

TRUCKEE TAHOE AIRPORT DISTRICT  
BOARD OF DIRECTORS AGENDA ITEM SUMMARY

Topic:	Establishment of an Ad-hoc Subcommittee to Review Employee Benefits		
Purpose	Information:	Guidance:	Decision: <b>X</b>
Recommendation	Determine members for an ad-hoc subcommittee to review employee benefits.		
Last Actions	<p>The Board tabled a discussion on the employee benefits at the June 2011 meeting and appointed an Ad-hoc Subcommittee to review and make recommendations. The Board of Directors was represented on the Ad-hoc Subcommittee by Directors VanBerkem and Jones. A report was made to the Board at the August 25, 2011 meeting which addressed the level of benefits received by District employees and the results of the Archer Pay Plan Update report. The following motion was made:</p> <p><b>MOTION #7 AUG-25-11:</b> Vice President Van Berkem moved to increase the life insurance coverage offered by the District from \$25,000 per employee to \$50,000 and for the District to make the necessary alterations to the 457 Deferred Compensation Plan to allow employee contributions designated as a Roth account if the employee so desires. Director Jones seconded the motion. President Eagan, Vice President Van Berkem, and Directors Hetherington, Jones and Morrison voted in favor of the motion. The motion passed.</p> <p>The Board recommended reforming the ad-hoc subcommittee on an annual basis to evaluate employee benefits in conjunction with the formulation of the annual budget.</p>		
Discussion	<p>Staff has received the renewal quote from Blue Shield for the employees' medical insurance – the most costly element of the benefit package. For the policy term beginning August 1, 2012, the increase is 4.02%. The budget included an increase of 10%, so the adjustment is within the budgeted amount. As reported previously, the District received a return of premium of \$20,206 from Blue Shield, which will decrease the District's expense for the current fiscal year.</p> <p>Staff is not planning to suggest any changes to the benefit package at this time. If an ad-hoc subcommittee is formed they will report to the Board at the June meeting.</p>		
Fiscal Impact	The formation of an ad-hoc subcommittee has no fiscal impact.		
Communication Strategy	Existence of the subcommittee will be noted in the minutes.		
Attachments	None		