



**TAMALPAIS COMMUNITY SERVICES DISTRICT**  
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**RESOLUTION NO. 2022-23**

**A RESOLUTION OF THE TAMALPAIS COMMUNITY SERVICES DISTRICT  
ADOPTING AMENDMENT TO PERSONNEL POLICIES REGARDING HEALTH  
BENEFITS**

**WHEREAS**, the Tamalpais Community Service District (TCSD) will from time to time amend its personnel policies; and

**WHEREAS**, TCSD has established Health Benefits for TCSD full-time employees by resolution; and

**WHEREAS**, revisions to the personnel policies are required to the adoption of Health Benefits by resolution.

**NOW, THEREFORE, BE IT RESOLVED** that the Board of Directors of the Tamalpais Community Services District does hereby amend and restate in its entirety the following sections of the personnel policy effective September 1, 2022 and authorizes the General Manager to do everything necessary and appropriate to incorporate the revisions into the personnel policies:

**SUBJECT: Employee Benefits - Medical, Dental, and Vision Insurance**

**POLICY NO: P 107**

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**P 107.01 – INSURANCE**

The District offers group medical, dental, and vision insurance coverage to eligible employees and their dependents. Per Resolution 2022-22, the District pays for vision and dental insurance at no cost to eligible employees and dependents, and up to the Kaiser family rate for medical insurance. Resolution 2022-22 also establishes a medical in-lieu payment program.

**P 107.02 – ELIGIBILITY**

Per Resolution 2022-22 only full-time regular employees of the District are eligible for insurance coverage. Part-time regular employees and temporary or seasonal employees are not eligible for insurance coverage.

**P 107.03 – SUMMARY OF BENEFITS**

Resolution 2022-22 establishes the medical, dental, and vision insurance plans for all eligible employees. Information on the available plans and coverages are available from the Finance Manager.

**P 107.04 – UPON RETIREMENT**


As per TCSD resolutions 2011-09, 2014-03 and 2018-01, TCSD employees who have served 20 continuous years of service with TCSD and retire from TCSD will be provided with on-going health insurance benefits in retirement.

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 14<sup>th</sup> day of September, 2022 by the following vote:

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

NAYS: 0

ABSENT: 1 J. Jacobs



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Steffen Bartschat, President

ATTEST:



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Secretary, Tamalpais Community Services District