

MARIN LOCAL AGENCY FORMATION COMMISSION

RESOLUTION NO. 13-07

RESOLUTION ESTABLISHING RETIREE HEALTHCARE BENEFITS

WHEREAS, for purposes of equity and administrative convenience, it is the policy of the Marin Local Agency Formation Commission (Marin LAFCO) to provide its employees with pay and benefits directly comparable to equivalent positions in the County's employment classification system under Chapter II, Section 8, Subsection G of the Commission's adopted Policies, Procedures and Guidelines; and

WHEREAS, Marin LAFCO's employees participate in standard benefit programs offered by the County of Marin to County employees including medical, dental and vision care; and

WHEREAS, Retiree healthcare and dental benefits are provided to County employees and the County of Marin has authorized Marin LAFCO to enroll its retirees in the same healthcare and dental plans on the same terms and conditions; and

WHEREAS, the Marin County Employees' Retirement Association (MCERA) facilitates the provision of retiree healthcare and dental benefits on behalf of the County and other member agencies of MCERA receiving those benefits ; and

WHEREAS, Marin LAFCO has not yet established the provision of retiree healthcare and dental benefits for its employees; and

WHEREAS, The County Board of Supervisors has established eligibility standards and periodically sets or adjusts the dollar amount of these benefits allocated per year of service of retired employees; and

WHEREAS, The County has established the following eligibility criteria for retiree healthcare benefits:

Benefit Plan 1

Eligibility: A. Membership prior to October 1, 1987 or eligibility; and
 B. 5 years of credited County service; and
 C. Continuity of coverage

Level of Benefit: The County of Marin pays 100% of the retiree's medical and dental premiums, the county reimburses the Medicare Part B premium. Dependent care is available and is paid by the retiree.

Benefit Plan 2

- Eligibility:
- A. Membership prior to October 1, 1993 or eligibility for Benefit Plan 1; and
 - B. 5 years of credited County service; and
 - C. Continuity of coverage

Level of Benefit: The County of Marin pays up to \$2,275 per year to offset the cost of the retiree's medical and dental coverage, and reimbursement of the Medicare Part B premium. Anything above this amount is paid by the retiree. Dependent coverage is available paid by the retiree.

Benefit Plan 3

- Eligibility:
- A. Membership on or after October 1, 1993 or eligibility for Benefit Plan 1 and/or Benefit Plan 2; and
 - B. 5 years of credited County service; and
 - C. Continuity of coverage

Level of Benefit: The County of Marin pays an allocation factor per year of credited County service (not including sick leave credit, golden handshakes, or public service buybacks), up to a maximum of 20 years. The allocation factor is applied to offset the premiums for medical and dental coverage and reimbursement of the Medicare Part B premium. Anything above this amount is paid by the retiree.

Dependent care is available and is paid by the retiree, unless the retiree has 30 years of credited County service. In this case, the County of Marin will also pay the above stated allocation factor for the spouse. Anything above this amount is paid by the retiree.

Benefit Plan 4

- Eligibility:
- A. Membership on or after January 1, 2008 or eligibility for Benefit Plan 1 and/or Benefit Plan 2 and/or Benefit Plan 3; and
 - B. 5 years of credited County service; and
 - C. Continuity of coverage
 - D. 5 years of continuous coverage by the same carrier and plan.

Level of Benefit: The County of Marin pays \$150 per year of credited county service (not including sick leave credit, golden handshakes, or public service buybacks) up to a maximum of 20 years (\$3,000 annual maximum). Anything above this amount is paid by the retiree. Dependent coverage is available paid by the retiree. There is no 30-year spousal allocation.

WHEREAS, the County of Marin has set an allocation rate of \$442.65 per year of credited County service and a maximum benefit of \$8,853 per year for use in Benefit Plan 3 with subsequent increases to be reviewed on a year-to-year basis.

NOW THEREFORE, the Marin Local Agency Formation Commission **DOES HEREBY RESOLVE, DETERMINE AND ORDER** as follows:

1. As of the adoption date of this resolution that employees of Marin LAFCO will be eligible, to the fullest extent legally permitted, to receive retiree healthcare and dental benefits at the same level and according to the same criteria for eligibility as County employees as defined by the Marin County Board of Supervisors and described above; provided, however, that for purposes of eligibility for retiree healthcare and dental benefits from Marin LAFCO, eligible "County service" refers to employment by Marin LAFCO while active members of the Marin County Employees' Retirement Association (MCERA); it does not refer to employment by the County or any other non-LAFCO employer of MCERA or otherwise.
2. That, in accordance with Government Code section 31691, subsection (a), upon receipt of an invoice and direction from MCERA all amounts invoiced to cover the portion of premiums on such healthcare and dental policies that Marin LAFCO has granted as a result of this Resolution.
3. That MCERA is hereby authorized and requested to facilitate the provision of these retiree medical and dental care benefits in conjunction with the distribution of normal retirement benefits in the same manner as provided to other MCERA member organizations, by (i) enrolling Marin LAFCO retirees and their dependents who so request, in the retiree healthcare and dental plans that Marin County provides subject to the limitations set forth herein and as may be subsequently adopted by the Marin County Board of Supervisors or by the Marin LAFCO, including without limitation the ability of Marin LAFCO to repeal this Resolution as permitted by Government Code section 31692, provided compliance with the notice and comment provisions of Government Code section 31693 are met; and (ii) in accordance with the eligibility contract Marin LAFCO retirees sign to obtain such medical and/or dental benefits, to deduct applicable premiums from those retirees' retirement allowances.

4. That Marin LAFCO hereby agrees and acknowledges that Marin County will annually inform MCERA of any changes to premiums, allocations, and Medicare Part B reimbursements that are applicable to enrolled County retirees. Marin LAFCO hereby authorizes and directs MCERA, after having received such notification from the County, to implement the same changes for any Marin LAFCO retirees that participate in the County's plans.

PASSED AND ADOPTED by the Marin Local Agency Formation Commission on this 13th day of June 2013 by the following vote:

AYES: Commissioners Adams, Arnold, Blanchfield, Condon, Heller
Murray, Rodoni

NOES: None

ABSENT: None



JEFFRY BLANCHFIELD, Chairperson

ATTEST:



PETER V. BANNING, Executive Officer