

CONTRA COSTA MOSQUITO AND VECTOR CONTROL DISTRICT
BOARD MEETING
MINUTES NO. 21-7

A meeting of the Board of Trustees of the Contra Costa Mosquito and Vector Control District was held on Monday, September 13, 2021, via teleconference pursuant to Governor's Executive Orders N-25-20, N-29-20, and N-33-20 and the Contra Costa County Public Health Officer Order No. HO-COVID19-03, and guidance from the CDC to minimize the spread of the coronavirus.

TRUSTEES PRESENT	Peggie Howell, President Peter Pay, Vice President Daniel Pellegrini, Secretary Richard Ainsley Perry Carlston Warren Clayton Chris Cowen Randall Diamond Jon Elam Jim Fitzsimmons Jennifer Hogan Michael Krieg Kevin Marker Thomas Minter Shiva Mishek James Murray James Pinckney Darryl Young
TRUSTEES ABSENT	Duylinh Nguyen
VACANCIES	Antioch, Moraga, San Pablo
OTHERS PRESENT	Paula Macedo, General Manager Maria Bagley, Administrative Services Manager Steve Schutz, Scientific Program Manager David Wexler, Program Supervisor Terry Davis, Program Supervisor Jeremy Shannon, Program Supervisor Nola Woods, Public Affairs Director Areej Al Bahrani, Administrative Analyst I Douglas Coty, Bold Polisner Maddow Nelson & Judson, Legal Counsel Michael Jarvis, Liebert Cassidy Whitmore Jonathan Nunez-Babb, SEIU Local 1021 Gareth Fisher, Vaqueros Livestock

CALL TO ORDER

President Howell called the meeting to order at 7:00 p.m.

Roll Call: A roll call indicated that 18 Trustees were present, one was absent, and there are three vacancies.

Pledge of Allegiance

1. **APPROVAL OF THE AGENDA AS POSTED**

There were no changes to the agenda and the agenda was adopted by rule.

2. **PUBLIC INPUT ON NON-AGENDA ITEMS** – None

3. **CONSENT CALENDAR**

Mr. Gareth Fisher, from Vaqueros Livestock, submitted a letter via email to General Manager Macedo and asked to speak for item 3 A. Mr. Fisher read part of his letter to the Board and the letter is added to these minutes on *pages 9-11*.

A. **MINUTES** – Approval of Minutes of the July 12, 2021 and August 09, 2021 Board of Trustees Meeting – Trustee Murray asked for an amendment to item 9 C of the July 12, 2021 minutes, to reflect the Board’s request for staff to report on scope and funding.

B. Check Expenditures for payroll & accounts payable for June and July 2021
Approval of expenditures of June 1, 2021 through July 31, 2021 including:
Payroll June 15th checks No. 029242 through 029243
Accounts payable June 15th checks No. 029244 through No. 029259
Payroll June 30th checks No. 029260 through No. 029263 & 029288
Accounts payable June 30th checks No. 029264 through No. 029287
Accounts payable July 16th checks No. 029289 through No. 029298
Accounts payable July 30th checks No. 029299 through No. 029315
Payroll July 30th checks No. 029316 through No. 029322

Accounts payable Total: **\$230,031.53**

Payroll Total: **\$1,197.90**

C. **Direct Deposit Expenditures for payroll & accounts payable**
Approval of payroll expenditures of June 1, 2021 through July 31, 2021, including:

Payroll June 15th No. D17523 through No. D17553
Payroll June 30th No. D17554 through No. D17594
Payroll July 15th No. D17595 through No. D17627
Payroll July 30th No. D17628 through No. D17668
Accounts payable June 15th No. E02552 through No. E02559
Accounts payable June 30th No. E02560 through No. E02568

Accounts payable July 16th No. E02569 through No. E02576
Accounts payable July 30th No. E02577 through No. E02583
Accounts payable August 3rd No. E02584

Accounts payable Total: \$557,695.16

Payroll Total: \$355,631.07

D. Investment Activity for June 2021 and July 2021

E. Financial Report

** Motion was made by Trustee Pellegrini and seconded by Trustee Clayton to approve the consent calendar with the requested amendment to the minutes. *Motion passed unanimously.*

4. BOARD AND STAFF REPORTS

- A. BOARD – President Howell provided a brief summary of the sessions she attended at the CSDA conference in Monterey from August 30 to September 2, 2021, and she asked General Manager Macedo to send the summary to all the trustees. Trustee Clayton asked to discuss further some of the topics summarized by President Howell, such as new trustee orientation and the suggested use of Rosenberg’s Rules of Order instead of Robert’s. President Howell stated that these items should be placed in future agendas for further discussion. President Howell called the Trustees attention to the current issue of the CSDA magazine that they had received, and encouraged all trustees to read the article about the Brown Act.
- B. GENERAL MANAGER – General Manager Macedo notified the Board that the current NPDS permit had expired, but that the State Water Resources Control Board is behind schedule in issuing new permits, but they have confirmed that we can continue to operate under the old permit. General Manager Macedo also spoke about the CSDA conference, which she attended from August 30 to September 2, 2021 with President Howell, stating that it was very productive and that there were a variety of topics covered. In addition, General Manager Macedo reminded the trustees that she had sent out an email about the free MVCAC trustee virtual training on September 23, 2021, and recommended that all that can attend do so. Lastly, General Manager Macedo gave an update on the operations software and how some minor issues are still being worked out.
- C. STAFF – Written staff reports were not included with the packet and staff was present to present their information and answer any questions. Administrative Services Manager Bagley spoke about the beneficiary form that the trustees received in the mail. In addition, she spoke about the Audit report that will be ready for the Audit committee meeting in October. She also mentioned that staff has completed the process enabling benefits enrolment to be completely digital this year.

Scientific Programs Manager Schutz presented the surveillance update, stating there have been seven West Nile virus-positive mosquito sample in county so far this year, one human case, and one positive dead bird.

Public Affairs Director Woods stated that the Public Affairs department has not conducted any live or in-person events this year due to the pandemic, and that the first one will be in Oakley in the end of September. She spoke about the activities of the Public Affairs department for the month of August, including the current advertisement campaign and staff efforts regarding maintaining a Nextdoor account. In addition, she reminded trustees that the annual picture of trustee usually occurred during the September meeting every year, but was cancelled again this year due to the meetings occurring virtually.

Program Supervisor Wexler stated that service requests for yellowjackets has been much higher than the previous year, with a 42% increase over 2020. He talked about the operations software MapVision and gave an update on the two abatements approved by the Board at the previous meeting. Communication has been satisfactory with the owner of the first property, on Byron Highway, and improvements have been made on the land, such as filling in low spots, creating trenches to drain excess water and reducing the amount of water used in irrigation. For the second property, Western Farms, there has been improved communication and Gareth Fisher has met with the technician for the area, who went over areas of concerns and improvements needed with him. This is a very large property and although we have seen improvements, there are still many issues to be worked on and mosquito production continues to be an issue.

Program Supervisor Shannon added that time spent conducting treatments in that property has decreased in the past week but there is still work to be done. Trustee Elam suggested a story about the collaboration between the District and landowners to resolve these issues.

- D. LEGAL – Legal Counsel Coty reminded the Board that the Governor’s executive order allowing the District to meet virtually will be expiring on September 30, 2021. He added that there are two bills, AB 339 and 361 waiting for the Governor’s signature, which may continue to allow the Board to meet virtually under certain circumstances. He briefly spoke about Robert’s and Rosenberg’s Rules of Order and stated that can provide more information to the General Manager to be disseminated to the Board for further discussion. Trustee Pinckney stated that he would like an overview in writing of that.

5. ACTION ITEMS

- A.* Board consideration and approval of Trustee travel - This year the CSDA Leadership Academy is in South Lake Tahoe, from September 26 through September 29, 2021, and will cover the modules of Governance Foundations, Setting Direction/Community Leadership, Board’s Role in Human Resources, and

Board's Role in Finance and Fiscal Accountability. President Howell asked if there were any trustees interested in attending the CSDA Leadership Academy. Hearing none, there was no action on this item.

B.* Board consideration and approval of revised District Trustee Committee Members for 2021 – the committee composition has been previously approved by the Board. Trustee Odunlami has recently resigned and Trustee Elam has recently joined the Board and has asked to join the Audit and Advance Planning committees.

** Motion was made by Trustee Pellegrini and seconded by Trustee Clayton to approve the revised Trustee Committee members for 2021. *Motion passed unanimously.*

C.* Board consideration and approval of change of 457 Plan and payment of administrative fees associated with the plan – Administrative Services Manager Bagley explained that the current plan administrator has decided to stop servicing the plan and notified the District in June 2021. They have been working with the District to re-design the District's 457 plan and the move into a plan with a better administration setup and lower fees. She presented information on the different options researched by the District and stated that the District is selecting Empower. Staff asked for consideration of payment of plan administration fees by the District. Discussion followed. Trustee Pellegrini asked if there was a conflict of interest if a trustee had a personal account with the selected vendor. Legal counsel stated that there would not be a conflict. Trustee Murray asked about the duration of the agreement, Administrative Services Manager Bagley stated it is currently 5 years. Trustee Clayton commented on a personal research done by him on reviews of Empower for personal reasons and stated he did not like the reviews. Trustee Carlston asked about other providers used in the search. Trustee Murray asked which provider would provide the best service in terms of administration of the plan, taking away those responsibilities from District staff. Administrative Services Manager Bagley responded they all offered the same type of plan administration. President Howell asked legal counsel for clarification regarding approval of contracts. Legal counsel Coty stated that the Board grants authorization for the General Manager to enter and sign the contract. Trustee Fitzsimmons asked if the change has been reviewed by the Budget and Personnel committees. Trustee Pinckney suggested that staff looks at the review mentioned by Trustee Clayton before making a decision. General Manager Macedo clarified that the District is notifying the Board of the change and seeking Board approval for payment of the administrative fees, not for the selection of the plan administrator. More discussion ensued.

** Motion was made by Trustee Pellegrini and seconded by Trustee Cowen to approve Payment of administrative fees for the District's 457 plan. *Motion passed 15-3 (Ayes: Ainsley, Carlston, Cowen, Diamond, Elam, Hogan, Howell, Krieg, Marker, Minter, Mishek, Murray, Pay, Pellegrini, and Young; Noes: Clayton, Fitzsimmons and Pinckney).*

D.* Board consideration and approval of Resolution 21-5 – Board Resolution of the Contra Costa Mosquito and Vector Control District Mandating Full Immunization Against COVID-19 – Resolution was included in the packet on pages 54-56. Trustee Murray asked if trustees would be included in this policy and resolution. General Manager Macedo explained that the way the policy was written it also included trustees.

** Motion was made by Trustee Elam and seconded by Trustee Carlston to approve the action items. *Motion passed unanimously.*

Trustee Howell asked if there was any public comment before going into closed session. General Manager Macedo stated that there was one comment submitted by email by Mr. Jonathan Nunez-Babb, from SEIU Local 2021. General Manager Macedo noted that Mr. Nunez-Babb was present at the meeting and asked if he would prefer to read the letter himself. He answered that she could read it. General Manager Macedo read the letter to the Board and the letter was added to these minutes - *pages 12-13.*

CLOSED SESSION – 8:31 pm

6. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6(a) TO REVIEW THE DISTRICT'S POSITION ON SALARY AND BENEFITS FOR REPRESENTED EMPLOYEES

Agency Negotiators: Paula Macedo, General Manager, Michael Jarvis, LCW, and Randall Diamond, Chair of the Personnel Committee

Titles: All represented employees (SEIU Local 1021)

7. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiators: Paula Macedo, General Manager, and Randall Diamond, Chair of the Personnel Committee

Employee Group: Unrepresented employees

8. PUBLIC EMPLOYEE PERFORMANCE EVALUATION PURSUANT TO CALIFORNIA GOVERNMENT CODE SECTION 54957

Title: General Manager

9. CONFERENCE WITH LABOR NEGOTIATORS PURSUANT TO CALIFORNIA GOVERNMENT CODE 54957.6

Agency Negotiator: Peggie Howell, Board President
Unrepresented Employee Group: General Manager

RETURN TO OPEN SESSION – 9:53 pm

Trustee Elam left the meeting at 9:31 pm, Trustee Cowen left the meeting at 9:52 pm, Trustee Clayton left the meeting at 9:53 pm.

REPORT FROM CLOSED SESSION – No reportable action on items 6 and 7.

10.* BOARD CONSIDERATION OF APPROVAL OF AMENDMENT OF CONTRACT WITH GENERAL MANAGER, DR. PAULA MACEDO

Title: General Manager

** Motion was made by Trustee Diamond and seconded by Trustee Carlston to amend the contract with Dr Macedo to include a salary increase of 6%, retroactive to July 1, 2021. *Motion passed unanimously.*

11. BOARD COMMITTEE REPORTS

A. Personnel Committee Report – The Personnel Committee met on August 19, 2021 and reviewed the District’s position on salary and benefits for unrepresented employees, under closed session. Committee Chair Diamond asked General Manager Macedo to explain the 5 recommendations, and they are stated below:

1. Salary adjustments for unrepresented employees for FY 2021-2022, retroactive to July 1, 2021, with one exception (General Manager) – the committee reviewed the salary survey conducted by staff and recommended adjustments for each unrepresented classification, with the exception of the General Manager - *page 14.*

2. Salary adjustments for unrepresented employees for FY 2022-2023 and FY 2023-2024, with one exception (General Manager) – the committee recommended to review salary surveys for unrepresented classifications every 3 years and that unrepresented classifications, with the exception of the General Manager, receive a salary increase equal to the previous year CPI for Urban Wage Earners and Clerical Workers (CPI-W) but no less than 1%, on July 1, 2022 (FY 2022-2023) and July 1, 2023 (FY 2023-2024).

3. Addition of employer-matched contributions of up to one percent (1.0%) of unrepresented employees’ salaries towards their accounts on the District-sponsored 457 Plan, per year, effective January 1, 2022 – the District currently offers a 457 Plan, the committee recommended approval of District contributions of up to 1% of the unrepresented employee’s salary as a matching contribution towards their 457 account per year, starting on January 1, 2022.

4. Change the employer health benefit contribution to up to 83% of the applicable CalPERS Region 1 Kaiser premium, less the CalPERS minimum contribution for unrepresented employees – District’s contribution was previously 85%,

committee recommended 83% – proposed changes to the Employee Handbook can be found on *pages 15-16*.

5. Language clarification on the Employee Handbook regarding retiree medical – employer contribution – the committee recommended clarifying the language in the Employee Handbook referring to employer contributions towards retiree medical as shown on *pages 15-16*.

* Consider Personnel Committee recommendations regarding salary adjustments, addition of benefits, and change of benefits for unrepresented employees as described above.

** Motion was made by Trustee Pellegrini and seconded by Trustee Carlston to approve the 5 recommendations as presented, including salary adjustments for unrepresented employees for FYs 2021-2022, 2022-2023, and 2023-2024, the addition of up to 1% matching contributions to District’s 457 plan for unrepresented employees, modification of employer-employee contributions to medical premiums for unrepresented employees, and language clarification on retiree medical. *Motion passed unanimously.*

12. ADJOURNMENT – 10:04 p.m.

I certify the above minutes were approved as read or corrected at the meeting of the Board held on November 8, 2021.

Ayes: 16
Noes: 0
Abstain: 0
Absent: 2



Daniel Pellegrini
2021 Secretary, Board of Trustees



Paula Macedo <pmacedo@contracostamosquito.com>

Public Comment

Gareth S. Fisher <gareth.s.fisher@gmail.com>

Mon, Sep 13, 2021 at 5:44 PM


To: pmacedo@contracostamosquito.com

Dr. Macedo,

Please see attached letter for submission to this evening's public comment period, specifically regarding item 3A. I look forward to the meeting and working with you in the future.

Thank you,

Gareth Fisher
Vaqueros Livestock
(775) 657-1815

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3528K

Vaqueros Livestock, LLC
1145 2nd St., #112
Brentwood, CA 94513
(925) 240-3643
gareth.s.fisher@gmail.com

Contra Costa Mosquito and Vector Control District
155 Mason Circle
Concord, CA 94520

To the District Staff and Board:

I am writing for Vaqueros Livestock, one of the tenants on the land owned by Farmland Reserve, which was cited during the Special Meeting on August 9 for excessive mosquito production. This letter will provide some background for our operations in Byron and the surrounding areas, our history with the District, and some more detailed view on our plans for the future. I regret that we were not able to attend the meeting on August 9 and provide testimony at that time but hope that you will consider the context of our operations.

Vaqueros Livestock manages a diverse landscape of rangeland and irrigated pasture on private and public land in East Contra Costa County. With cattle and sheep as our primary tools, we work with landowners to meet a broad range of objectives, including endangered species habitat, fire fuels reduction, infrastructure development, and public outreach. Through a combination of private funds and public grants, we have made extensive improvements to every property we have leased.

The opportunity to work with Farmland Reserve was a natural fit for our business. We started managing the property in June 2020 when the gentleman who had leased the property for the last 30 years decided to retire and needed help for his last season, as he had recently lost two key staff members and was without help to operate the property. We responded quickly with people and equipment to keep the land in production for the remainder of the season – and almost immediately began with improvements, removing defunct fence lines, cleaning and re-building ditches, re-setting pipes, grading roads, and learning how water flowed across each of the 15 pastures. We quickly recognized that extensive improvements would be needed to improve production. We also share a large part of the irrigation system with a neighboring tenant, and we learned that there would be considerable coordination required to irrigate our fields properly. This was an opportunity for restoration that we relished: taking land with the beautiful raw materials of good soil and abundant water and helping to shepherd it into its greatest productive potential. It was a logical complement to our rangeland leases west of Vasco Rd. and would allow us to keep cattle and sheep grazing locally year-round, greatly reducing transportation, and allowing our team to be directly hands-on with livestock and land management.

During this first irrigation season, we met with Vector Control staff on many occasions and actively solicited feedback for how we could meet your goals – and have continued to do so during Summer 2021. For short-term fixes, we have some ability to control how much water flows over the fields and for how long. However, we are limited by the variable topography of the ground and the aging infrastructure: more than half of the property is irrigated by open ditches that are accessible to cattle. The cattle have trampled these ditches over time and made it nearly impossible to control water incrementally over a given field; instead, the entire field needs to be flooded at one time to get adequate coverage. The borders (mounds of dirt that run the length of a field) that divide the fields into checks (sections of about 50 ft each) had eroded and virtually disappeared in most of the fields. In addition, the primary tailwater ditch that runs the length of the property from south to north slopes the wrong direction towards the south end of the property, causing water to back up and pool in the fields when it is full.

Knowing that permanent improvements would be incremental, we had the entire property surveyed with GPS to establish a baseline for leveling and had numerous field tours with Farmland Reserve and engineers and planners from the NRCS to shape our strategy going forward. Those tours began in the fall of 2020 and have continued up through this summer. During Fall 2020 we re-leveled about 50 acres of pasture to prove the concept and make sure that it would produce results on a larger scale. This fall and winter we have plans to level another 100-150 acres that we have identified as having the poorest irrigation.

For some context, leveling is the most expensive part of groundwork in farming: on average, it is \$370/acre to level land on this property. This does not include roughly \$300/acre in added costs to disc, plant, shape borders, and cut new head and tail ditches for the pasture before it is planted.

We have met with District employees many times over the last 14 months to understand how our work affects mosquito populations. We have attempted to be responsive with our daily management given the constraints of the physical infrastructure and the length of time and funds needed to implement large-scale changes. Unfortunately, our slow responses to the District when provided with recommendations and requests were interpreted to mean that we were not interested in making improvements to the land. Quite to the contrary, over the last 14 months we were deeply engaged in making plans for the property that would achieve our goal of making a sustainable, well-managed operation that residents of Contra Costa County would be proud to see. We expect that mosquito habitat would be greatly reduced as an added benefit of that work.

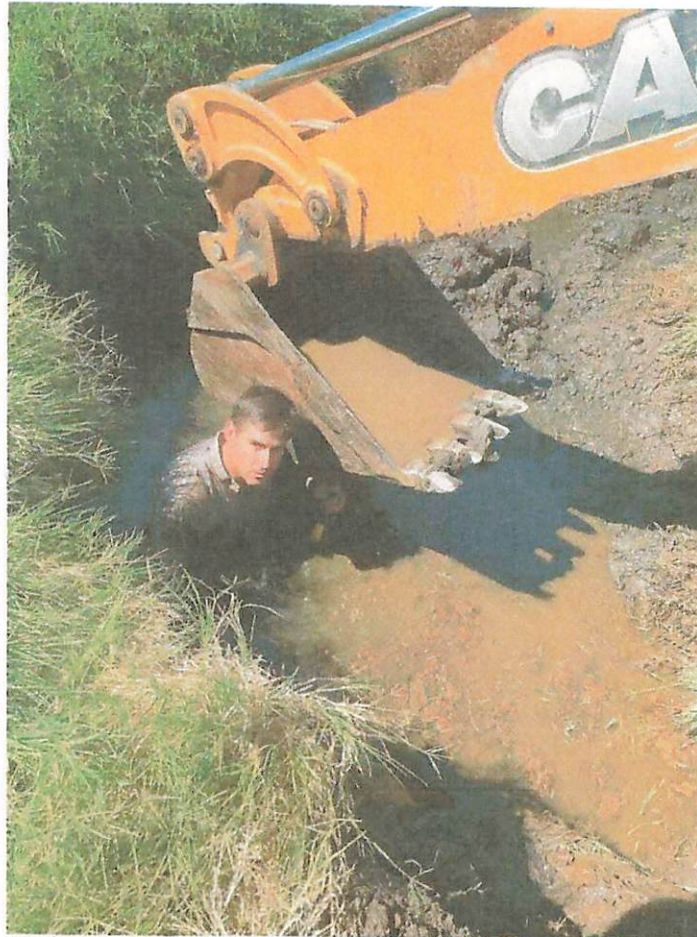
Any additional financial burden on our operation – including abatement costs – will greatly slow our progress on making improvements that will be long-lasting and – as a benefit to the District – require far less chemical application and time from your staff. We respectfully request that the District re-consider the abatement resolution and allow us to communicate our ongoing capital investment and improvements in our daily management. Eliminating mosquito habitat is a long-term, multi-year process. But as our hope would be for any matter of public health or other broad-scale issue, we are much more pre-disposed to addressing root causes than to continually treat symptoms.

We would like to give the staff and Board a full opportunity to ask questions and learn more about us. We collaborate extensively with numerous other public agencies and recognize that public trust is at the core of your mission, and your expertise will be helpful in minimizing mosquito populations. We look forward to a good working relationship with the District long into the future.

Thank you,



Gareth Fisher
Owner



Working to improve drainage in Byron – September 10, 2021. The facial expression was fleeting and does not match the joy and enthusiasm with which we are approaching the project.



Paula Macedo <pmacedo@contracostamosquito.com>

Public Comment

Jonathan Nunez-Babb <jonathan.nunez-babb@seiu1021.org>

Mon, Sep 13, 2021 at 6:02 PM

To: "Paula Macedo (pmacedo@contracostamosquito.com)" <pmacedo@contracostamosquito.com>

Please see the attached public comment on behalf of the SEIU Bargaining Unit.

Jonathan Nuñez-Babb

East Bay Field Supervisor

SEIU Local 1021

Office: (510) 350-4228

Cell: (510) 325-5206

Pronouns: he, him, his

 [Contra_Costa_Mosquito_and_Vector_Control_District_Board_of_Trustees_Public_Comment9.13.21.pdf](#)
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Dear Contra Costa Mosquito and Vector Control District Board of Trustees:

Two months ago, we wrote to share our thoughts on bargaining and express our passion for and commitment to the work we do for the District. We write now to urge you to grant authority to your Chief Negotiator to accept our package proposal, submitted on September 9th of this year, so that we can bring bargaining to a mutually satisfactory close and devote all our attention to serving our community and keeping it safe.

Our package proposal meets the needs of our members, our community, and the District. It allows the District to create a two-tiered retirement system with an eye toward fiscal sustainability, and increases wages to allow the District to recruit new workers more easily, so that our vital work does not go undone. This package will, with the authority you grant your Chief Negotiator, allow us to reach an agreement and continue the work of building a strong, healthy District together.

Bargaining a new contract has been a productive and mutually beneficial process, but it is time to bring the process to a close. Your Chief Negotiator needs your authority to do so.

Respectfully,

**Lawrence Brown
Heidi Budge
Josefa Cabada
Felipe Carillo
Joe Cleope
Jason Descans
Chris Doll
Steve Fisher
Brandon French**

**Tim Mann
Miaja McCauley
David Obrochta
Shawn Redman
Jeremy Tamargo
Patrick Vicencio
Danielle Wisniewski
Olivia Zaragoza**

The SEIU Local 1021 Chapter of the Contra Mosquito and Vector Control District

Proposed Salary Adjustments - unrepresented employees, FY 2021-2022

Classification	Current (step 7)	Proposed (step 7)	aprox % adj
Administrative Services Manager	\$131,760	\$142,452	8.1%
Operations Manager	\$127,944	\$142,452	11.3%
Scientific Programs Manager	\$135,672	\$142,452	5.0%
Human Resources and Risk Manager	\$127,944	\$133,704	4.5%
Program Supervisor	\$118,032	\$125,112	6.0%
Public Affairs Director	\$118,032	\$123,396	4.5%
IT Systems Administrator	\$116,736	\$119,676	2.5%
Vector Ecologist II	\$116,736	\$119,676	2.5%
Vector Ecologist I	\$109,536	\$111,180	1.5%
Biologist	\$116,736	\$118,488	1.5%
Public Information and Technology Officer	\$112,284	\$114,822	2.3%
Vector Control Planner	\$102,972	\$104,520	1.5%
Laboratory Technician	\$102,972	\$104,520	1.5%
Administrative Analyst II	\$86,004	\$90,732	5.5%
Administrative Analyst I	\$61,128	\$64,488	5.5%

Items 4 and 5 Package Proposal, unrepresented employees

Recommendation from Personnel Committee - the committee recommends to change the employer contribution for medical premiums to 83% (split with the employees 83/17), substantial language cleanup, and to clarify language on retiree medical.

Excerpt from Employee Handbook (pages 68-69) with tracked changes:

Health Benefits

Medical

Contra Costa Mosquito and Vector Control District contracts with the California Public Employees Retirement System (CalPERS) Health Benefits Program to provide medical insurance for all regular full-time employees and retirees. Eligibility of retirees to participate in this program shall be in accordance with the regulations promulgated by CalPERS. The District shall pay the CalPERS required minimum premium cost per month to CalPERS on behalf of each active employee and retiree.

In addition to the CalPERS required minimum premium ~~contribution cost per month~~, the District shall ~~contribute up to establish a benefits account for each active regular full-time employee eligible for medical coverage who has enrolled in one of the PERS medical insurance plans offered by the District. All such employees shall receive monthly contributions from the District into their benefits account. Payment shall be sufficient to cover eight-three five percent (8583%) of the premium of the CalPERS Region 1 Kaiser premium HMO—Northern California plan available to District employees,~~ less the CalPERS required minimum ~~contribution premium cost per month~~. Employees shall pay the remaining ~~fifteen-seventeen percent (1517%)~~ of the premium cost. For employees without dependents, the amount shall be the single premium ~~Region 1 Kaiser HMO~~ rate; for employees with one dependent, the amount shall be the two-party ~~Region 1 Kaiser HMO~~ rate; and for employees with more than one dependent, the amount shall be the family ~~Region 1 Kaiser HMO~~ rate. If an employee chooses another plan, the District contribution shall be no more than eight-five-three ~~(8583%)~~ of the CalPERS ~~Region 1 Kaiser HMO—Northern California~~ plan premium, less the CalPERS required minimum ~~premium cost per month contribution~~, at the appropriate single, two-party or family rate, and the excess premium cost shall be paid by the employee.

For retirees who were hired before July 1, 2007, in addition to the contributions listed above, the District shall establish a benefits account for each retiree. All such employees shall receive monthly contributions from the District into their benefits account. Payment shall be sufficient to cover the premium of the ~~CalPERS Region 1 Kaiser HMO~~ plan, less the CalPERS required minimum ~~contribution premium cost per month~~. The District's total contribution is provided towards the cost of providing medical insurance for the retiree only. Dependents of the retiree may be covered at the retiree's own expense and in accordance with applicable CalPERS regulations. To be eligible for the benefits of this Section, the retiree must enroll or be enrolled in a CalPERS medical plan ~~offered by the District~~ at the time of separation and thereafter.

~~For e~~ligible employees who retire and were hired on or after July 1, 2007, ~~and before~~

January 1, 2022, shall receive the District will make contributions listed in the prior paragraph according to the following percentage of the retiree only CalPERS Region 1 Kaiser premium less the minimum contribution-contribution schedule:

<u>Years of District Service</u>	<u>Contribution Rate % of Premium</u>
10	50%
11	55%
12	60%
13	65%
14	70%
15	75%
16	80%
17	85%
18	90%
19	95%
20	100%

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Eligible employees hired on or after January 1, 2022 shall receive the following percentage of the employer's contribution rate less the CalPERS minimum contribution:

<u>Years of District Service</u>	<u>% of Employer Contribution</u>
<u>10</u>	<u>50%</u>
<u>11</u>	<u>55%</u>
<u>12</u>	<u>60%</u>
<u>13</u>	<u>65%</u>
<u>14</u>	<u>70%</u>
<u>15</u>	<u>75%</u>
<u>16</u>	<u>80%</u>
<u>17</u>	<u>85%</u>
<u>18</u>	<u>90%</u>
<u>19</u>	<u>95%</u>
<u>20</u>	<u>100%</u>

In lieu of coverage under a health plan provided by the District, an employee who provides proof of coverage through another group medical plan that is comparable or of equal coverage, will receive a monthly payment, equal to eight-~~five-three~~ percent (835%) of the premium of the employee only CalPERS Region 1 Kaiser HMO Northern California plan, in lieu of coverage. Such payment may be made either in cash, or into the employee's deferred compensation plan, at the employee's option. The employee must complete a form provided by the District and provide verification of coverage as specified on that form each year. Re-enrollment in a plan provided by the District will be subject to the requirements of the health plan provider.