

10876. RESOLUTION 14-36 – RESOLUTION OF THE DELAWARE RIVER AND BAY AUTHORITY DELAYING THE START DATE FOR CERTAIN 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, Resolution 13-43, adopted on October 15, 2013, made certain modifications to the benefits plan design, including the implementation of spousal coordination of benefits effective January 1, 2015; and

WHEREAS, the employees and retirees of the Authority have expressed concerns to the Commissioners that this change will create a severe economic hardship; and

WHEREAS, the Personnel Committee has reviewed the proposed recommendation for a delay in the implementation date for active employees and retirees until January 1, 2016 and recommends approval of this delay to the Commissioners.

NOW, THEREFORE, BE IT RESOLVED that the Delaware River and Bay Authority hereby delays implementation of spousal coordination of benefits until January 1, 2016 for all active employees and retirees.

A motion to approve Resolution 14-36 was made by Commissioner Smith and seconded by Commissioner Murphy. Resolution 14-36 was approved by a roll call vote of 9-1, with Commissioner Downes voting NO.

Resolution 14-36 Executive Summary Sheet

Resolution: Resolution of the Delaware River and Bay Authority delaying the start date for certain Modifications to the Benefits Plan Design

Committee: Personnel

Committee Date: October 21, 2014

Board Date: October 21, 2014

Purpose of Resolution:

To delay the start date for the implementation of spousal coordination of benefits for all active employees and retirees.

Background for Resolution

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

In October 2013, the Board of Commissioners adopted Resolution 13-43 which set forth several changes to the Authority's Benefits Plan Design. Among those changes was the implementation of spousal coordination of benefits where the employed spouse must obtain health care coverage through his or her own employer. This change was set to be effective on January 1, 2015. During the past year, the Commissioners have heard from a number of employees and retirees that this change will create a severe hardship. In order to allow employees and retirees adequate time to prepare for this change, implementation will be delayed until January 1, 2016.