

RESOLUTION NO. 17-2021

A RESOLUTION OF THE BOARD OF DIRECTORS OF THE TAHOE-TRUCKEE SANITATION AGENCY APPROVING EMPLOYEE BENEFIT CHANGES AND RESTATING EMPLOYEE BENEFITS

BE IT RESOLVED by the Board of Directors of the Tahoe-Truckee Sanitation Agency as follows:

1. Recitals. This resolution is adopted with reference to the following background recitals:

a. In 2020, the Board adopted Resolution No. 12-2020 that approved modified Agency employee benefits and a comprehensive write-up of the principal employee insurance and pension related benefits. Earlier this year, the Board adopted Resolution No. 1-2021, which amended the vision benefit part of Resolution No. 12-2020.

b. Earlier this year, the Board adopted Resolution No. 3-2021 that amended employer paid member contributions for Classic retirement members hired on or after April 1, 2021.

c. Earlier this year, the Board adopted Resolution No. 8-2021 that modified the postretirement health benefits, and Resolution No. 16-2021 that clarified the applicability of the modified postretirement health benefits.

d. The California Public Employees' Retirement System (CalPERS) is amending the health benefit plans available to the Agency and its employees, which necessitates a modification to the Agency employee benefits.

e. The Agency has prepared a comprehensive rewrite and update of the Description of TTSA Employee Benefits that incorporates the modifications approved by Resolution Nos. 1-2021, 3-2021, 8-2021 and 16-2021 and the CalPERS health benefit plan changes. The General Manager recommends that the Board adopt the modified Description of TTSA Employee Benefits.

f. The Board desires to maintain a fair and competitive compensation and benefits structure that enables the Agency to retain and attract high-quality employees, while also being prudent fiscal managers of the Agency funds on behalf of the Agency residents and ratepayers. The Board has evaluated the General Manager employee benefit modification recommendations and finds and determines that the recommendations are appropriate and fairly satisfy these dual objectives.

2. Adoption of Employee Benefit Changes. The Board approves the modified employee benefits as set forth in the attached Description of TTSA Employee Benefits dated August 18, 2021 (Exhibit A). If there are any inconsistencies between Exhibit A and the Agency Employee Handbook or any other Agency resolution or policy, Exhibit A shall govern. This resolution and its Exhibit A supersede Resolution Nos. 12-2020, 1-2021, and 16-2021.

3. Implementation by General Manager. The Board authorizes and directs the Agency General Manager to take appropriate action to implement the employee benefit changes approved by this resolution and in a manner consistent with applicable employee benefit plan documents and applicable laws.

4. Future Changes. The employee benefits are subject to change at any time as may be determined by subsequent action of the Board.

5. Effective Date. This resolution shall take effect on January 1, 2022.

PASSED AND ADOPTED by the Board of Directors of the Tahoe-Truckee Sanitation Agency on this 18th day of August 2021, at Truckee, California, by the following vote:

AYES: Directors Smelser, Tresan, Lewis, and President Cox.
NOES: None
ABSTAIN: None
ABSENT: Director Wilkins

By: 

Dale Cox, President
Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

Attest:



Secretary of the Board of Directors
TAHOE-TRUCKEE SANITATION AGENCY

Exhibit A

Description of TTSA Employee Benefits

August 18, 2021

1. Health Care Benefit

- a. Agency shall provide health care benefits for all of its regular and introductory employees and their spouses and dependent children in accordance with the terms of the Public Employees' Medical & Hospital Care Act and CalPERS regulations and the applicable CalPERS health program coverage and plan documents.
- b. The health care benefit plan shall be the PERS Platinum plan and will include "Single", "2-Party", or "Family" plan options. At the employee's choice, he/she may choose from other available benefit plans offered to the Agency by CalPERS (i.e., PERS Platinum, PERS Gold).
- c. Agency shall pay 100% of the health care benefit plan premium.
- d. Regular and introductory employees may decline the PERS Platinum benefit plan and choose PERS Gold as offered by CalPERS health program. If there is a savings in the premium cost associated in the health benefit plan, the Agency shall contribute a sum to the employee's Agency Health Reimbursement Arrangement Plan (HRA) equal to 50% of the premium cost difference for the health benefit plan. The employee must register their health benefit plan in the zip code of their current physical residence to be eligible for the 50% premium cost difference contribution, except for employees residing in Nevada that elect PERS Gold as they may register their health benefit plan in the Agency zip code.
- e. For regular and introductory employees who enroll in the Agency health care benefit plan as the primary member, the Agency shall contribute a monetary contribution equal to the current plan deductible (i.e. \$500/year for "Single" plan and \$1,000/year for "2-Party", or "Family" for PERS Platinum; or \$1,000/year for "Single" plan and \$2,000/year for "2-Party", or "Family" for PERS Gold) to the employee's HRA account.
- f. Regular and introductory employees may decline to participate in ("opt-out" of) the Agency health care benefit; however, coverage can be terminated only during the CalPERS open enrollment period. Before declining to participate in the plan or terminating coverage, the employee must provide satisfactory verification that he/she participates in a health care plan through another provider (i.e., a spouse's plan). If a regular and introductory employee does not participate in the Agency health care benefit, the Agency shall contribute a sum to the employee's HRA account equal to 50% of the premium cost for the "Single" plan in California (Nevada County). The contribution will be provided monthly to the employee's HRA account.
- g. Regular and introductory employees who are declared as a dependent to another regular and introductory employee's health care benefit plan shall be provided an Agency contribution that will be deposited to the employee HRA account, equal to 50% of the premium cost for the "Single" plan in California (Nevada County).

The contribution will be provided monthly, commencing during the CalPERS open enrollment period.

2. Retiree Health Care Benefit

- a. Agency shall provide health care benefits for all of its retired employees (that meet the eligibility requirements set forth by CalPERS) and their spouse and dependent children in accordance with the terms of the Public Employees' Medical & Hospital Care Act and CalPERS regulations and the applicable CalPERS health program coverage and plan documents.
- b. The retiree health care benefit plan options shall be the CalPERS "Single", "2-Party", or "Family".
- c. For employees hired prior to August 1, 2021, the Agency shall pay 100% of the health care benefit plan premium, or the premium that CalPERS requires to be paid, per the plan on file with CalPERS.
- d. For employees hired on or after August 1, 2021, the Agency shall pay the health care benefit premium subject to vesting and shall be the amount necessary to pay the full cost of employee's enrollment, including the enrollment of family members, in health benefits plan up to a maximum of the amounts prescribed by Government Code Section 22893, plus administrative fees and Public Employees' Contingency Reserve Fund assessments. Additionally, the percentage of the Agency's contribution for post-retirement health benefits for each employee shall be based on the employee's completed years of credited service based upon the table in Government Code Section 22893, plus administrative fees and Public Employees' Contingency Reserve Fund assessments.

3. Dental Care Benefit

- a. Agency shall provide dental care benefits for all of its regular and introductory employees and their spouses and dependent children in accordance with the terms of the dental policy and coverage documents.
- b. The dental care benefit plan shall include plan options such as "Employee", "Employee & Spouse", or "Employee & Child(ren)" or "Family".
- c. Agency shall pay 100% of the dental care benefit plan premium.
- d. Regular and introductory employees may decline to participate in ("opt-out" of) the Agency dental care benefit; however, coverage can be terminated only during the Agency open enrollment period, which will coincide with the CalPERS open enrollment period for the health care benefit. Before declining to participate in the plan or terminating coverage, the employee must provide satisfactory verification that he/she participates in a dental care plan through another provider (i.e. a spouse's plan). If a regular and introductory employee does not participate in the Agency dental plan, the Agency shall contribute a sum to the employee's HRA account equal to 50% of the premium cost for the "Employee" plan. The contribution will be provided monthly.
- e. Regular and introductory employees who are declared as a dependent to another regular and introductory employee's dental care benefit shall be provided an

Agency contribution that will be deposited to the employee HRA account, equal to 50% of the premium cost for the "Employee" plan.

4. Vision Benefit

- a. Agency shall provide a vision benefit reimbursement up to \$400 per calendar year (January 1 – December 31) for each of the regular and introductory employees and their spouses and dependent children.
- b. The reimbursement shall be made through the employee's HRA account.

5. State Disability Insurance (SDI) Reimbursement

- a. State Disability Insurance (SDI) is paid by all employees (per pay period) and is based on a percentage of their salary. The Agency shall provide a reimbursement to regular and introductory employees equal to the SDI withholding during each pay period.
- b. The reimbursement shall be deposited into the employee's HRA account.

6. Short Term Disability Insurance

- a. Agency shall provide short term disability benefits for all of its regular and introductory employees in accordance with the terms of the short term disability policy and coverage documents.
- b. Agency shall pay 100% of the short term disability benefit plan premium.

7. Long Term Disability Insurance

- a. Agency shall provide long term disability benefits for all of its regular and introductory employees in accordance with the terms of the long term disability policy and coverage documents.
- b. Agency shall pay 100% of the long term disability benefit plan premium.

8. Health Reimbursement Arrangement (HRA)

- a. Agency shall maintain an HRA account, which will be able to receive contributions from the employer and allow withdrawals from the employee, for all of its regular and introductory employees in accordance with the terms of the HRA plan document.
- b. Agency shall maintain an HRA account, which will be able to allow withdrawals, for all of its separated employees. Once a former employee's HRA funds are depleted, the Agency plan administrator will close the former employee's account.
- c. Agency shall contribute a monetary single lump sum contribution equal to the health plan deductible (i.e. \$500/year for "Single" plan and \$1,000/year for "2-Party", or "Family" for PERS Platinum; or \$1,000/year for "Single" plan and \$2,000/year for "2-Party", or "Family" for PERS Gold) to regular and introductory employees if the employee enrolls in the Agency health care benefit.
- d. The HRA accounts will be administered through a third-party consultant retained by the Agency.

9. Cafeteria Plan

- a. Agency shall provide and administer a pre-tax flexible spending medical and dependent care plan to which regular and introductory employees can provide contributions for medical and dependent care.

10. Employee Assistance Program (EAP)

- a. Agency shall provide and administer an employee assistance program of which regular and introductory employees can utilize.

11. Pension Contribution

- a. The Agency shall participate in the CalPERS retirement program in accordance with the Public Employees' Retirement Law, CalPERS regulations, and the CalPERS/Agency agreement.
- b. The Agency shall pay 100% of the Employer and Employee required pension contribution for "Classic" employees (as defined and determined by CalPERS; see 2 California Code of Regulations § 579.1) hired prior to April 1, 2021.
- c. The Agency shall pay 100% of the Employer required pension contribution for "Classic" employees (as defined and determined by CalPERS) hired on or after April 1, 2021.
- d. The Agency shall pay 100% of the Employer required contribution for post-Jan. 1, 2013 "New Member" employees, as defined and determined by CalPERS.

12. Life Insurance

- a. The Agency shall provide life insurance coverage for all of its regular and introductory employees in the amount of \$200,000 per employee.