



AGENDA ITEM: _____

MEETING DATE: March 25, 2015
TO: Board of Directors
FROM: Sally Lyon, Director of Finance and Administration
SUBJECT: PI 212 Revision

RECOMMENDATION: Adopt amended Policy Instruction 212, Medical Insurance Benefits for Directors and Employees as revised and approve resolution electing to be subject to the public employees' medical and hospital care act.

DISCUSSION: Currently, the reimbursement for medical insurance for the Directors requires multiple processes for the District to cover these costs, through reimbursement or direct payment to insurance providers. The Directors are reimbursed for the costs on their insurance, or their insurance providers are paid directly. In the past, we have had brokers review the plans and compare the benefits. This service is no longer available and at best is subjective. In order to assure compliance with California government code, the District is proposing changes to PI 212 to provide process efficiency and assure compliance.

Through CalPERS, the District can offer medical insurance to the Directors with nearly identical benefits as the plan offered the employees of the District at comparable costs. There would be two options available to the Directors: enroll in comparable medical insurance thru Calpers and the District will contribute the same percentage of premiums the District currently pays for full time employees, or obtain their own health insurance coverage and be reimbursed in an amount not to exceed the amount of the premiums the District pays for full time employees.

FISCAL IMPACT: There would be minimal fiscal impact, and would provide process efficiency.

ATTACHMENTS: PI 212 Medical Insurance Benefits for Directors and Employees as approved 8/25/11.

PI 212 Medical Insurance Benefits for Directors and Employees, revised

CalPERS 2015 Health Premiums

2015 Health Benefit Summary-CalPERS

Resolution Electing to be Subject to the Public Employees' Medical and Hospital Care Act (available Monday)

Memo from District Counsel, Brent Collinson (available Monday)