

**Fairfax Water
Human Resources Committee
Minutes of September 8, 2022**

At 6:00 p.m. on September 8, 2022, a Meeting of the Human Resources Committee was held in the Bill G. Evans Boardroom of the Morin Building.

Committee Members: Chairman Dotson, Begovich, (Day absent)

Other Members: Allin, Colleton, Ginyard-Jones, Rubin,

Staff: Atapoor, Bolton, Cotten, Goldberg, Grimes, Hack, Hedges, Hoke, Kingsbury, Legg, S. Miller, Oates, Prelewicz, Robey

Counsel: John McGranahan, Hunton Andrews Kurth LLP

Mr. Dotson opened the Meeting and reviewed the agenda. The Committee approved the Minutes of the July 21, 2022, Meeting. Ms. Hedges provided an overview of the annual Health Plan process. Ms. Hack reviewed the annual premium review methodology and introduced Ms. Findlay with Segal Consulting, who conducted the premium analysis. Ms. Findlay reviewed the medical, prescription drugs and dental claims experience, and medical trends and reported the plan premiums are projected to have an 8.1% decrease in the plan year 2023. This can be attributed to medical network pricing negotiations, the average age decrease of plan participants, and wellness awareness programs.

Ms. Hedges provided information regarding the health plan reserve fund and reported the fund had increased over the past several years as plan expenses have not exceeded budgeted projections. The reserve fund has approximately 20 months of claim reserves. Segal reported a 12- month funding reserve is adequate for a plan of Fairfax Water's size. Ms. Hedges recommended a health insurance premium holiday of three months in 2022 and a quarterly holiday premium in 2023.

The Human Resources Committee voted to unanimously approve the holiday premium and recommend to the Board. Mr. Begovich made a motion to adjourn the Meeting. Mr. Dotson adjourned the Meeting at 6:45 p.m.



Richard Dotson
Committee Chairman