# SWEETWATER SPRINGS WATER DISTRICT

**TO:** Board of Directors **AGENDA NO. V-B**

**FROM:** Steve Mack, General Manager

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**Meeting Date: June 7, 2018**

## SUBJECT: DISTRICT VISION AND DENTAL BENEFTI PLAN CHANGES

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**RECOMMENDED ACTION:** Receive a presentation from General Manager Steve Mack regarding changes to the District vision and dental benefit plans and provide direction to staff.

**FISCAL IMPACT:** none at this time.

**DISCUSSION:**

District vision and dental plans have been purchased in the past as an affiliate of the County of Sonoma. Approximately two months ago the County told us we would have to get our own plans as of June 1, 2018 because we are not legally connected to them (that's my understanding of the reason). Recently they told us we could stay on their plan for two additional months while we are getting new coverage.

We have been looking into this, and we have a broker giving us some options. Our intention is to get plans that are similar (at least as good as) to what we all have now at no additional cost to staff, even though the options we have been seeing will cost the District more. All the options have different costs for employee only and employee plus family - currently the County plans are one fee regardless of family size. We can make the proper adjustments so staff see no cost differences. Some observations:

- The Union contract requires that these plans be made available to staff at no additional cost them. Non-represented employees have contracts that give them the same benefits as represented employees.

- Vision: The most similar plan has a $10 copay (current has none) but has a larger annual benefit. The additional annual cost to the District is $995.28.

- Dental: The most similar plan has the same annual maximum amount of $1,000, but cleanings and dental exams are not included in the maximum calculation. The additional annual cost to the District is $3674.04

Staff are still investigating possible plans; we may become aware of plans that are similar to what we have now with lower annual costs. We have had two staff meetings on this subject and we will have more as we learn more. All staff appear to be in favor of the approach we are taking.