



**Hidden Valley Lake Community Services District
Personnel Committee Meeting
February 15, 2023 - 3:00 p.m.
19400 Hartmann Road, Hidden Valley Lake, Ca.**

To join the meeting by Teleconference, go to www.hvlcsd.org select the February 15, 2023 Personnel Committee Meeting and select the Microsoft TEAMS link select Open Microsoft Teams select Join Now.

This meeting is being recorded for live streaming and broadcasting purposes.

- 1) **CALL TO ORDER**
- 2) **PLEDGE OF ALLEGIANCE**
- 3) **ROLL CALL**
- 4) **APPROVAL OF AGENDA**
- 5) **DISCUSSION AND POSSIBLE RECOMMENDATION:** Revision to Policy 3004.19.3 Medical Insurance for Retirees
- 6) **PUBLIC COMMENT**
- 7) **COMMITTEE MEMBER COMMENT**
- 8) **ADJOURN**

Public records are available upon request. Board Packets are posted on our website at www.hvlcsd.org/meetings. In compliance to the Americans with Disabilities Act, if you need special accommodations to participate in or attend the meeting, please contact the District Office at 987-9201 at least 48 hours prior to the scheduled meeting.

Members of the public shall be given the opportunity to comment on each agenda item before the Governing Board acts on that item, G.C. 54953.3. All other comments will be taken under Public Comment.

Employees hired **before** November 15, 2022

Pursuant to Resolution 2007-13 Establishing Health benefits for Retirees, The District provides medical insurance for retirees that have been employed for a minimum of five years and have retired no earlier than 55 years of age. Each such retiree and dependent must enroll in Medicare Part A and Part B coverage at the retiree's own expense when the retiree attains age 65 in order to continue the retiree's medical benefits coverage through the District.

The District's contribution for each retiree and dependents shall be 50% of the medical benefit premium per month. It is the responsibility of each such retiree to pay the retiree's obligation on a timely basis, and any amount owed by the retiree that is not received by the District by the 15th of the month in which the payment is due may disqualify the retiree from continuing the medical benefits.

Employees hired **after** November 15, 2022

Pursuant to Resolution 2022-11 Modifying Health Benefits For District Retirees For New Employees, the District provides medical insurance for retirees hired after November 15, 2022, with a minimum of 15 years of consecutive service as an employee of the District and no earlier than 55 years of age. Each such retiree must enroll in Medicare Part A and Part B coverage at the retiree's own expense when the retiree attains age 65 in order to continue the retiree's medical benefits coverage through the District.

District retiree health benefits shall be for the retiree only and do not include coverage for any dependent of the retiree.

The District will make contributions towards the cost of the retiree health benefits for new employees hired after November 15, 2022 during their active employment rather than just during their retirement; upon retirement the District shall contribute, from the OPEB 115 Trust, toward the cost of the District offered retiree medical plan, a monthly contribution not to exceed \$600 (RU 65) or \$350 (RO 65); however, the District's contribution amount is subject to change at any time by amendment to Resolution 2022-11 by the District's Board of Directors.

The retiree shall be responsible for the balance of the health benefit premium owed to the District by no later than the 15th of each month. It is the responsibility of each such retiree to pay the retiree's obligation on a timely basis, and any amount owed by the retiree that is not received by the District by the 15th of the month in which the payment is due may disqualify the retiree from continuing the medical benefits.

RESOLUTION 2007-13

A RESOLUTION ESTABLISHING HEALTH BENEFITS FOR THE
HIDDEN VALLEY LAKE COMMUNITY SERVICES DISTRICT'S RETIREES

WHEREAS, The Hidden Valley Lake Community Services District (District) will provide health benefits for retirees and their dependents;

WHEREAS, Retirees must have been an employee at the District for at least 5 years and retire no earlier than 55 years of age;

WHEREAS, Early retirement because of disability will qualify to receive health benefits for retirees and their dependents;

RESOLVED, The District's contribution for each retiree and dependents shall be 50% of the health benefit premium per month beginning January 1, 2008;

RESOLVED, The District will invoice the retiree per month the balance owed and the retiree will pay upon receipt to the District or may setup an auto payment;

RESOLVED, A Retiree Benefit Agreement will be established between the District and the Retiree;

RESOLVED, The resolution will take effect on January 1, 2008.

Adopted at a regular meeting of the Hidden Valley Lake Community Services District on the 15th day of August 2007 by the following votes:

Ayes: DIRECTORS BARTON, BUNCE, LAFAVER AND D'AGOSTA

Noes: NONE

Absent: DIRECTOR HERROD

Abstain: NONE



Tony D'Agosta President of the Board of Directors

Attested by:



Tami Ipsen Administrative Assistant/Secretary to the Board



RESOLUTION 2022-11

RESOLUTION OF THE BOARD OF DIRECTORS OF THE HIDDEN VALLEY LAKE COMMUNITY SERVICES DISTRICT, COUNTY OF LAKE, STATE OF CALIFORNIA, MODIFYING HEALTH BENEFITS FOR DISTRICT RETIREES FOR NEW EMPLOYEES

WHEREAS, the Hidden Valley Lake Community Services District (District) provides medical benefits for retirees pursuant to Resolution 2007-13;

WHEREAS, the District wishes to modify its retiree medical benefits for employees hired after the date of this resolution (new employees);

WHEREAS, in order to be eligible for the District's retiree medical benefits, a new employee must "retire" from the District (i.e., terminate employment and commence receiving pension benefits from the District), with at least 15 years of consecutive service as an employee of the District (instead of just 5 years of consecutive service, which applies to District employees who are not new employees), and no earlier than 55 years of age;

WHEREAS, if the new employee is eligible for the District's retiree medical benefits, a retiree benefit arrangement will be established between the District and the retiree, pursuant to which (i) the District will make contributions towards the cost of the retiree medical benefits for the retiree and (ii) the retiree shall be responsible for the balance of the health benefit premium owed to the District by no later than the 15th of each month;

WHEREAS, the District will also make contributions towards the cost of the retiree medical benefits for the new employees hired after the date of this resolution during their active employment rather than just during their retirement; and

WHEREAS, the retiree medical benefits for new employees will be for the new employee only and not for any of the new employee's family members;

NOW, THEREFORE, BE IT RESOLVED, in order to be eligible for the District's retiree medical benefits, a new employee must "retire" from the District (i.e., terminate employment and commence receiving pension benefits from the District) after (i) having been an employee of the District for at least 15 consecutive years and (ii) having attained age 55;

BE IT FURTHER RESOLVED, the retiree medical benefits for each new employee shall be for the new employee only and not for any of the new employee's family members;

BE IT FURTHER RESOLVED, each such retiree must enroll in Medicare Part A and Part B coverage at the retiree's own expense when the retiree attains age 65 in order to continue the retiree's medical benefits coverage through the District;

BE IT FURTHER RESOLVED, the District shall make a contribution to the OPEB 115 Trust Fund in the amount of \$25,000 per year for the next four consecutive years after the date of this resolution, to meet its obligation of a total contribution of \$100,000 to the OPEB 115 Trust Fund, commencing within a reasonable amount of time after the date of this resolution;

BE IT FURTHER RESOLVED, the District shall also make a contribution to the OPEB 115 Trust Fund for each new employee in the following amounts: (i) \$100 per year for the new employee's first year of employment, (ii) \$200 per year for the new employee's second year of employment, (iii) \$300 per year for the new employee's third year of employment, (iv) \$400 per year for the new employee's fourth year of employment, (v) \$500 per year for the new employee's fifth year of employment and each subsequent year of employment, until the new employee's termination of employment with the District and (vi) after the new employee's retirement from the District;

BE IT FURTHER RESOLVED, the District shall contribute, from the OPEB 115 Trust; toward the cost of the District offered retiree medical plan, a monthly contribution not to exceed \$600 (RU 65) or \$350 (RO 65); provided, however, that the District's contribution amount is subject to change at any time by amendment to this resolution by the District's Board of Directors;

BE IT FURTHER RESOLVED, retired new employees must pay their share of the monthly premium no later than the 15th of the month, it is the responsibility of each such retiree to pay the retiree's obligation on a timely basis, and any amount owed by the retiree that is not received by the District by the 15th of the month in which the payment is due will disqualify the retiree from continuing the medical benefits and may not be reinstated in the future;

BE IT FURTHER RESOLVED, the District reserves the right to charge a retired new employee an additional amount(s) during the retiree's retirement if the District determines, in its sole and absolute discretion, that such an additional amount(s) is necessary or appropriate for the proper funding of these retiree medical benefits, in which event, it is the responsibility of the retiree to pay the retiree's full obligation on a timely basis; and

BE IT FURTHER RESOLVED, the District reserves the right to modify or terminate these retiree medical benefits, in its sole and absolute discretion, even after a new employee has retired from the District, and this resolution creates no vested right to any retiree medical benefits for any new employee.

This resolution shall be effective immediately upon adoption and shall remain in effect until such time as modified, repealed, or superseded by further resolution of the Board.

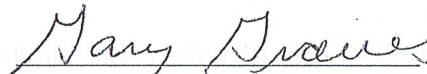
PASSED AND ADOPTED on November 15, 2022 by the following vote:

AYES: Directors, Lieberman, Millerick and Brown


NOES: 0

ABSTAIN: 0

ABSENT: Directors Freeman and Graves


Gary Graves,
President to the Board of Directors

ATTEST:


Dennis White, General Manager
Secretary to the Board

