

**HUMBOLDT BAY HARBOR, RECREATION,
AND CONSERVATION DISTRICT**

RESOLUTION NO. 2023-20

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE HUMBOLDT BAY HARBOR,
RECREATION, AND CONSERVATION DISTRICT REPEALING RESOLUTION 2004-02, AND FIXING
THE EMPLOYER'S CONTRIBUTION TO THE HARBOR DISTRICT EMPLOYEE AND RETIREE HEALTH
INSURANCE PROGRAM**

WHEREAS, for the benefit and welfare of its employees, the District offers its qualifying employees (and their qualifying dependents) and qualifying retirees health insurance; and

WHEREAS, pursuant to Resolution 2004-02, the District obtains group health insurance coverage through its membership in the Association of California Water Agencies; and

WHEREAS, the District, with the agreement of its represented employees through the Collective Bargaining Agreement, has elected to obtain health insurance through CalPERS, and the District desires to extend the same coverage to non-represented full-time employees and qualifying retirees; and

WHEREAS, upon enrollment in in the CalPERS program, Resolution 2004-02 should be repealed;

WHEREAS, by way of this Resolution, the Board desires to authorize the Executive Director of the District to execute all documents necessary to effectuate the termination of employee health coverage through the Association of California Water Agencies.

**NOW, THEREFORE, THE BOARD OF COMMISSIONERS OF THE HUMBOLDT BAY,
HARBOR, RECREATION, AND CONSERVATION DISTRICT DOES HEREBY RESOLVE AS FOLLOWS:**

1. Resolution 2004-02 shall be repealed as of the date of the District's enrollment and participation in the CalPERS health insurance benefit program; and
2. Section 2014 of the District's Personnel Policies shall, as of the effective date of the District's enrollment in the CalPERS health insurance benefit program, be revised as stated in **Exhibit A** hereto and incorporated herein; and
3. The Board authorizes the Executive Director of the District to execute all documents necessary to effectuate the termination of employee health coverage through the Association of California Water Agencies upon enrollment in the CalPERS health insurance benefit program.

PASSED AND ADOPTED by the Humboldt Bay Harbor, Recreation and Conservation District Board of Commissioners at a duly called meeting held on the 9th day of November 2023 by the following polled vote:

AYES: Benson, Dale, Higgins, Kullmann

NOES: 0

ABSTAIN: 0

ABSENT: Newman

ATTEST:



**Aaron Newman, Secretary
Board of Commissioners**



**Greg Dale, President
Board of Commissioners**

CERTIFICATE OF SECRETARY

The undersigned, duly qualified and acting Secretary of the HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT, does hereby certify that the attached Resolution is a true and correct copy of RESOLUTION NO. **2023-20** entitled,

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE HUMBOLDT BAY HARBOR, RECREATION, AND CONSERVATION DISTRICT REPEALING RESOLUTION 2004-02, AND FIXING THE EMPLOYER’S CONTRIBUTION TO THE HARBOR DISTRICT EMPLOYEE AND RETIREE HEALTH INSURANCE PROGRAM

as regularly adopted at a legally convened meeting of the Board of Commissioners of the HUMBOLDT BAY HARBOR, RECREATION AND CONSERVATION DISTRICT, duly held on the 9th day of November 2023; and further, that such Resolution has been fully recorded in the Journal of Proceedings in my office, and is in full force and effect.

IN WITNESS WHEREOF, I have hereunto set my hand this 9th day of November 2023.



**Aaron Newman, Secretary
Board of Commissioners**

Exhibit A

CHAPTER 6 HEALTH AND WELFARE

Section 2014. Medical Coverage for Employees and Retirees

The District currently provides a comprehensive health benefits insurance plan for eligible employees, retiree, and their dependents. Eligibility is determined by the policies of the District and the requirements of the insurance carrier. The District reserves the right to refuse to pay insurance premiums for any employee who is in unpaid status in excess of approved leave time, but such employees may continue benefit coverage at their own cost. If there are any questions regarding eligibility for any benefit programs, please see the Director of Administrative Services.

It should be noted that the cost of these insurance benefits are a major item of expense to the District, and is largely beyond the control of the District. The fact that such insurance is currently provided at employee current participation levels does not necessarily guarantee that such coverage will be maintained permanently at the current participation cost to the employee. The District reserves the right to modify the insurance benefits package, subject to meet and confer requirements as to those employees represented by a union or collective bargaining unit.

The District and eligible employees or eligible retirees shall contribute for each employee's or retiree's health care plan the following sums of money to pay the cost of enrollment, including the enrollment of eligible dependents (as defined by CalPERS), plus administrative fees and contingency reserve fund assessments, in a health benefits plan or plans provided by the District, as hereinafter set forth.

CURRENT ELIGIBLE EMPLOYEES

Beginning on the effective date of the new CalPERS coverage (which is projected to be January 1, 2024), the employee's contribution shall be 15% of the Premium and the District will pay the remaining 85% of the Premium. The "Premium" shall be the average of the total monthly premium of the CalPERS Gold and the CalPERS Platinum (or equivalent plans if those plans are no longer offered) for the employee and any participating dependents. The Employee may choose any alternate plan if offered by CalPERS. If the plan selected by the employee costs less than the District's portion of the Premium, then the District shall retain the difference without further compensation to the employee. The employee's portion of the Premium shall be deducted from his or her compensation.

CURRENT MEMBERS OF THE BOARD OF COMMISSIONERS

Current Members of the Board of Commissioners shall be eligible for single person health benefits for themselves only in accordance with CalPERS program at the same contribution level offered to full time employees (above). Current Board Members may elect to pay 100% of the costs for eligible family or dependent coverage during their term

in office. Board members are not able to continue to receive health benefits after their term in office expires.

CURRENT AND FUTURE RETIREES HIRED ON OR AFTER JULY 2, 2010

Employees hired on or after July 2, 2010, who have worked full time for the District a minimum of five (5) years and have reached a minimum age of 55 years old, and who otherwise qualify as a retiree under the District's CalPERS retirement program and who have retired or who retire from the District shall be entitled to District paid health insurance coverage up to a maximum of the PEMHCA Minimum per month, plus administrative fees and Contingency Reserve Fund assessments, as determined by CalPERS annually. Participation in and contributions towards the retiree program is determined by CalPERS.

OPTING OUT OF HEALTH INSURANCE

An employee may voluntarily opt out of the District's medical coverage due to having other non-District coverage, Employees who voluntarily opt out shall receive four hundred dollars (\$400) per month as an opt out payment (subject to regular withholdings). Board members and retirees are not eligible for the opt out payment. In order to be eligible to receive the opt-out payment, the employee must provide annual proof (as determined by the District) of other medical coverage, and sign an agreement holding the District harmless. If at any time during this contract, the District's health plan(s) changes or limits participation requirements or prohibits an opt-out payment, or such payment otherwise negatively impacts the District directly or its participation in the Plan(s), such payment shall be discontinued at that time. Discontinuance of such payment shall not be required to be offset or substituted by the District with any other pay or benefit.