

## LAKE SHASTINA COMMUNITY SERVICES DISTRICT

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### RESOLUTION # 2-00

#### A RESOLUTION OF THE BOARD OF DIRECTORS OF THE LAKE SHASTINA COMMUNITY SERVICES DISTRICT REGARDING CASH PAYMENT VS. COVERAGE OF MAJOR MEDICAL BENEFITS PROVIDED UNDER UNDER SECTION VII OF THE DISTRICT PERSONNEL POLICY

**WHEREAS**, Lake Shastina Community Services District is the primary employer at Lake Shastina for Services Rendered; and

**WHEREAS**, staff has increased to a size that a pool of employees will exist for coverage if a few employees were to elect to take the option of a partial cash payment in lieu of medical benefits; and

**WHEREAS**, the financial cost of medical coverage has increased to an amount in which a substantial saving may be recognized by the District if the District were to offer an option of cash in lieu of Major Medical and Dental coverage; and

**WHEREAS**, a substantial financial gain may be recognized by the employee versus the benefit gained due to the 10% saving identified as employee contribution in conjunction with the cash in lieu of coverage.

#### **NOW, THEREFORE, IT IS RESOLVED AS FOLLOWS:**

1. The District shall pay employee one-third of the Districts cost of the monthly medical premium in lieu of paying 90% of the employees' monthly premium to the provider.
2. The District shall calculate this one-third dollar amount monthly and determine the dollar amount employee is to be compensated over and above employees' rate of pay per pay period.
3. The District shall add this amount over and above employee present pay and the in lieu of compensation pay shall not be included in rate of pay per hour when addressing any type of raises (merit, COLA, other).
4. The District shall not look at this in lieu of payment, as a part of the employee rate of pay as found in the wage scales.
5. The District shall treat this as compensation and deduct all required payroll deductions.
6. The District shall allow each employee to change his or her status one time within 90 days after the passing of this Resolution, and on January 1<sup>st</sup> of every even numbered year.

7. The District shall waive the every other year time frame under (6.) above if spouse loses coverage. Proof of loss shall be required to the satisfaction of the General Manager.
8. This Resolution does not supercede or alter any requirements or terms of the provider.
9. The Resolution shall supercede Section VII of the 1990 Personnel Policy and Section VII of the policy shall be rewritten to comply with this Resolution 2-00.

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**I HEREBY CERTIFY, THE FORGOING RESOLUTION** is a full, true and correct copy of Resolution # 2-00 duly passed and adopted by the Board of Directors of the Lake Shastina Community Services District, Siskiyou County, California, at a regular meeting thereof duly held on the 21st day of June, 2000, by the following vote:

AYES AND IN FAVOR THEREOF: Directors Ron Allen, Allen Brezinsky, Jack Dean, Myron Everhart and Bill Kalagorgevich.


NAYS: NONE

ABSENT: NONE

ABSTAIN: NONE

  
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Myron Everhart, President

ATTEST:

  
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L. James Lea, District Secretary

**ITEM 10. NEW BUSINESS**

A. Approval of Cost of Living Adjustment

**MOTION: To pass the cost of living adjustment. In the Memorandum of Understanding (MOU) the Police Department was asking for a 4.2% increase by July 1, 2000.**

**BY: Dir. Kalagorgevich**

**SECOND: Dir. Allen**

**VOTE: Ayes – Dirs. Allen, Brezinsky, Dean, Everhart, and Kalagorgevich**

**Noes – None**

B. Resolution 2-00 – Cash in Lieu of Coverage

**MOTION: To approve Resolution 2-00; Partial compensation vs. medical benefits.**

**BY: Dir. Kalagorgevich**

**SECOND: Dir. Dean**

**VOTE: Ayes – Dirs. Allen, Brezinsky, Dean, Everhart, and Kalagorgevich**

**Noes – None**

C. Budget Review 99/00

1. To be addressed in Special Meeting of 6/27/00

D. Budget Review 00/01

1. To be addressed in Special Meeting of 6/27/00

E. Announcement of Director Position Opening on CSD Board

F. Board Approval of Liability Insurance - SDRMA

**MOTION: To approve SDRMA Liability Insurance Carrier for 00/01.**

**BY: Dir. Brezinsky**

**SECOND: Dir. Dean**

**VOTE: Ayes – Dirs. Allen, Brezinsky, Dean, Everhart, and Kalagorgevich**

**Noes – None**

G. Racial Complaint & Legal Cost; Update

**Item 11. PUBLIC COMMENT**

Members of the community commenting were John Wandell.

**Item 12. NEXT REGULAR MEETING: July 19, 2000 at 2:30 PM at the Administration Building.** The meeting was adjourned at 4:15 p.m. and the Board met for Closed Session.

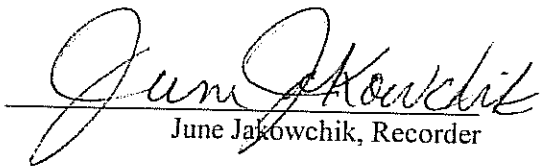
**Item 13. CLOSED SESSION: There was nothing to report out of Closed Session.**

A. Negotiations

**Item 14. ADJOURNMENT:**

The Board returned from Closed Session at 4:45 p.m. and adjourned the Regular Meeting at 4:46 p.m. There was nothing to report out of Closed Session.

7/19/00  
Date Approved

  
June Jakowchik, Recorder