



TAMALPAIS COMMUNITY SERVICES DISTRICT

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RESOLUTION NO. 2022- 22

A RESOLUTION OF THE TAMALPAIS COMMUNITY SERVICES DISTRICT RESTATING AND REESTABLISHING THE HEALTH BENEFITS FOR TCSD FULL- TIME EMPLOYEES AND CREATING A MEDICAL IN-LIEU PAYMENT PROGRAM

WHEREAS, the Tamalpais Community Services District (the "District" or "TCSD") is a community services district organized under Sections 61000 et seq. of the Government Code of the State of California; and

WHEREAS, TCSD provides medical, dental, and vision benefits ("Health Benefits") to full-time employees; and

WHEREAS, TCSD participates in health plans offered by the County of Marin;
and

WHEREAS, TCSD wishes to allow its employees the option to participate in any medical plan offered by the County of Marin (currently 3 plans); and

WHEREAS, TCSD would like to establish a medical in-lieu payment program that financially benefits both the employee and TCSD; and

WHEREAS, TCSD wishes to restate and reestablish the Health Benefits offered by TCSD to its full-time employees by this resolution as well as any amendments.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Tamalpais Community Services District does hereby approve the following Health Benefits to full-time employees and their dependents:

ELIGIBILITY

Only regular, full-time employees of the District are eligible to receive Health Benefits as described in this Resolution. Part-time regular, temporary, or seasonal employees are not eligible for Health Benefits.

MEDICAL INSURANCE

Medical Insurance shall be made available to each employee. The District participates in the medical plans offered by the County of Marin to its employees. The County Plan currently offers Kaiser, Western Health Advantage, and Teamster's Anthem PPO. The District contribution toward the health plan costs shall be as follows:

- Subscriber Only – Maximum District contribution shall equal 100% of the premium for Kaiser Bay Area for employee only.

- Subscriber Plus One – Maximum District contribution shall equal 100% of the premium for Kaiser Bay Area for employee plus one qualifying dependent.
- Subscriber Plus Two or more – Maximum District contribution shall equal 100% of the premium for Kaiser Bay Area for employee plus two or more qualifying dependents.

The employee shall pay any difference between the District's maximum contribution toward medical insurance, if applicable, and the actual premium of medical insurance selected by the employee. In no event shall the District's contribution exceed the actual cost of the premium of the employee's selected medical insurance. The access to additional County of Marin medical plans would occur during the regular open enrollment period in the fall.

MEDICAL INSURANCE IN-LIEU PAYMENTS

An employee covered by this Resolution may apply in writing to the District for waiver of required participation in the District's medical insurance program and to receive a payment of \$173.00 per pay period in-lieu of medical insurance coverage. To opt-out of the District's medical insurance and receive a payment in-lieu, the employee must provide proof of alternative Minimum Essential Coverage, as defined by federal law, for the employee and the employee's tax family. Employees must provide proof of alternative Minimum Essential Coverage each plan year during open enrollment. The payment-in-lieu of District medical insurance shall be paid as a taxable cash benefit and is not reportable to CalPERS as pensionable compensation. Employees enrolled in the District's medical insurance coverage will not receive any waiver payment.

The employee also agrees to notify TCSD no later than 30 days if the employee or other member(s) of the employee's tax family lose coverage under the alternative Minimum Essential Coverage plan. The employee understands that TCSD is legally required to immediately stop medical in-lieu payments if TCSD learns that the employee and/or members of the employee's family do not have the alternative Minimal Essential Coverage. TCSD reserves the right to modify at any time, the amount an employee is eligible to receive under this paragraph pursuant to any applicable State and/or Federal laws and regulations. The medical in-lieu payment program would take effect no later than January 1, 2023.

VISION INSURANCE

TCSD offers VSP vision insurance plan, through the County of Marin group plan. TCSD shall pay for a vision plan for employee plus dependent(s). Vision premiums are not eligible for insurance in-lieu payments.

DENTAL INSURANCE

TCSD shall pay dental premiums on behalf of the employee and eligible dependent(s). Dental premiums are not eligible for insurance in-lieu payments.

BE IT FURTHER RESOLVED that the Board of Directors of the Tamalpais Community Services District does hereby authorize the General Manager or his/her

designee to do everything necessary and appropriate to implement the medical in-lieu payment program and other provisions of this resolution and work with the County of Marin to provide TCSD employee access to the County's medical plans (currently Kaiser, Western Health Advantage, and Teamster's Anthem PPO) offered to employees.

The foregoing resolution was duly passed and adopted by the Board of Directors of the Tamalpais Community Service District at a duly noticed meeting held in said District on the 14th day of September, 2022 by the following vote:

AYES: 4 S. Bartschat, J. Brown, S. Levine, M. McMahon

NAYS: 0

ABSENT: 1 J. Jacobs



Steffen Bartschat, President

ATTEST:



Secretary, Tamalpais Community Services District

