SPECIAL COMMISSION MEETING
AGENDA

Thursday, September 21, 2017
9:31 A.M.

Oro Loma Sanitary District
2655 Grant Avenue
San Lorenzo, CA 94580

1. Call to Order
2. Roll Call
3. Public Forum

REGULAR CALENDAR

RESOLUTION 4. Resolution Approving A Medical Waiver Cash-Out Benefit Option For The Operations And Maintenance Manager
(The Commission will consider a resolution approving a medical waiver cash-out benefit in lieu of coverage for Howard Cin.)

5. Adjournment

(Any member of the public may address the Commission at the commencement of the meeting on any matter within the jurisdiction of the Commission. This should not relate to any item on the agenda. It is the policy of the Authority that each person addressing the Commission limit their presentation to three minutes. Any member of the public desiring to provide comments to the Commission on an agenda item should do so at the time the item is considered. It is the policy of the Authority that oral comments be limited to three minutes per individual or ten minutes for an organization. Speaker's cards will be available in the Boardroom and are to be completed prior to speaking.)

(In compliance with the Americans with Disabilities Act of 1990, if you need special assistance to participate in an Authority meeting, or you need a copy of the agenda, or the agenda packet, in an appropriate alternative format, please contact the Administrative Assistant at the EBDA office at (510) 278-5910. Notification of at least 48 hours prior to the meeting or time when services are needed will assist the Authority staff in assuring that reasonable arrangements can be made to provide accessibility to the meeting or service.)

(In compliance with SB 343, related writings of open session items are available for public inspection at East Bay Dischargers Authority, 2651 Grant Avenue, San Lorenzo, CA 94580. For your convenience, agenda items are posted on the East Bay Dischargers Authority website located at http://www.ebda.org.)
ITEM NO. 4 RESOLUTION APPROVING A MEDICAL WAIVER CASH-OUT BENEFIT OPTION FOR THE OPERATIONS AND MAINTENANCE MANAGER

Recommendation
The Committee recommends approval of the resolution for cash-out benefit for Mr. Cin’s health care coverage of 50% of the standard amount that EBDA pays at a family rate.

Background
EBDA’s Operations and Maintenance Manager currently waives employer offered medical coverage. However, he has the option of enrolling for coverage during the upcoming open enrollment period, and his family situation is changing next year. The medical premium cost to EBDA would be approximately $24k per year. He has indicated a preference for pursuing a cash-out benefit of 50% of the family rate. Historically, EBDA has allowed a full cash-out rate for his predecessor.

The Committee is asked to approve a medical waiver cash-out benefit in lieu of coverage for Howard Cin. This staff summary presents the basic comparative information for the Commission’s consideration EBDA surveyed Special Districts and found that agencies throughout the area offer the medical waiver opt-out benefit either in the form of a payroll cash benefit or an in lieu of contribution. The amount of the benefit varies from $300 to $1,350 per month.

The General Manager supports a cash-out benefit equal to one-half the Kaiser family rate for that calendar year. In 2018, the Kaiser family rate will be $2,027.64. If approved, this would result in a taxable cash benefit of $1,013.82 in payroll. This benefit option would save EBDA about $12k per year.
RESOLUTION NO. 17-27

INTRODUCED BY _____________________

RESOLUTION APPROVING A MEDICAL WAIVER CASH-OUT BENEFIT OPTION FOR THE OPERATIONS AND MAINTENANCE MANAGER

WHEREAS, the Authority shall pay 100% of medical insurance premiums for employees and their qualifying dependents up to the Kaiser California Bay Area 3 Party Rate; and

WHEREAS, the Operations and Maintenance Manager has other medical coverage provided by his spouse’s employer, therefore he has waived the Authority’s sponsored medical plan; and

WHEREAS, the Operations and Maintenance Manager is eligible for the Kaiser California Bay Area 3 Party Rate, but is requesting a 50% medical cash-out benefit in lieu of coverage.

THEREFORE BE IT RESOLVED, that the Authority hereby approves a medical waiver cash-out benefit in lieu of the Authority sponsored medical plan for Howard Cin.

Budget Authority: Fund 12

SAN LORENZO, CALIFORNIA, SEPTEMBER 21, 2017, ADOPTED BY THE FOLLOWING VOTE:

AYES: _____________________
NOES: _____________________
ABSENT: _____________________
ABSTAIN: _____________________

______________________________________ ATTEST: ____________________________________
CHAIR   GENERAL MANAGER
EAST BAY DISCHARGERS COMMISSION                              EAST BAY DISCHARGERS AUTHORITY
EX OFFICIO SECRETARY
ITEM NO. 5 ADJOURNMENT