

TRUCKEE TAHOE AIRPORT DISTRICT POLICY INSTRUCTION

PI NUMBER 212

Formerly 135.1

Effective: June 1, 2002
Revised: March 27, 2003
April 28, 2011
Approved: August 25, 2011
Revised: March 25, 2015
June 28, 2017
November 29, 2023
September 25, 2024

SUBJECT: MEDICAL INSURANCE BENEFITS FOR DIRECTORS AND EMPLOYEES

PURPOSE: To establish policy for providing medical insurance to directors and employees.

POLICY: This policy shall apply to all regular full-time employees, regular part-time employees (prorated), and all elected or appointed directors during their tenure on the board. These benefits shall cease upon employee separation or, in the case of directors, upon the effective date of resignation or removal from the board, or upon their term ending, subject to the rules of COBRA, if any apply.

EMPLOYEES

1. The District will offer a medical insurance policy, selected by the board, to all regular full-time and part-time employees and their dependents. Coverage will be effective the first of the month after completing one month of employment. Truckee Tahoe Airport District will pay 100% of the monthly premium for regular full-time employees and their dependents and 75% of the monthly premium for regular part-time employees. Employees acknowledge that the required participation in the monthly premium and the policy provided are subject to change upon annual review of the medical policy.
2. If an employee can provide proof of coverage under a spouse's or a Registered Domestic Partner's policy, they may elect not to be covered under the District's medical insurance policy. The District will review the benefits of the alternative policy to ensure they offer sufficient coverage for the employee, as it is in the District's best interest to have all employees adequately insured. If approved, the employee may be reimbursed for out-of-pocket premium costs for their alternative policy, capped by the amount that the District would have paid in premiums (currently 100% of the total for regular full time employees and 75% for regular part-time employees), were the employee and his/her dependents covered under the District sponsored policy.
3. If reimbursements made for premiums are determined to be taxable compensation, the appropriate tax disclosures will be made.

DIRECTORS

1. Directors are not eligible for coverage under the District's group medical insurance policy available to employees. After exhaustive research, and an understanding that it is imperative that Directors have access to health coverage to ensure that each is able to fulfill his or her obligations to the District and its constituents, it was confirmed that the only source of group health coverage for Directors is through the Public Employees' Medical and Hospital Care Act ("PEMHCA") administered by CalPERS.

The District's contribution to offset the cost of a CalPERS health plan in which a Director enrolls shall not exceed 100% of the premium of a CalPERS health plan available to subscribers in the Truckee region up to the single + 1 rate. A portion of this contribution, which shall be paid directly to CalPERS, shall be designated as the District's employer contribution towards health coverage under PEMHCA. The portion shall be equal to the minimum contribution required under Section 22892(b) of the California Government Code and as set forth in the District's resolution on file with CalPERS.

2. Directors shall not be eligible for retiree health benefits.
3. The District does not provide vision or dental coverage to Directors.
4. If the District's participation rate in monthly premiums changes from the current 100%, the new rate will also be applied in determining the maximum amount payable for each Director.
5. Directors acknowledge that there may be differences in the amount of premiums paid on behalf of each Director, but that these differences do not constitute unequal compensation for purposes of attending board meetings and conducting board business.
6. If premiums are determined to be taxable compensation to the Directors, the appropriate tax disclosures will be made at the end of each calendar year.

DocuSigned by:

Rick Stephens

Rick Stephens, Board President