

**Oro Loma Sanitary District  
MEMORANDUM**

**TO:** Board of Directors

**FROM:** Personnel/Safety/Public Information Committee  
Directors Duncan and Walters

**DATE:** July 31, 2018

**SUBJECT: MINUTES FROM JULY 31, 2018 MEETING**

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The Personnel/Safety/Public Information Committee, consisting of Directors Duncan and Walters, met on Tuesday, July 31, 2018. Chair Duncan called the meeting to order at 8:30a.m. Also in attendance were General Manager Jason Warner and Administrative Services Manager Andreea Simion. No members of the public were present. Items discussed included the following:

- **PUBLIC COMMENTS**

None.

- **RECRUITMENT UPDATE – COLLECTION SYSTEM WORKER**

Staff reported that interviews were conducted and a top candidate was identified. Background checks and a workstyle assessment are being conducted as part of the pre-employment process, and a job offer may be extended this week. If so, and if the candidate successfully completes a post-offer physical examination and DOT drug screening, he could potentially start work towards the end of August.

**The Committee accepted the report.**

- **2018 RETIREMENTS**

Staff indicated that five employees have left or are leaving the District in 2018, affecting all departments; the recently vacated Safety & Special Programs Administrator position was just filled, as was the Plant Operator II position held by a soon-to- retire employee. The Collection System Manager, one Mechanic I, and the District Secretary will also retire at the end of this year. An internal recruitment for the Collection System Manager position is under way and staff are preparing plans for the remaining positions.

**The Committee accepted the report.**

- **CALPERS HEALTH OPEN ENROLLMENT AND 2019 HEALTH PREMIUMS**

Staff informed the Committee that the CalPERS Health Open Enrollment period is scheduled for September 10 - October 5, 2018. During that time, CalPERS allows participants to change health plans for 2019. The health premiums for 2019 were also presented, with a slight decrease (1.49%) in Kaiser premiums and a significant increase (20.06%) for Anthem HMO Traditional. The Medicare Kaiser premiums will increase by 2.34% in 2019. The full list of health premiums for 2019 is attached to these minutes.

**The Committee accepted the report.**

- **GENERAL MANAGER'S 2017-2018 GOALS AND OBJECTIVES**

The General Manager presented a report of goals and objectives completed during FY 2017-2018. The Committee noted that several of the goals were completed beyond June 30 and asked for a greater focus on timely completion in future years. The Committee requested that one of the solid waste route audits be performed in November 2018 to capture any anomalies by season. Additionally, considering the four sewer system overflows during the year, they asked that staff perform a review of historical overflows and identify any trends/opportunities to improve. Warner noted that staff would bring a report back to the next Operations Committee.

Following the discussion, the Committee recommended full Board approval of the completed goals and award of the full bonus.

**The Committee recommended full Board approval of the General Manager's completed goals for FY 2017-2018 and award of the full bonus.**

- **STAFF AND DIRECTOR COMMENTS**

Jason thanked the Committee for the feedback and said that his goals report reflected the work of many. He stated his appreciation to the management team and the entire staff for their strong effort to make FY 17/18 such a success.

- **ADJOURNMENT**

There being no further business to come before the Committee, Chair Duncan adjourned the meeting at 8:55 a.m.

**2019 Regional Health Premiums Contracting Agencies  
Health Maintenance Organization Plans Only  
June PHBC Final Proposed Premiums**

Basic	2018			2019			Percent Change
	Single	2-Party	Family	Single	2-Party	Family	
<b>Basic Premium Rates - Bay Area</b>							
Alameda, Amador, Contra Costa, Marin, Napa, Nevada, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Sutter, and Yuba							
Anthem HMO Select	\$856.41	\$1,712.82	\$2,226.67	\$831.44	\$1,662.88	\$2,161.74	-2.92%
Anthem HMO Traditional	925.47	1,850.94	2,406.22	1,111.13	2,222.26	2,888.94	20.06%
Blue Shield Access+	889.02	1,778.04	2,311.45	970.90	1,941.80	2,524.34	9.21%
Health Net SmartCare	863.48	1,726.96	2,245.05	901.55	1,803.10	2,344.03	4.41%
Kaiser CA	779.86	1,559.72	2,027.64	768.25	1,536.50	1,997.45	-1.49%
UnitedHealthcare	1,371.84	2,743.68	3,566.78	0.00	0.00	0.00	N/A
Western Health Advantage	792.56	1,585.12	2,060.66	767.01	1,534.02	1,994.23	-3.22%
<b>Basic Premium Rates - Sacramento Area</b>							
El Dorado, Placer, Sacramento, and Yolo							
Anthem HMO Select	\$942.29	\$1,884.58	\$2,449.95	\$946.14	\$1,892.28	\$2,459.96	0.41%
Anthem HMO Traditional	1,054.62	2,109.24	2,742.01	1,178.79	2,357.58	3,064.85	11.77%
Blue Shield Access+	806.71	1,613.42	2,097.45	881.01	1,762.02	2,290.63	9.21%
Health Net SmartCare	980.82	1,961.64	2,550.13	0.00	0.00	0.00	N/A
Kaiser CA	703.96	1,407.92	1,830.30	687.99	1,375.98	1,788.77	-2.27%
UnitedHealthcare	831.42	1,662.84	2,161.69	928.85	1,857.70	2,415.01	11.72%
Western Health Advantage	744.79	1,489.58	1,936.45	696.68	1,393.36	1,811.37	-6.46%
<b>Basic Premium Rates - Los Angeles Area</b>							
Los Angeles, San Bernardino, and Ventura							
Anthem HMO Select	\$660.17	\$1,320.34	\$1,716.44	\$627.07	\$1,254.14	\$1,630.38	-5.01%
Anthem HMO Traditional	784.72	1,569.44	2,040.27	878.48	1,756.96	2,284.05	11.95%
Blue Shield Access+	613.29	1,226.58	1,594.55	669.75	1,339.50	1,741.35	9.21%
Health Net Salud y Más	404.32	808.64	1,051.23	356.50	713.00	926.90	-11.83%
Health Net SmartCare	577.15	1,154.30	1,500.59	584.27	1,168.54	1,519.10	1.23%
Kaiser CA	642.70	1,285.40	1,671.02	618.64	1,237.28	1,608.46	-3.74%
UnitedHealthcare	602.78	1,205.56	1,567.23	669.61	1,339.22	1,740.99	11.09%
<b>Basic Premium Rates - Other Southern California</b>							
Fresno, Imperial, Inyo, Kern, Kings, Madera, Riverside, Orange, San Diego, San Luis Obispo, Santa Barbara, and Tulare							
Anthem HMO Select	\$659.69	\$1,319.38	\$1,715.19	\$625.07	\$1,250.14	\$1,625.18	-5.25%
Anthem HMO Traditional	735.08	1,470.16	1,911.21	830.89	1,661.78	2,160.31	13.03%
Blue Shield Access+	695.97	1,391.94	1,809.52	760.04	1,520.08	1,976.10	9.21%
Health Net Salud y Más	461.56	923.12	1,200.06	427.81	855.62	1,112.31	-7.31%
Health Net SmartCare	607.68	1,215.36	1,579.97	642.71	1,285.42	1,671.05	5.76%
Kaiser CA	666.80	1,333.60	1,733.68	628.63	1,257.26	1,634.44	-5.72%
Sharp	618.14	1,236.28	1,607.16	593.66	1,187.32	1,543.52	-3.96%
UnitedHealthcare	616.66	1,233.32	1,603.32	646.65	1,293.30	1,681.29	4.86%
<b>Basic Premium Rates - Other Northern California</b>							
Alpine, Butte, Calaveras, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Plumas, San Benito, Shasta, Sierra, Siskiyou, Stanislaus, Tehama, Trinity, and Tuolumne							
Anthem HMO Select	\$910.90	\$1,821.80	\$2,368.34	\$592.23	\$1,184.46	\$1,539.80	-34.98%
Anthem HMO Traditional	954.75	1,909.50	2,482.35	1,334.38	2,668.76	3,469.39	39.76%
Blue Shield Access+	894.43	1,788.86	2,325.52	976.81	1,953.62	2,539.71	9.21%
Kaiser CA	795.43	1,590.86	2,068.12	783.13	1,566.26	2,036.14	-1.55%
UnitedHealthcare	1,205.55	2,411.10	3,134.43	0.00	0.00	0.00	N/A
Western Health Advantage	744.79	1,489.58	1,936.45	696.68	1,393.36	1,811.37	-6.46%
<b>Basic Premium Rates - Out of State</b>							
Kaiser Out of State	\$957.05	\$1,914.10	\$2,488.33	\$964.68	\$1,929.36	\$2,508.17	0.80%

**2019 Regional Health Premiums**  
**Contracting Agencies - Preferred Provider Organization (PPO) Plans Only**  
**June PHBC Final Proposed Premiums**

Basic	2018			2019			Percent Change
	Single	2-Party	Family	Single	2-Party	Family	
<b>Basic Premium Rates - Bay Area</b>							
Alameda, Amador, Contra Costa, Marin, Napa, Nevada, San Francisco, San Joaquin, San Mateo, Santa Clara, Santa Cruz, Solano, Sonoma, Sutter, and Yuba							
PERS Choice	\$800.27	\$1,600.54	\$2,080.70	\$866.27	\$1,732.54	\$2,252.30	8.25%
PERS Select	717.50	1,435.00	1,865.50	543.19	1,086.38	1,412.29	-24.29%
PERSCare	882.45	1,764.90	2,294.37	1,131.68	2,263.36	2,942.37	28.24%
<b>Basic Premium Rates - Sacramento Area</b>							
El Dorado, Placer, Sacramento, and Yolo							
PERS Choice	\$735.38	\$1,470.76	\$1,911.99	\$798.58	\$1,597.16	\$2,076.31	8.59%
PERS Select	684.90	1,369.80	1,780.74	508.68	1,017.36	1,322.57	-25.73%
PERSCare	797.61	1,595.22	2,073.79	1,027.99	2,055.98	2,672.77	28.88%
<b>Basic Premium Rates - Los Angeles Area</b>							
Los Angeles, San Bernardino, and Ventura							
PERS Choice	\$620.39	\$1,240.78	\$1,613.01	\$654.50	\$1,309.00	\$1,701.70	5.50%
PERS Select	573.21	1,146.42	1,490.35	420.77	841.54	1,094.00	-26.59%
PERSCare	673.73	1,347.46	1,751.70	843.78	1,687.56	2,193.83	25.24%
<b>Basic Premium Rates - Other Southern California</b>							
Fresno, Imperial, Inyo, Kern, Kings, Madera, Riverside, Orange, San Diego, San Luis Obispo, Santa Barbara, and Tulare							
PERS Choice	\$698.96	\$1,397.92	\$1,817.30	\$721.11	\$1,442.22	\$1,874.89	3.17%
PERS Select	654.74	1,309.48	1,702.32	462.71	925.42	1,203.05	-29.33%
PERSCare	733.50	1,467.00	1,907.10	907.29	1,814.58	2,358.95	23.69%
<b>Basic Premium Rates - Other Northern California</b>							
Alpine, Butte, Calaveras, Colusa, Del Norte, Glenn, Humboldt, Lake, Lassen, Mariposa, Mendocino, Merced, Modoc, Mono, Monterey, Plumas, San Benito, Shasta, Sierra, Siskiyou, Stanislaus, Tehama, Trinity, and Tuolumne							
Anthem EPO Del Norte	\$813.96	\$1,627.92	\$2,116.30	\$866.95	\$1,733.90	\$2,254.07	6.51%
PERS Choice	813.96	1,627.92	2,116.30	866.95	1,733.90	2,254.07	6.51%
PERS Select	691.78	1,383.56	1,798.63	511.34	1,022.68	1,329.48	-26.08%
PERSCare	866.93	1,733.86	2,254.02	1,085.83	2,171.66	2,823.16	25.25%
<b>Basic Premium Rates - Out of State</b>							
PERS Choice	\$661.45	\$1,322.90	\$1,719.77	\$630.41	\$1,260.82	\$1,639.07	-4.69%
PERSCare	718.98	1,437.96	1,869.35	813.47	1,626.94	2,115.02	13.14%

Medicare	2018			2019			Percent Change
	Single	2-Party	Family	Single	2-Party	Family	
<b>Medicare Premium Rates - All Regions</b>							
PERS Choice	\$345.97	\$691.94	\$1,037.91	\$360.41	\$720.82	\$1,081.23	4.17%
PERS Select	345.97	691.94	1,037.91	360.41	720.82	1,081.23	4.17%
PERSCare	382.30	764.60	1,146.90	394.83	789.66	1,184.49	3.28%

**2019 Regional Health Premiums Contracting Agencies  
Health Maintenance Organization Plans Only  
June PHBC Final Proposed Premiums**

<b>Medicare</b>	<b>2018</b>			<b>2019</b>			<b>Percent Change</b>
	Single	2-Party	Family	Single	2-Party	Family	
<b>Medicare Premium Rates - All Regions</b>							
Anthem Traditional	\$370.34	\$740.68	\$1,111.02	\$357.44	\$714.88	\$1,072.32	-3.48%
Kaiser CA	316.34	632.68	949.02	323.74	647.48	971.22	2.34%
Kaiser Out of State	316.34	632.68	949.02	323.74	647.48	971.22	2.34%
UnitedHealthcare	330.76	661.52	992.28	299.37	598.74	898.11	-9.49%