



*Providing Outstanding Service Since 1963*

**Board of Directors**

James Wall, Chair

Raymond Tjulander, Vice Chair

Jane Nye, Director

Janna Orkney, Director

Leon Shapiro, Director

October 26, 2020

Board of Directors  
Triunfo Water & Sanitation District  
Ventura County, California

**TWSD TRANSITION: BENEFITS UPDATE**

**Summary**

The Triunfo Water & Sanitation District (District) Board approved an updated business plan for the transitioning of administrative and financial functions from Ventura Regional Sanitation District to the District. As part of that updated plan, the Board also approved providing employee benefits for health, dental, and vision, as well as ancillary insurance benefits (i.e., workers' compensation (WC), Life, Short-Term Disability (STD), and Long-Term Disability (LTD)).

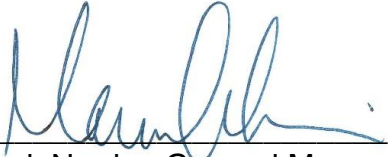
Staff is providing a status update as follows:

- 1) WC – The District was able to add the four Core Management employees to the existing State Compensation Insurance Fund policy that covers the existing Board members. The revised premium for the 9 covered employees is approximately \$4,900 per year. This cost will increase as additional employees are added. Future annual cost are estimated to be approximately \$7,500 for the 10 employees and Board members.
- 2) Health, Dental, and Vision – Following discussions with Paychex and the Special District Risk Management Authority (SDRMA), it was determined that SDRMA is the best option with better coverage at a more competitive price. SDRMA requires the District to approve an MOU/Resolution in order to participate in their plan and these are being presented tonight under a different Agenda Item for consideration.
- 3) Ancillary Insurance (Life, STD, and LTD) – Following discussions with Paychex and SDRMA, Paychex has the better coverage and rate plans but the District is not eligible to participate in that cost-effective plan until the District has at least 5 employees. Therefore, to facilitate immediate coverage for District employees, staff is requesting the Board consider contracting with SDRMA.
- 4) 457(b)/401(a) Retirement Contribution – Discussions with the District's current provider, Lincoln Financial, resulted in the District being able to add the 4 new employees under the current 457(b) plan. In addition, a new 401(a) defined

contribution plan for the District should be in place after January 1, 2021. In the essence of time, the District's General Manager has signed the preliminary documents to begin the process. Staff will return next month with a Resolution to formally establish the District's 401(a) retirement plan. The cost for these services is a \$100 fee for the 457(b) revisions and \$500 for the 401(a) setup fee. These fees were included in staff's preliminary transitional cost analysis.

It is recommended the Board review these updates and direct staff as necessary.

REVIEWED AND APPROVED:

  
Mark Norris - General Manager

Attachment: None