

10876. RESOLUTION 14-37 – RESOLUTION BY THE DELAWARE RIVER AND BAY AUTHORITY AUTHORIZING MODIFICATIONS TO THE BENEFITS PLAN DESIGN

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

WHEREAS, the Authority is responsible for prudent financial governance with respect to those core benefit programs; and

WHEREAS, the Authority is responsible for taking appropriate action to control escalating core benefit costs; and

WHEREAS, the Personnel Committee has reviewed the proposed recommendations to the Authority’s changes to its health benefit programs and recommends approval thereof to the Commissioners.

NOW, THEREFORE, BE IT RESOLVED that the Delaware River and Bay Authority hereby approves the following modification to be implemented January 1, 2015 (as described in detail on Exhibit A, which is incorporated herein by reference):

1. Increase the number of Physical, Occupational and Speech therapy visits from 60 consecutive days to 60 visits per calendar year per condition.

A motion to approve Resolution 14-37 was made by Commissioner Lathem and seconded by Commissioner Dorn. Resolution 14-37 was approved by a roll call vote of 10-0.

Resolution 14-37 Executive Summary Sheet

Resolution: Authorizing Modifications to the Authority's Benefits Plan Design

Committee: Personnel Committee

Committee Date: October 21, 2014

Board Date: October 21, 2014

Purpose of Resolution:

To approve proposed recommendations to benefits plan designs for active and pre-65 retirees (as described in detail on Exhibit A, which is incorporated herein by reference) as presented by the Chief Human Resources Officer and the Pension and Benefits Manager.

Background for Resolution:

The Delaware River and Bay Authority is committed to the health and well being of our employees and retirees.

During annual renewals, the Authority reviews administration and costs of benefits for determination of any recommended modifications including but not limited to benefit plan design changes, vendor/carrier changes, in comparison to industry trends and employee/retiree population utilization.

For 2015, a plan design change to the Physical, Occupational and Speech Therapy visits is being made to enhance therapy coverage from current 60 consecutive days to 60 visits per calendar year per condition. This benefit plan design change will better allow participants' the ability to reach maximum recovery from injury/illness. Comparison to industry trends supports moving towards this type of therapy coverage.

EXHIBIT A

Proposed Benefit Change for 2015

Medical	Savings/(Cost)
Increase: Physical, Occupational and Speech Therapy visits from 60 consecutive days to 60 visits per calendar year per condition.	(\$33,000)
Total	(\$33,000)