0.00%	34.38	-	0.00%	50.67	-	0.00%
Jul-06	20.78	-	0.00%	34.38	-	0.00%	50.67	-	0.00%
Jul-07	21.61	0.83	3.99%	35.76	1.38	4.01%	52.70	2.03	4.01%
Jul-08	21.61	-	0.00%	35.76	-	0.00%	52.70	-	0.00%
Jan-09	22.10	0.49	2.27%	36.56	0.80	2.24%	53.89	1.19	2.26%
Jan-10	22.82	0.72	3.26%	37.76	1.20	3.28%	55.65	1.76	3.27%
Jan-11	22.82	-	0.00%	37.76	-	0.00%	55.65	-	0.00%
Jan-12	22.82	-	0.00%	37.76	-	0.00%	55.65	-	0.00%
Jan-13	22.82	-	0.00%	37.76	-	0.00%	55.65	-	0.00%
Jan-14	24.69	1.87	8.19%	40.86	3.10	8.21%	60.22	4.57	8.21%

**Vision**

Year	Rate	Monthly Increase	Percent of Increase
Jan-98	21.35		
Jan-99	21.35	-	0.00%
Jan-00	21.35	-	0.00%
Jan-01	21.35	-	0.00%
Jan-02	21.35	-	0.00%
Jan-03	21.35	-	0.00%
Jan-04	22.65	1.30	6.09%
Jan-05	22.65	-	0.00%
Jan-06	21.96	(0.69)	-3.05%
Jan-07	21.96	-	0.00%
Jan-08	22.43	0.47	2.14%
Jan-09	22.43	-	0.00%
Jan-10	22.77	0.34	1.52%
Jan-11	22.77	-	0.00%
Jan-12	23.00	0.23	1.01%
Jan-13	23.10	0.10	0.43%
Jan-14	24.40	1.30	5.63%



# WVWD – Staff Report



**TO:** Committees  
**FROM:** General Manager  
**DATE:** September 2013  
**SUBJECT:** General Manager's Proposed Work Plan for Fiscal Year 2013-14

Action/Discussion     
  Fiscal Impact     
  Resolution     
  Information Only

## Recommendation

Staff recommends that each Committee, 1) review and discuss the proposed changes to the FY 2013-14 Work Plan, 2) make any revisions, suggestions and/or recommendations, and, 3) forward to the Board.

## Background Information

Our strategic planning efforts create a collaborative process between the Board and employees that builds a common vision and allows us to reflect on what we are doing and how we can continually improve. It also defines the direction of our organization and charts a course of action over the next year and beyond.

As mentioned at last month's Board meeting, I am proposing revisions to the work plan that will reduce some of the verbiage and further enhance the reporting value of the data for the Board and our customers.

I will continue to organize the work plan around the "core values" listed in the District's Mission Statement, namely:

*"The mission of the Walnut Valley Water District is to provide a reliable, high quality water supply in a fiscally efficient and environmentally responsible manner while remaining committed to providing superior service to our customers."*

Accordingly, for the proposed FY 2013-14 Work Plan, the format has each item arranged under one of the six District objectives listed below:

Item No.	Core Value	Committee Oversight
1	<i>Water Supply, Water Quality &amp; Regulatory Compliance – Provide a reliable, healthy, and cost-effective water supply</i>	Engineering
2	<i>Fiscal Responsibility and Financial Viability</i>	Finance
3	<i>Provide Exceptional Customer Service &amp; Outreach</i>	Public Information/ Legislative
4	<i>Employee &amp; Leadership Development</i>	Personnel
5	<i>Technology</i>	Engineering / Finance
6	<i>Ethics/Governance</i>	Board of Directors

In proposing these revisions, it is intended to maintain the focus on these core business functions.

In addition to a modified version of the current work plan, staff is also proposing to highlight many projects and reports that have historically been included on the Consent Calendar, which will serve to provide additional background and context as to how they relate to key District objectives, benchmarks, revenues and expenditures. As an example, key financial and customer service data, highlights of field work, public outreach, and CIP projects will be presented as part of a follow-up on Board-approved expenditures and District programs. We also plan (as suggested by a Director) to include graphs and pictures to present the information in a more visual-friendly format.

#### Anticipated Benefits of the New Format

- This format should allow for a more interactive discussion between the Board and staff.
- The reports are proposed to be provided by the General Manager and Department Heads every three months—*November, February, May, and August*. This timing will allow for a measurable interval for the various reporting areas.
- Another proposal is to link each staff report with a corresponding objective in the approved work plan. This would be similar to what MWD has done for many years and also what Three Valleys recently incorporated into their staff reports. This format will allow for a correlation of the District's key objectives within each staff report.
- The work plan will continue to identify the goals, objectives, and proposed committee oversight for each of the Core Values.

Since the introduction of the initial work plan in FY 2006-07, the intent has been to seek continuous improvement supported by key performance measures. The proposed new format will continue to accomplish this with additional insight and information in a more comprehensive format that will better link the various units of District work in a more unified manner.