



Midpeninsula Regional
Open Space District

R-22-109
Meeting 22-23
September 28, 2022

AGENDA ITEM 6

AGENDA ITEM

Approval of an Adjustment to the Employer Contribution for Medical Insurance for Employees Represented by the Field Employees Association and the Unrepresented Office, Supervisory, and Management Employees

GENERAL MANAGER'S RECOMMENDATIONS

Adopt a resolution approving an adjustment to the employer contribution for medical insurance for employees represented by the Field Employees Association and the unrepresented Office, Supervisory, and Management employees that equals the 2022 Kaiser monthly premiums to become effective the first full pay period after Board adoption.

SUMMARY

On August 25, 2021, the Board approved a Memorandum of Understanding (MOU) between the Midpeninsula Regional Open Space District and Midpeninsula Regional Open Space District Field Employees Association (FEA) that includes adjustments to the salaries, benefits and terms and conditions of employment for fiscal years 2022-2024, many of which were also applied to the non-represented Office, Supervisory and Management (OSM) District employees.

The Midpeninsula Rangers Peace Officers Association (MRPOA), the labor relations bargaining unit representing Rangers, Lead Rangers, and Supervising Rangers, was recognized by the Board of Directors (Board) in June 2021. In August 2022 (one year after approval of the FEA MOU), the Board approved terms of employment for MRPOA employees that include an increase to the monthly employer contribution for the cost of medical insurance. This increase exceeds the approved medical insurance contributions for FEA and OSM employees.

To maintain District-wide equity in employer contributions for medical insurance, the General Manager recommends applying the same benefit adjustments that are provided for MRPOA employees to the FEA and OSM employees.

DISCUSSION

On August 25, 2021, the District approved a three-year contract with the FEA (R-21-29), which expires on June 30, 2024.

The Board has traditionally applied the same economic changes for the OSM employees as those approved for the FEA to maintain equity District-wide and to administer benefits consistently. On August 25, 2021, the Board approved a resolution (R-21-30) to provide similar benefit adjustments to the OSM employees as those approved for the FEA.

The District participates in the California Public Employee Retirement System (CalPERS) Health Insurance Program, which offers a choice of several medical plans available to District employees. The Board-approved employer contribution for insurance was increased for FEA and OSM employees effective the first pay period that includes the date of July 12, 2021, to match the 2021 CalPERS Kaiser premiums as follows.

FEA and OSM	Contributions effective 07/12/2021
Employee Only	\$813.64
Employee Plus One	\$1,627.28
Employee Plus Two or More	\$2,115.46

Additionally, employer health benefit contributions for FEA and OSM employees in calendar years 2022, 2023, and 2024 were approved to be equal to the Kaiser monthly premium or up to 4 percent increase as compared to the previous calendar year contribution amount, whichever is less.

In 2022, the Kaiser premiums increased by 5.3 percent. Pursuant to the FEA MOU and resolution for OSM employees, the District's contribution was increased by 4 percent as follows:

FEA and OSM	Contributions effective 01/01/2022
Employee Only	\$846.19
Employee Plus One	\$1,692.37
Employee Plus Two or More	\$2,200.08

At the time the employer health benefit contributions for FEA and OSM employees were approved, the District was in negotiations with the MRPOA. The Terms for MRPOA employees were approved by the Board on August 10, 2022 ([R-22-26](#)) and include an increase in the monthly employer contribution toward the cost of medical insurance equal to the 2022 Kaiser monthly premiums. This approved amount for MRPOA employees exceeds the previously approved employer contributions for FEA and OSM employees, as follows:

MPROA	Contributions effective 08/22/2022
Employee Only	\$857.06
Employee Plus One	\$1,714.12
Employee Plus Two or More	\$2,228.36

The General Manager recommends applying the same employer contributions to the medical health benefit that were approved for MRPOA employees to the FEA and OSM employees, effective the first full pay period after Board adoption. Employer contributions for calendar years 2023 and 2024 for FEA and OSM employees would continue to follow the formulas and remain within the limits expressed in the FEA MOU and the OSM resolution (i.e., no change to the formula; the rates will be adjusted to be equal to the Kaiser monthly premium or up to a 4 percent increase as compared to the previous calendar year contribution amount, whichever is less).

BOARD COMMITTEE REVIEW

This item was not previously reviewed by a Board Committee.

FISCAL IMPACT

Approval of the District's employer contribution for health benefits for FEA and OSM employees is estimated to cost \$40,914 for Fiscal Year 2022-2023.

PUBLIC NOTICE

Notice was provided pursuant to the Brown Act. No additional notice is necessary.

CEQA COMPLIANCE

No compliance is required as this action is not a project under the California Environmental Quality Act (CEQA).

NEXT STEPS

Pending Board approval, the General Manager will direct staff to update the District's contribution for health benefits for FEA and OSM employees within the payroll system effective the first full pay period after Board adoption.

Attachments:

1. Resolution Approving Benefit Adjustments for Employees Represented by the Field Employees Association and the unrepresented Office, Supervisory, and Management Employees

Responsible Manager:

Stefan Jaskulak, Chief Financial Officer/Director of Administrative Services

Prepared by:

Candice Basnight, Human Resources Manager

Rebecca Wolfe, Human Resources Supervisor

Contact person:

Candice Basnight, Human Resources Manager

RESOLUTION NO. 22-__

RESOLUTION OF THE BOARD OF DIRECTORS OF THE MIDPENINSULA REGIONAL OPEN SPACE DISTRICT APPROVING BENEFIT ADJUSTMENTS FOR EMPLOYEES REPRESENTED BY THE FIELD EMPLOYEES ASSOCIATION AND THE OFFICE, SUPERVISORY, AND MANAGEMENT EMPLOYEES

WHEREAS, the Board of Directors through Resolution R-21-29 on August 25, 2021, approved the Memorandum of Understanding between the Midpeninsula Regional Open Space District and the Midpeninsula Regional Open Space District Field Employees Association for a term of July 1, 2021 through June 31, 2024; and

WHEREAS, the Board of Directors through Resolution R-21-30 on August 25, 2021, approved adjusted Salaries, Benefits and Terms and Conditions for the District’s unrepresented Office, Supervisor and Management Employees for fiscal years 2021, 2023 and 2024; and

WHEREAS, the Board of Directors through Resolution R-22-34 on August 10, 2022, approved Terms of Employment for Employees Represented by the Midpeninsula Rangers Peace Officers Association, for a one-year term from July 1, 2022 through June 30, 2023.

WHEREAS, the District seeks to align the employer contributions to medical benefits for all District employees to the extent possible pursuant to its compensation policies; and

WHEREAS, the District seeks to implement a change to the District contribution to medical insurance for employees represented by the Field Employees Association, and unrepresented Office Supervisory, and Management Employees.

NOW, THEREFORE, BE IT RESOLVED as follows:

1. The Board hereby approves the following District (employer) contribution to medical insurance for employees represented by the Field Employees Association (“FEA”), and the unrepresented Office, Supervisory, and Management Employees:

FEA and OSM employee category	District Contribution
Employee Only	\$857.06
Employee Plus One household member	\$1,714.12
Employee Plus Two or More household members	\$2,228.36

2. The General Manager is directed to formalize these changes in a side letter with the FEA.
3. The General Manager is directed to amend the Personnel Policies and Procedures to reflect these benefit adjustments.
4. These adjustments shall be effective upon the first full pay period after Board adoption.

* * * * *

PASSED AND ADOPTED by the Board of Directors of the Midpeninsula Regional Open Space District on September 28, 2022 at a Regular Meeting thereof, by the following vote:

AYES:

NOES:

ABSTAIN:

ABSENT:

ATTEST:

APPROVED:

Karen Holman, Secretary
Board of Directors

Zoe Kersteen-Tucker, President
Board of Directors

APPROVED AS TO FORM:

Hilary Stevenson, General Counsel

I, the District Clerk of the Midpeninsula Regional Open Space District, hereby certify that the above is a true and correct copy of a resolution duly adopted by the Board of Directors of the Midpeninsula Regional Open Space District by the above vote at a meeting thereof duly held and called on the above day.

Jennifer Woodworth, District Clerk