

(MOU) between the Marin Municipal Water District and Service Employees International Union (SEIU), Local 1021, for represented employees, and Resolution No. 8760 for unrepresented employees. To ensure that contribution payments are in alignment with these District service requirements, the District will pay CalPERS only the required PEMHCA minimum healthcare premium and any different amounts will be paid directly to District retirees through a third-party administrator, based on the individual retiree’s years of service with the District.

The attached proposed resolutions will update the contribution rate to be paid by the District to the PEMHCA minimum contribution and the District will administer any different benefit earned by retirees consistent with the current MOU and resolution for unrepresented employees.

The aforementioned resolutions will be submitted to CalPERS to revise the District’s annual contributions effective January 1, 2025, for current employees and annuitants. The District is currently working with a third party administrator to assure all retirees receive the amount of retirement health care benefit earned based on service with the District. Active employees, including Board members receiving health care coverage through CalPERS, will continue to have their full health care premiums paid by the District to CalPERS via an eligible cafeteria plan.

FISCAL IMPACT: The budget for health insurance is included in each department’s operating budget. The new health insurance premium rates are effective January 1, 2025.

ATTACHMENT(S):

1. Proposed Resolution for CalPERS Health 2025 – Employees or Annuitants
2. Proposed Resolution for CalPERS Health 2025 – Board of Directors

DEPARTMENT OR DIVISION	DEPARTMENT MANAGER	APPROVED
Human Resources Department		
	<p style="text-align: center;">Vikkie Garay Human Resources Manager</p>	<p style="text-align: center;">Ben Horenstein General Manager</p>