

Board of Directors
Special Meeting
Wednesday, January 27, 2010, 6:00 p.m.
Willamalane Community Recreation Center
250 South 32nd Street, Springfield, Oregon

10. Call to Order

President Greg James called the Regular Meeting of the Willamalane Park and Recreation District Board of Directors to order.

Roll Call

Superintendent Keefer called the roll. Present were President James, Directors Gary Ross, Danelle Ralston and Helen Wagner. Director Lee Beyer was late.

Staff members present were Superintendent Bob Keefer, Jason Genck, Pam Caples, Joel Miller, Greg Hyde, Mike Moskovitz, Rita Grimes, and Terri Fackrell

Pledge of Allegiance

President James led the Board and audience in the flag salute.

Adjustments to the Agenda

None

20. Unfinished Business

Employee Health Insurance Plan Renewal

Administrative Services Director Pam Caples reviewed the information in the memo she provided to the Board and explained the reasoning behind the Committee's decision to continue the current medical and dental coverage with PacificSource and Willamette Dental. The Committee looked at several options to bring the cost down including increasing the deductible to \$250 with no other plan changes or raising the deductible to \$1,000 with no other changes and with the District paying up to \$700 after employees paid the first \$300 deductible. The Committee's recommendation was based on the belief that changing the plan again this year would lower morale since employees have already either forgone a cost of living increase or had a reduced cost of living increase.

Ms. Caples went on to say the Committee understands that the increase in health insurance costs is outpacing the increase in the District's tax base, a situation which cannot continue. They have agreed to reconvene in September to review plan designs, to communicate with employees the need to be more proactive about keeping health insurance increases down, and to design a plan that meets the financial needs of the District while balancing the benefits of employees.

Mr. James stated his appreciation for the comment about staff taking COLA freeze and how willing staff have been to look at the realities of the District in the economic downturn and to deal in a very open way with the District. He said it is to be expected that costs would rise that he thought it a good idea to look at other options again in the fall. He cautioned the Committee to give enough time to the review in the fall so as to have ample time to look at options.

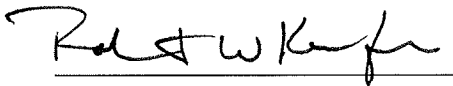
In answer to Mr. Ross's question, Ms. Caples stated that there were about 95-100 employees covered by the District's health insurance policy. Mr. Ross concurred with Mr. James' statement about taking enough time to look at options and suggested that the Committee might look at two plans, one with an HSA with \$0 out-of-pocket and a higher value plan for those who might like to buy up.

Mr. James expressed his hope that some of dialogue at the recent TEAM Springfield Joint Elected Officials Annual Meeting that will bear some fruit in the next 18-24 months. If the TEAM Springfield agencies can align organizationally, they may come up with a local clinic with a \$0 co-pay, manned by Physicians Assistant(s), that might offload some of the cost of each agency's insurance plan.

Director Ralston moved, seconded by Director Ross, to accept the Employee Insurance Plan Renewal as presented. The motion passed unanimously, 4:0

30. Adjournment

The meeting was adjourned at 6:27 p.m.



Robert W. Keefer
Superintendent/Board Secretary

Rita F. Grimes
Recording Secretary