

RESOLUTION 18-46 – RESOLUTION BY THE DELAWARE RIVER AND BAY
AUTHORITY AUTHORIZING A NEW VOLUNTARY BENEFITS PROGRAM FOR PEAK
PART-TIME EMPLOYEES

WHEREAS, the Delaware River and Bay Authority (the “Authority”) is committed to providing its employees and retirees with core benefits program; and

WHEREAS, the Authority is responsible for the prudent financial governance with respect to the core benefits program; and

WHEREAS the addition of the new classification of Peak Part-time employees will aid in the recruitment process of attracting qualified employees to meet the business objectives of the Authority for less than 12 months of employment as needed; and

WHEREAS this additional part-time classification with limited benefits will be an incentive to those qualified applicants who wish to work less than 12 months in a calendar year and willing to return year after year; and

WHEREAS, the Personnel Committee has reviewed the proposed recommendations for the Authority to provide Peak Part-time employees with limited benefits and recommends approval thereof to the Commissioners.

NOW, THEREFORE, BE IT RESOLVED that the Authority hereby approves the marketing and, if fiscally prudent, the addition of a new voluntary benefits program for Peak Part-time Employees effective January 1, 2019 (as described in detail in Exhibit A which is incorporated herein by reference):

EXHIBIT A

- **Health & Welfare > Fully Insured**
 - **Qualified High Deductible Health Plan (QHDHP)** including Rx
 - DRBA pays 100% of employee only coverage level
 - Optional: Employee pays for dependent coverage on pre-tax basis
 - Optional: Employee voluntarily opens Health Savings Account (HSA) at local bank; employee and DRBA can contribute to the HSA on tax-free basis (e.g., DRBA contributes \$750 to HSA to help defray out-of-pocket expenses of plan)
 - **Voluntary Dental**
 - DRBA pays 100% of employee only coverage level
 - Optional: Employee pays for dependent coverage on pre-tax basis
 - **Voluntary Vision**
 - DRBA pays 100% of employee only coverage level
 - Optional: Employee pays for dependent coverage on pre-tax basis
 - **Section 125**
 - Will require creation of unique **Section 125 Plan Document** to allow for pre-tax contributions to QHDHP, Dental, and Vision coverage for eligible dependents
 - **Additional Voluntary Plans** (employee pays all through payroll deductions on post-tax basis)
 - Critical Illness
 - Hospital Indemnity
 - Group Accident
 - Whole Life Insurance
- **Authority Deferred Compensation 457(b) Plan**
 - Eligible to contribute to 457(b) Plan on tax-deferred basis or Roth 457(b) basis
 - NO Authority match
 - Optional: In lieu of match, Authority can contribute to HSA as referenced above

Resolution 18-46 Executive Summary Sheet

Resolution: Authorizing Addition of Voluntary Benefits Program for Peak Part-time Employees

Committee: Personnel Committee

Committee Date: December 18, 2018

Board Date: December 18, 2018

Purpose of Resolution: To approve the marketing and implementation of a new voluntary benefits program for Peak Part-time Employees, if fiscally prudent.

Background for Resolution: The Authority has approved the addition of a new classification of employee, Peak Part-time Employees.

This classification of employee is employed on a continuous basis but requires less than a full-time, year round work schedule typically for 7 to 10 months in a calendar year. On average, the peak part-time employee must not work less than 20 hours per week nor more than 29 hours per week

The Authority strives to design and deliver a menu of core benefits that will both attract and retain Peak Part-time employees while reducing costs to the Authority for these employees as compared to Regular Full-time Employees covered by the Affordable Care Act (ACA).

The Authority with assistance from Benefits Consultants and Benefits Counsels has designed a Voluntary Benefits Program for Peak Part-time Employees that will not require the Authority to strict adherence with the requirements of the ACA, but will enable the Authority more flexibility to provide core benefits at the employee only level to these employees.