

CROCKETT COMMUNITY SERVICES DISTRICT

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MINUTES OF PERSONNEL COMMITTEE MEETING AUGUST 27, 2019

CALL TO ORDER: The meeting was called to order at 4:02 PM by General Manager McDonald. Also present were Directors Barassi and Sutton, Commissioners Bartlebaugh and Cusack, and Recreation Department Manager Wilson.

PUBLIC COMMENTS: None

1. APPOINT CHAIRPERSON: Mr. Cusack volunteered and was appointed to chair the Personnel Committee.
2. LEGISLATIVE UPDATE: Mr. McDonald presented information on recent legislation; Senate Bill 83 extending paid family leave exempting only “state employees”, additional protections for the rights of transgender and non-binary employees, Senate Bill 188 making it unlawful to engage in discriminatory practices based on hairstyles, California’s recently enacted “Minimum Essential Coverage Individual Mandate” which will be effective January 1, 2020, and CalPERS memo on appeals case that confirmed pay rate and base pay to be used in the calculation of compensation earnable. Mr. McDonald suggested compiling legislative changes that affect the District, and follow them, but hold off updating the Personnel Policy & Procedures Manual until March 2020. The committee supports updating the personnel manual before summer hiring in 2020.
3. HEALTH BENEFITS PROGRAM: Mr. McDonald informed the committee health benefits offered through the Special District Risk Management Authority (SDRMA) would be available as long as our District maintains at minimum 2 eligible employees. This means if 1 out of 2 employees waive coverage due to having other group coverage the District would still be able to maintain coverage for its remaining employee. SDRMA health program gives employees the choice to select various Kaiser HMO and Blue Shield plans. A group insurance proposal from Cal Choice, through Regional Governmental Services (RGS) working with insurance agent Kennan & Associates, was received which would allow employees to choose between Kaiser (HMO) and Anthem (PPO). Premium pricing varies and title description alone (example Gold plan) should not be used to compare plans between SDRMA and RGS. A question was raised by Mr. Wilson asking if the District were to offer health benefits would employees who have health coverage through Covered California lose their eligibility for their government subsidy and cost sharing reductions afforded by the Affordable Health Care Act (ACA). Mr. McDonald said eligibility will be lost but he will check to see if it only applies to full-time employees for whom the District is planning to offer health benefits. He will ask if part-time employees for whom health benefits would not be available would still be eligible for ACA subsidies. Mr. McDonald will email the SDRMA health benefits program brochure and RGS proposal to the committee for review and will bring the question of offering health benefits back to the committee.

4. PERFORMANCE EVALUATION GENERAL MANAGER: Mr. McDonald said it was the policy of the District to conduct an annual performance evaluation of the General Manager and that part of the process is to have the Personnel Committee consolidate the scores and comments received from Board members and Commissioners in closed session. Mr. McDonald provided three sealed evaluation survey forms along with a written self-evaluation to the chairperson. He left the room and the closed session began at 4:48 PM.

5. ANNOUNCEMENTS FROM CLOSED SESSION: Mr. McDonald was invited back into the meeting and the meeting resumed in open session at 5:03 PM. It was the consensus of the committee that they would like to see more than three responses. The committee asked to place an agenda item on the commission meetings in September affording time for said commissioners to complete and turn in evaluation survey forms. Mr. McDonald said he will take the opportunity to remind Board members to complete the survey at tomorrow's Board meeting. The closed session on the agenda tomorrow will be cancelled and rescheduled for September 25 to allow the Personnel Committee time to consolidate the written evaluations and comments.

6. GENERAL DISCUSSION OF EMPLOYMENT ISSUES: Nothing discussed.

ADJOURNMENT: The meeting was adjourned at 5:12 PM.

Respectfully submitted,

Dale McDonald
August 28, 2019