

RESOLUTION NUMBER 2014-03
RESOLUTION OF THE TAMALPAIS COMMUNITY SERVICE DISTRICTS BOARD OF DIRECTORS
ESTABLISHING A REVISED HEALTH PLAN FOR EMPLOYEES
WHO RETIRE AFTER TWENTY YEARS OF TCSD SERVICE.

WHEREAS, TCSD established a benefit program for employees who have retired after 20 years of full time service in 2007?

WHEREAS, the initial program did not define specific benefit levels or programs and the Board of Directors of TCSD now wants to better define the benefit program for all employees who will be hired after May 14, 2014.

WHEREAS, TCSD like many public agencies is experiencing increasing annual expenses and substantial long term liability associated with providing retired health and dental care. Based on GASB reports done for TCSD in 2014, the estimate of TCSD's long term liability for retired health is approximately \$2.7 million dollars depending on earning rate assumptions.

WHEREAS, to address the future growth of the long term liability for members (with 20 years of service) and hired after May 14, 2014 a new health contribution level will be established based on the cost of single employee healthcare in existence on May 14, 2014 of \$8,844 (\$737 / month x 12). The program will only contribute to the retired employee and not include spouse or family benefits.

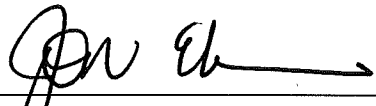
NOW, THEREFORE, BE IT RESOLVED, given the unfunded liability associated with retired health, the TCSD Board of Directors established the new dollar contributions cap with a maximum benefit of \$8,844 / year. Subsequent increases may be reviewed by the TCSD on a year to year basis.

PASSED AND ADOPTED at its regular meeting of May 14, 2014 by the Board of Directors of the Tamalpais Community Service District this 14th day of May 2014 on the following vote.

AYES: 4
ABSTAIN: 1
NOES: 0
ABSENT: 0



PRESIDENT, BOARD OF DIRECTORS

ATTEST:


CLERK

