

Lake Village Water Association
Case No. 2022-00068

Question 1(f)

Provide a description of all employee benefits, other than salaries and wages, paid to, or on behalf of, each employee for the calendar years 2019, 2020, 2021, and 2022.

Respondent: Mike D. Sanford, Executive Director

2019

Health/Vision/Dental Insurance

The Association provided health and vision insurance to staff members. The coverage was a United Healthcare Choice HMO plan. The Association paid the policy premium for staff members. Spouse and/or family coverage was paid by the staff member through payroll deductions.

Dental Insurance

The Association provided dental insurance to staff members and spouses. The coverage was a Delta Dental plan. The Association paid the policy premium.

Life Insurance

The Association provided a \$50,000 life insurance policy for each staff member through TransAmerica. The Association paid the policy premium. Upon renewal at the end of 2019 the Association switched to a guaranteed coverage plan through MetLife in order to insure all staff members. Two staff members retained the TransAmerica policy and implemented a payroll deduction.

Short Term Disability

The Association offered Short Term Disability through Colonial Life. Only one staff member receives the coverage. The premium is paid by the staff member through payroll deduction.

Aflac

The Association offered Aflac policies to the staff members. The plans were chosen by the staff members and consisted of cancer and hospital indemnification policies. The staff members pay for the policies through a payroll deduction.

Retirement

The Association makes an annual contribution to staff retirement accounts. The accounts are SEP accounts with Raymond James and one Fidelity Investments 401(k) for a staff member that had an existing account upon joining the Association staff. The contribution percentage is determined by the Board of Directors annually.

2020

Health/Vision/Dental Insurance

The Association provided health, vision and dental insurance to staff members through a single plan. The coverage was an Anthem plan. The Association paid the policy premium for staff members. Spouse and/or family coverage was paid by the staff member through payroll deductions.

Life Insurance

The Association provided a \$50,000 life insurance policy for each staff member through MetLife. The Association paid the policy premium. Two staff members retained the former TransAmerica policy and pay for the plan through a payroll deduction.

Short Term Disability

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2021

Health/Vision/Dental Insurance

The Association provided health, vision and dental insurance to staff members through a single plan. The coverage was an Anthem Chamber Advantage plan. The Association paid the policy premium for staff members. Spouse and/or family coverage was paid by the staff member through payroll deductions.

Life Insurance

The Association provided a \$50,000 life insurance policy for each staff member through MetLife. The Association paid the policy premium. Two staff members retained the former TransAmerica policy and pay for the plan through a payroll deduction.

Short Term Disability

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2022

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