



**AGENDA FOR A REGULAR BOARD OF DIRECTORS' MEETING
SCHEDULED WEDNESDAY, September 4, 2024
at 12:30 p.m. – BWWB Training Room**

Members of the public may listen to the meeting by calling
(888) 398-2342 Access Code: 5608731 [Public - Listening Only].

CALL TO ORDER AND INVOCATION

ROLL CALL

APPROVAL OF AGENDA

APPROVAL OF MINUTES

REPORTS OF COMMITTEES

- Engineering and Maintenance Committee Meeting held Wednesday, September 4, 2024, immediately after the Regular Board of Directors' Meeting.
- Regular Board of Directors' Meeting held Wednesday, September 18, 2024 at 11:30 a.m.
- Human Resources Committee Meeting held Wednesday, September 18, 2024, immediately after the Regular Board of Directors' Meeting.
- Finance Committee Meeting held Wednesday, September 25, 2024 at 10:00 a.m.
- Executive Committee Meeting held Wednesday, September 25, 2024, immediately after the Finance Committee Meeting.

REPORTS OF OFFICERS

- A. Chair
- B. Directors
- C. Interim General Manager/Assistant General Manager(s)

UNFINISHED BUSINESS

- None

SPEAKERS

NEW BUSINESS

1. Request Board **to approve** payment of invoices from the following:
 - 1.1 Fine Geddie and Associates, LLC for professional services rendered August 2024 in the amount of \$15,000.00.
 - 1.2 General Ronald Burgess for professional services rendered July 18, 2024 through August 17, 2024 in the amount of \$27,410.92.
2. Request Board **to approve** the following items, as recommended by the Human Resources Committee:
 - 2.1 The following staffing agreements; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the necessary documents:

- 2.1.1 An agreement with InTime Staffing, effective October 1, 2024 through September 30, 2025.
- 2.1.2 An agreement with Spherion Staffing, effective October 1, 2024 through September 30, 2025.
- 2.1.3 An agreement with Robert Half Staffing, effective the date of execution.
- 2.1.4 An agreement with Aerotek, effective the date of execution.
- 2.2 The 2025 Health Insurance Plan to include the following items; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the necessary documents:
 - 2.2.1 BCBS Health Insurance Plan Designs and Employee and Under 65 Retiree Premium Rates (IWB retiree plan is grandfathered).
 - 2.2.2 2025 COBRA Rates
 - 2.2.3 Health Reimbursement Account (HRA) and Health Savings Account (HSA) incentive payments.
 - 2.2.4 Benefitfocus to provide COBRA administrative services at an estimated annual out-of-pocket cost to the Board of \$5,948.00.
 - 2.2.5 Livongo to provide Diabetic and Hypertension Wellness Program Services at an estimated annual out-of-pocket cost to the Board of \$34,000.00.
 - 2.2.6 HealthEquity to provide Flexible Spending Account (FSA), HRA, and HSA administrative services at an estimated annual out-of-pocket cost to the Board of \$47,557.00.
- 2.3 Request Board **to approve** a one-year or a three-year agreement with Vitality, listed below:
 - 2.3.1 Option A – A one-year agreement with Vitality to provide Wellness Program Services, effective January 1, 2025 through December 31, 2025, at an estimated annual out-of-pocket cost to the Board of \$42,474.00; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the agreement.
 - 2.3.2 Option B – A three-year agreement with Vitality to provide Wellness Program Services, effective January 1, 2025 through December 31, 2027, at an estimated total out-of-pocket cost to the Board of \$122,880.00 (estimated annual out-of-pocket cost to the Board of \$40,960.00); and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the agreement.
- 2.4 Request Board **to approve** a one-year or a three-year agreement with Behavioral Health Systems (BHS), listed below:
 - 2.4.1 Option A – A one-year agreement with Behavioral Health Systems (BHS) to provide an Employee Assistance Program (EAP), effective December 1,

2024 through November 30, 2025, based on the attached fee schedule; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the necessary documents. [NOTE: The fees are the same for the one-year agreement as they would be for the three-year agreement.]

2.4.2 Option B – A three-year agreement with Behavioral Health Systems (BHS) to provide an Employee Assistance Program (EAP), effective December 1, 2024 through December 31, 2027, based on the attached fee schedule; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the necessary documents.

2.5 Request Board **to approve** a one-year agreement with The Workplace (UAB) to provide pre-employment screenings and occupational medicine services, effective September 12, 2024 through September 11, 2025, based on the attached fee schedule; and **to authorize** the Interim General Manager and/or the Assistant General Manager to execute the necessary documents.

ADJOURNMENT