

Date Issued: September 11, 2020



SUMMARY OF ACTIONS
BOARD OF DIRECTORS MEETING OF SEPTEMBER 11, 2020

Resolutions No. 2020-059 to 2020-069 (September 11, 2020 meeting of the Board of Directors)

Approves adoption of the following CalPERS Health Program Resolutions, as detailed in the staff report, for Amalgamated Transit Union (ATU) Local 1575 employees and retirees, non-represented administrative employees and retirees, Public Employees Union (PEU) Local 1 (Painters) employees and retirees, and members of the Board of Directors, each to be effective January 1, 2021:

1. Resolution 2020-060, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 001 PERS Non-Represented;
2. Resolution 2020-061, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1;
3. Resolution 2020-062, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575;
4. Resolution 2020-063, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 702 Non-PERS Board of Directors;
5. Resolution 2020-064, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 001 PERS Non-Represented;
6. Resolution 2020-065, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1;
7. Resolution 2020-066, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575;
8. Resolution 2020-067, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 001 PERS-Non Represented;
9. Resolution 2020-068, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1; and
10. Resolution 2020-069, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575.

Summary of Actions of the Board of Directors
Meeting of September 11, 2020/Page 2

Resolution No. 2020-070 (September 11, 2020 meeting of the Board of Directors)

Authorizes execution of a Professional Services Agreement relative to Best Interest No. 2020-D-050, *HRA, FSA and Retiree Premium Payment Benefit Administration Services*, with Navia Benefit Solutions Inc., Bellevue, WA, to provide benefit administration services as part of the CalPERS Health Benefit Transition, for a total not-to-exceed amount of \$459,000 for the three-year base term, including two additional one-year options, to be exercised at the General Manager's discretion, provided funding is available within the Golden Gate Bridge, Highway and Transportation District's annual budget, as detailed in the staff report.

Resolution No. 2020-071 (September 11, 2020 meeting of the Board of Directors)

Authorizes ratification of a Memorandum of Understanding with Public Employees Union Local 1, representing Bridge Painters.

Resolution No. 2020-072 (September 11, 2020 meeting of the Board of Directors)

Approves the issuance of federal Worker Adjustment and Retraining Notification (WARN) Act notices, as detailed in the staff report, to potentially-affected employees and union representatives in response to service impacts resulting from the COVID-19 pandemic and depletion of the Coronavirus Aid, Relief, and Economic Security (CARES) Act grant funding; with the understanding that if additional federal grants to support transit operations during the pandemic are made to the Golden Gate Bridge, Highway and Transportation District, then the contemplated layoffs may not be necessary.



Amorette M. Ko-Wong, Secretary of the District

AMK:EIE:plw

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTIONS NO. 2020-059

APPROVE ACTIONS RELATIVE TO ADOPTION OF THE CALPERS HEALTH CONTRACT RESOLUTIONS AND ASSOCIATED ACTIONS FOR AMALGAMATED TRANSIT UNION LOCAL 1575, NON-REPRESENTED EMPLOYEES, PUBLIC EMPLOYEES UNION LOCAL 1, AND MEMBERS OF THE BOARD OF DIRECTORS

September 11, 2020

WHEREAS, by Resolution 2020-018, the Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District (District) approved the negotiated contract settlement with Amalgamated Transit Union (ATU) Local 1575, which provided for the transition of District-provided medical benefits for ATU employees and retirees to the California Public Employees' Retirement System (CalPERS) medical programs, subject to the adoption of CalPERS resolutions;

WHEREAS, by Resolution 2020-041, the Board approved the transition of District-provided medical benefits for non-represented employees and retirees to the CalPERS medical programs, subject to the adoption of CalPERS resolutions;

WHEREAS, by Resolution 2020-057, the Board approved the transition of District-provided medical benefits for members of the Board of Directors to the CalPERS medical programs, subject to the adoption of CalPERS resolutions;

WHEREAS, at the September 11, 2020 meeting, the Board also approved the negotiated contract with Public Employees Union (PEU) Local 1, which included the transition of District-provided medical benefits for PEU employees and retirees to the CalPERS medical programs; and

WHEREAS, to effect the above described transitions to the CalPERS medical programs, the Board must approve a series of CalPERS resolutions electing to become subject to the Public Employees' Medical Hospital Care Act to provide medical benefits for the above referenced employees, retirees, and members of the Board, effective January 1, 2021; now, therefore, be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District hereby approves the following resolutions:

1. Resolution 2020-060, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 001 PERS Non-Represented;
2. Resolution 2020-061, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1;
3. Resolution 2020-062, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575;

RESOLUTION NO. 2020-059

BOARD OF DIRECTORS SPECIAL MEETING OF SEPTEMBER 11, 2020

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4. Resolution 2020-063, Electing to be Subject to the Public Employees' Medical Hospital Care Act at an Unequal Amount for Employees and Annuitants with Respect to a Recognized Employee Organization 702 Non-PERS Board of Directors;
5. Resolution 2020-064, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 001 PERS Non-Represented;
6. Resolution 2020-065, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1;
7. Resolution 2020-066, Electing to Adopt Survivor Benefits Under Section 22819 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575;
8. Resolution 2020-067, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 001 PERS-Non Represented;
9. Resolution 2020-068, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 002 Public Employees Union, Local 1; and
10. Resolution 2020-069, Electing to Adopt Survivor Benefits Under Section 22819.1 of the Public Employees' Medical and Hospital Care Act with Respect to a Recognized Employee Organization 701 Non-PERS Amalgamated Transit Union, Local 1575.


ADOPTED this 11th day of September 2020, by the following vote of the Board of Directors:

AYES (16): Directors Arnold, Fewer, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Moylan, Rabbitt, Sears, Sobel and Yee; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0) None.

ABSENT (1): Director Belforte.

[Note: On this date, there were two vacancies on the Board of Directors.]



Barbara L. Pahre
President, Board of Directors

ATTEST:



Amorette M. Ko-Wong
Secretary of the District

RESOLUTION NO. 2020-060
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN UNEQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
001 PERS NON-REPRESENTED

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Golden Gate Bridge, Highway and Transportation District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees and annuitants who are members of PERS Non-Represented the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month; and be it further

RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

RESOLVED, (e) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further

RESOLVED, (h) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-061
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN UNEQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
002 PUBLIC EMPLOYEES UNION, LOCAL 1

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Golden Gate Bridge, Highway and Transportation District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees and annuitants who are members of Public Employees Union, Local 1 the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month; and be it further

RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;

And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further

RESOLVED, (e) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (f) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further

RESOLVED, (h) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.



Signed: _____

Barbara Pahre, Board President



Attest: _____

Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-062
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN UNEQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
701 NON-PERS AMALGAMATED TRANSIT UNION, LOCAL 1575

- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Golden Gate Bridge, Highway and Transportation District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees and annuitants who are members of Non-PERS Amalgamated Transit Union, Local 1575 the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month; and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;
- And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further
- RESOLVED, (e) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-063
ELECTING TO BE SUBJECT TO THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
AT AN UNEQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
702 NON-PERS BOARD OF DIRECTORS

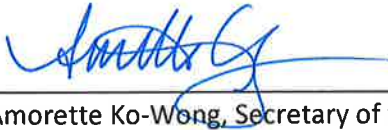
- WHEREAS, (1) A contracting agency meeting the eligibility requirements set forth in Government Code Section 22920, may obtain health benefit plan(s), as defined under Government Code Section 22777, by submitting a resolution to the Board of Administration of the California Public Employees' Retirement System (the "Board"), and upon approval of such resolution by the Board, become subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and
- WHEREAS, (2) Golden Gate Bridge, Highway and Transportation District is a contracting agency eligible to be subject to the Act under Government Code Section 22920; and
- WHEREAS, (3) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and
- WHEREAS, (4) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and
- WHEREAS, (5) Government Code Section 22892(c) provides that, notwithstanding Section 22892(b), a contracting agency may establish a lesser monthly employer contribution for annuitants than for employees, provided that the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees; and
- WHEREAS, (6) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees and annuitants who are members of Non-PERS Board of Directors the benefit of the Act and to accept the liabilities and obligations of an employer under the Act; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of the Act; and be it further
- RESOLVED, (b) That the employer contribution for each employee shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of the PEMHCA Minimum per month, plus administrative fees and Contingency Reserve Fund assessments; and be it further

- RESOLVED, (c) That the employer contribution for each annuitant shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members, in a health benefits plan up to a maximum of \$1.00 per month; and be it further
- RESOLVED, (d) That the monthly employer contribution for annuitants is annually increased to equal an amount not less than the number of years the contracting agency has been subject to this subdivision multiplied by five percent of the current monthly employer contribution for employees, until the time that the employer contribution for annuitants equals the employer contribution paid for employees;
- And that the contributions for employees and annuitants shall be in addition to those amounts contributed by the Public Agency for administrative fees and to the Contingency Reserve Fund; and be it further
- RESOLVED, (e) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (f) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (g) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (h) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge Highway and Transportation District Board of Directors at Golden Gate Bridge Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.



Signed: _____
Barbara Pahre, Board President



Attest: _____
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-064
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
001 PERS NON-REPRESENTED

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of PERS Non-Represented; and
- WHEREAS, (2) Government Code Section 22819 permits a contracting agency subject to the Act to provide benefits to family members of a deceased local employee, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees the benefit of Section 22819 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.



Signed: _____
Barbara Pahre, Board President



Attest: _____
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-065
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
002 PUBLIC EMPLOYEES UNION, LOCAL 1

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Public Employees Union, Local 1; and
- WHEREAS, (2) Government Code Section 22819 permits a contracting agency subject to the Act to provide benefits to family members of a deceased local employee, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees the benefit of Section 22819 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-066
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
701 NON-PERS AMALGAMATED TRANSIT UNION, LOCAL 1575

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Non-PERS Amalgamated Transit Union, Local 1575; and
- WHEREAS, (2) Government Code Section 22819 permits a contracting agency subject to the Act to provide benefits to family members of a deceased local employee, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its employees the benefit of Section 22819 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-067
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819.1
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
001 PERS NON-REPRESENTED

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of PERS Non-Represented; and
- WHEREAS, (2) Government Code Section 22819.1 permits a contracting agency subject to the Act to provide benefits to family members of a deceased annuitant who does not receive an allowance in place of the annuitant, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its annuitants the benefit of Section 22819.1 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819.1 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.



Signed: _____

Barbara Pahre, Board President



Attest: _____


Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-068
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819.1
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
002 PUBLIC EMPLOYEES UNION, LOCAL 1

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Public Employees Union, Local 1; and
- WHEREAS, (2) Government Code Section 22819.1 permits a contracting agency subject to the Act to provide benefits to family members of a deceased annuitant who does not receive an allowance in place of the annuitant, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its annuitants the benefit of Section 22819.1 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819.1 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

RESOLUTION NO. 2020-069
ELECTING TO ADOPT SURVIVOR BENEFITS UNDER SECTION 22819.1
OF THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT
WITH RESPECT TO A RECOGNIZED EMPLOYEE ORGANIZATION
701 NON-PERS AMALGAMATED TRANSIT UNION, LOCAL 1575

- WHEREAS, (1) Golden Gate Bridge, Highway and Transportation District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act") for participation by members of Non-PERS Amalgamated Transit Union, Local 1575; and
- WHEREAS, (2) Government Code Section 22819.1 permits a contracting agency subject to the Act to provide benefits to family members of a deceased annuitant who does not receive an allowance in place of the annuitant, upon proper application; now, therefore, be it
- RESOLVED, (a) Golden Gate Bridge, Highway and Transportation District desires to obtain for its annuitants the benefit of Section 22819.1 and accepts the liabilities and obligations of a contracting agency under the Section; and be it further
- RESOLVED, (b) Golden Gate Bridge, Highway and Transportation District elects to be subject to the provisions of Section 22819.1 of the Government Code; and be it further
- RESOLVED, (c) Golden Gate Bridge, Highway and Transportation District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further
- RESOLVED, (d) That the participation of the employees and annuitants of Golden Gate Bridge, Highway and Transportation District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Golden Gate Bridge, Highway and Transportation District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, the California Public Employees' Retirement System may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further
- RESOLVED, (e) That the executive body appoint and direct, and it does hereby appoint and direct, Secretary of the District to file with the Board a verified copy of this resolution, and to perform on behalf of Golden Gate Bridge, Highway and Transportation District all functions required of it under the Act; and be it further
- RESOLVED, (f) That coverage under the Act be effective on January 1, 2021.

Adopted at a special meeting of the Golden Gate Bridge, Highway and Transportation District Board of Directors at Golden Gate Bridge, Toll Plaza Administration Building, San Francisco, CA, (teleconference) this 11 day of September, 2020.

Signed: 
Barbara Pahre, Board President

Attest: 
Amorette Ko-Wong, Secretary of the District

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-070

**AUTHORIZE EXECUTION OF A PROFESSIONAL SERVICES MASTER
AGREEMENT WITH NAVIA BENEFIT SOLUTIONS INC., RELATIVE TO BEST
INTEREST NO. 2020-D-050, HRA, FSA AND RETIREE PREMIUM PAYMENT BENEFIT
ADMINISTRATION SERVICES**

September 11, 2020

WHEREAS, on June 26, 2020, the Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District (District) approved the transition from the District's medical and prescription drug plans to the medical and prescription drug plans offered through CalPERS for Non-Represented and Amalgamated Transit Union (ATU) Active employees and Retirees including the establishment of a District-funded Health Reimbursement Arrangement (HRA) plan for ATU and Non-Represented actives and retirees who enroll in PERS Kaiser, PERS Select, or PERS Choice Plans;

WHEREAS, the Health Reimbursement Arrangement plan and retiree premium reimbursement components involved with this transition have complexities, including the requirement of a debit card and financial clearinghouse for participating employees;

WHEREAS, the District assessed it did not have the internal resources (human or technology) to administer the plan and retiree premium reimbursement components without utilizing a third party administrator;

WHEREAS, the District's benefit consultant, Mercer, solicited proposals to assist the District in finding qualified vendors that possess the required knowledge, industry expertise, and technology to assist the District with meeting its obligations under the agreed-upon scope of services;

WHEREAS, a Selection Committee comprised of District Staff and Mercer reviewed the submitted proposals, conducted interviews of the top three firms, and determined that Navia Benefit Solutions Inc. best meets the needs of the District's requirements;

WHEREAS, it was determined that a best interest procurement (in accordance with Section VI of the District's Procurement Manual, which permits the General Manager to waive formal competitive procedures when permissible under applicable law and when a determination is made that the best interests of the District are served) is applicable;

WHEREAS, the total annual fee for the HRA and FSA administration is \$55,800; and, the total annual fee to administer the retiree premium payments is \$36,000 for an annual contract fee of \$91,800, which Staff has determined to be fair and reasonable; now, therefore, be it

RESOLVED that the Board of Directors (Board) of the Golden Gate Bridge, Highway and Transportation District (District) hereby authorizes execution of a Professional Services

RESOLUTION NO. 2020-070

BOARD OF DIRECTORS SPECIAL MEETING OF SEPTEMBER 11, 2020

PAGE 2

Agreement relative to Best Interest No. 2020-D-050, *HRA, FSA and Retiree Premium Payment Benefit Administration Services*, with Navia Benefit Solutions Inc., to provide benefit administration services as part of the CalPERS Health Benefit Transition, for a total not-to-exceed amount of \$459,000 for the three- year base term, including two additional one-year options, to be exercised at the General Manager's discretion, provided funding is available within the District's annual budget.

ADOPTED this 11th day of September 2020, by the following vote of the Board of Directors:

AYES (16): Directors Arnold, Fewer, Fredericks, Garbarino, Grosboll Hernández, Hill, Mastin, Moylan, Rabbitt, Sears, Sobel and Yee; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0): None.

ABSENT (1): Director Belforte.

[Note: On this date, there were two vacancies on the Board of Directors.]



Barbara L. Pahre
President, Board of Directors

ATTEST:



Amorette M. Ko-Wong
Secretary of the District

Reference: September 11, 2020, Board of Directors, Agenda Item No. 5.A.2
<https://www.goldengate.org/assets/1/25/2020-0911-specboardmeeting-no5a2-authnavia.pdf?6113>

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-071

**AUTHORIZE EXECUTION OF A MEMORANDUM OF UNDERSTANDING
BETWEEN THE GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION
DISTRICT AND THE AMERICAN FEDERATION OF STATE, COUNTY AND
MUNICIPAL EMPLOYEES/PUBLIC EMPLOYEES UNION LOCAL 1,
REPRESENTING BRIDGE PAINTERS**

September 11, 2020

WHEREAS, the Golden Gate Bridge, Highway and Transportation District has engaged in negotiations with American Federation of State, County and Municipal Employees/Public Employees Union Local 1, representing Bridge Painters; now, therefore, be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District (District) hereby authorizes execution of a Memorandum of Understanding between the District and the American Federation of State, County and Municipal Employees/Public Employees Union Local 1, representing Bridge Painters, containing the following key elements:

1. The Painters agree to a contract term of 12 months, with no wage increase, with an expiration date of August 31, 2021;
2. The District will fill the Painter Apprentice positions with current employees;
3. The Memorandum of Understanding will include a "Me Too" provision, such that if the District negotiates more favorable terms with the Labor Coalition, those terms will also apply to the Painters' Memorandum of Understanding (MOU);
4. The Painters will transition to the CalPERS medical plans, which are consistent with the Amalgamated Transit Union and non represented CalPERS medical plans; and
5. The District acknowledges the Painters' good faith bargaining and leadership.

ADOPTED this 11th day of September 2020, by the following vote of the Board of Directors:

AYES (16): Directors Arnold, , Fewer, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Moylan, Rabbitt, Sears, Sobel and Yee; Second Vice President Cochran; First Vice President Theriault, President Pahre.

NOES (0): None.

ABSENT (1): Director Belforte.

[Note: On this date, there were two vacancies on the Board of Directors.]



Barbara L. Pahre
President, Board of Directors

RESOLUTION NO. 2020-071

BOARD OF DIRECTORS MEETING OF SEPTEMBER 11, 2020

PAGE 2

ATTEST:



Amorette M. Ko-Wong
Secretary of the District

Attachment: Golden Gate Bridge, Highway and Transportation District's and American Federation of State, County and Municipal Employees/Public Employees Union Local 1, Representing Bridge Painters Tentative Agreement

**Golden Gate Bridge, Highway & Transportation District's and
AFSCME/Public Employees Union Local One's (Painters Unit)
9/1/20 Tentative Agreement**

The District and AFSCME/PEU Local 1 agree to the following, subject to ratification by the Painters and by the District's Board of Directors:

1. **Term of New MOU:** 12 months, with expiration on August 31, 2021. The parties agree to begin negotiations for a successor contract by April 1, 2021.
2. **Apprentices:** The District will fill four apprentice positions in the parties' apprenticeship program as soon as possible. These positions are to be filled by current District employees, so it is not expected to increase costs to the District.
3. **"Me Too" Agreement:** If the District settles with the Union Coalition and agrees to more favorable terms with the Union Coalition, such terms will automatically apply to the Painters' MOU, unless the Painters decline the term(s).
4. **Medical:** Transition to CalPERS medical plans and discontinue current medical plans pursuant to the following terms. The transition will take effect on January 1, 2021. Current HRA balances for those enrolled bronze plans will no longer be available on January 1, 2021 and will be replaced by the HRAs agreed to below. Dental and vision coverage does not change.

CalPERS For Actives

I. KAISER:

1. Kaiser Stipend:

Incentivize participants to choose Kaiser by providing an annual Kaiser Stipend:

- **Single: \$1000**
- **EE+1: \$2000**
- **Family: \$3000**

2. Kaiser HRA:

Goal is to keep Kaiser employee costs either neutral or better.

- There is no change in deductible and no change in Maximum Co-Insurance ("MOCI") between District Kaiser vs. PERS Kaiser Plans.
- Both District Kaiser and PERS Kaiser have \$0 deductible and \$1500/\$3000 MOCI/MOOP ("Maximum Out of Pocket").
- the District will provide an HRA to cover:

8/11/20 Tentative Agreement with Painters

1. slightly higher office visits: in general, PERS Kaiser office visits are \$15 vs. District Kaiser \$10.
2. an estimated difference in RX copays between PERS Kaiser and District Kaiser

- **Single: \$1350**
- **EE+1: \$2700**
- **Family: \$3300**

II. PERS SELECT (Athem/Blue Cross):

1. PERS Select Stipend:

Incentivize participants to choose Select over other PPOs by providing an annual Select Stipend:

- **Single: \$500**
- **EE+1: \$1500**
- **Family: \$2000**

2. PERS Select HRA:

The annual funding in a HRA is intended to cover:

- the difference in MOI between Select and BSPPO;
- the annual deductible difference between Select and BSPPO; and
- the estimated difference in RX copays between Select and BSPPO

- **Single: \$3140**
- **EE+1: \$6280**
- **Family: \$6520**

Incentives are available in Select to reduce individual deductibles up to \$500 for EE and \$1000 for EE+1/Family (which employees can keep in their HRA). These include:

- ✓ getting flu shots (\$100 credit);
- ✓ getting biometric screening (\$100 credit);
- ✓ getting a non-smoking certification (\$100 credit);
- ✓ getting a virtual second opinion (\$100 credit); and
- ✓ getting a condition care certification (\$100 credit).

III. PERS CHOICE (Athem/Blue Cross)

8/11/20 Tentative Agreement with Painters

1. PERS Choice HRA:

The annual funding in the HRA is intended to cover:

- the different in MOCI between Choice and BSPPO;
 - the annual deductible difference between Choice and BSPPO; and
 - the estimated difference in RX copays between Choice and BSPPO
- **Single: \$2640**
 - **EE+1: \$5280**
 - **Family: \$5520**

BUSINESS RULES FOR ALL ACTIVES (Kaiser, Select and Choice):

- Limit eligible expenses to **co-insurance** and **medical & RX copays** (No other 213d)
- No additional funding
- No carryover of unused balances to future years.
- For employees who are currently in a high deductible plan for actives (both PPO and Kaiser), allow a one-time balance transfer (after run out period, e.g. 3/1/2021) into the new HRA program. After that (e.g. 1/1/2022), all funds retain the HRA rules in the new HRA program.

IV. ALL OTHER PLANS:

Plan Participants who do not choose Kaiser, CalPERS Select or CalPERS Choice -

Employees who select a plan other than Kaiser or CalPERS Select or Choice:

- will not receive any annual HRA funding or annual stipend; AND
- they will pay the difference between the cost of the premium for the selected plan and the premium for PERS Select (in addition to the employee's premium sharing for plan selected).

V. NEW EMPLOYEES:

8/11/20 Tentative Agreement with Painters

New Employees – New employees who do not chose Kaiser during the first two open enrollment cycles, (1) do not receive the annual HRA funding; and (2) pay the difference between the premium of the selected plan and Kaiser premium (in addition to the employee's premium sharing for plan selected).

VI. PREMIUM-SHARING RATES

Employees pay a percentage of monthly premium based on employee's base hourly wage rate, as follows:

Base Hourly Wage Rates		
\$32.00 and below	\$32.01- \$50.00	\$50.01 and Above
Corresponding % Employee is to Contribute		
3.50%	6%	8.50%

Employees in traditional plans will see a reduction in premium sharing. Those in HD Plans will see an increase.

CalPERS For Pre-65 Retirees (Not Medicare Eligible)

- Same as Actives except that pre-65 Kaiser and PERS Select retirees will have their stipends reduced by the amount of their Medicare Part B premium. All other Pre-65 retirees will continue to pay the full Part B premium equivalent to the District.
- Kaiser, CalPERS Choice and CalPERS Select Pre-65 retirees receive the same HRA under the same rules as the actives.
- For Pre 65 retirees will receive a monthly reimbursement of the District's portion of the premium because CalPERS deducts premiums from the pension checks. For those who do not select PERS Kaiser, PERS Select, or PERS Choice, the monthly amount is limited up to the premium of PERS Select.
- Pre-65 retirees who do not choose PERS Kaiser, PERS Select or PERS Choice, will not receive the annual HRA funding nor any stipend. In addition, they will be responsible for paying for the difference between the premium of the plan they enrolled in and the premium of PERS Select (as well as pay the full Part B premium equivalent to the District).

CalPERS for Post-65 Retirees POST 65:

- I. Move all Post 65 Retirees to CalPERS group health plans.

8/11/20 Tentative Agreement with Painters

II. All CalPERS retirees will be offered some level of coverage, regardless of eligibility under current system.

- CalPERS requires that all members who qualify for a pension be offered a minimum level of retiree health care funding. Thus, the District proposal requires the member to pay the District the difference between the minimum funding level and the premium until the member qualifies for District retiree health care under the current system.
- CalPERS allows the District to provide the minimum funding in a graduated path up to 20 years. The District will use the graduated method and the employee who retires before attaining eligibility under current rules must pay the difference between the graduated minimum funding and the premium of their selected plan.

III. Post-65 Kaiser PERS Medicare Plan replaces District's Group Kaiser Sr. Advantage Plan.

IV. Annual HRA Funding:

- Kaiser = \$550/year for copays
- Choice/Select HRA = \$400/year for copays
- Retirees who do not choose PERS Kaiser, PERS Select, or PERS Choice, will not receive the annual HRA funding. In addition, they will be responsible for paying for the difference in premium of the plan they enrolled in and PERS Select.

V. Special CalPERS rules:

- In addition to their annual HRA funding, retirees will also receive a monthly reimbursement (based on their eligibility points) for the premium deduction from their CalPERS pension checks. For those who do not select PERS Kaiser, PERS Select, or PERS Choice, the monthly amount is limited up to the premium of PERS Select based on their eligibility points.
- **The Public Employees' Medical & Hospital Care Act (PEMHCA) RULE:** When an employee separates from the District, he/she must sign up for CalPERS pension within 120 days of separation to be eligible for retiree medical.
- **PEMHCA RULE:** if the retiree wants his/her spouse to receive retiree medical benefits, he/she MUST elect spousal survivorship option on their pension. If no pension check is going to the surviving spouse, surviving spouse will NOT be covered by CalPERS—even if he/she qualified for District spousal retiree benefits. Current retirees who have not selected survivorship will be grandfathered in on a one-time basis if they choose.

VI. POST-65 HRA Business Rules

- Allow carryover of unused balances to future years

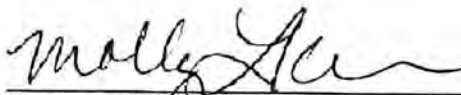
8/11/20 Tentative Agreement with Painters

- Limit eligible expenses to medical premiums, co-insurance and medical & RX copays (No other 213d expenses)
- No additional funding.
- Current retirees in the current TW HRA program may roll unused balances (after the run out).

5. **Statement re good faith bargaining:** The District will draft a written statement stating that the Painters Unit bargained in good faith and took the lead in making changes necessary to save jobs during the financial crisis caused by the Covid-19 pandemic. The statement will be presented to the Board of Directors when the tentative agreement is presented to the Board for ratification.

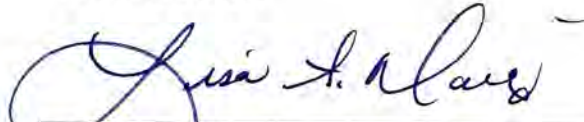
ALL OTHER TERMS OF THE MOU REMAIN THE SAME.

FOR THE DISTRICT



Molly A. Kaban
Labor Negotiator

FOR THE UNION



Signature

LISA A. DAVIS

Printed Name

GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT

RESOLUTION NO. 2020-072

**APPROVE ISSUANCE OF WORKER ADJUSTMENT AND RETRAINING
NOTIFICATION (WARN) ACT NOTICES IN RESPONSE TO COVID-19 SERVICE
IMPACTS AND DEPLETION OF ASSOCIATED FEDERAL FUNDING**

September 11, 2020

WHEREAS, the COVID-19 pandemic has resulted in significant losses to the Golden Gate Bridge, Highway and Transportation District (District), both in terms of ridership demand and finances;

WHEREAS, ridership today on Golden Gate Transit and Golden Gate Ferry is approximately 20% and 3%, respectively, of ridership for the same period last year;

WHEREAS, COVID Bridge traffic initially hovered in the 35% range of usual traffic, it is now approximately 65% of pre-COVID periods;

WHEREAS, since the Shelter-in-Place Orders took effect, weekly District toll and transit fare revenues have been \$1.5 to \$3 million below weekly revenues for the same period last year and other revenue sources have also declined;

WHEREAS, on March 27, 2020, the federal government passed the CARES Act, which included funding to support transit operations during the pandemic whereby the District received \$51.6 million, which allowed the District to keep all regular full-time employees employed during the pandemic, even with demand for services at a fraction of pre-COVID levels;

WHEREAS, the CARES Act funding is estimated to be depleted next month and, in the absence of an additional infusion of federal monies or a robust return in customer demand for bus and ferry service, there will not be sufficient finances to keep present staffing levels;

WHEREAS, federal WARN obligations require a covered employer to provide written notice at least 60 calendar days in advance of (1) a temporary or permanent "plant closing", or discontinuance of an operating unit, that affects 50 or more full-time employees; (2) a "mass layoff" including a reduction-in-force of between 50 and 499 full-time workers at a single site of employment during a 30-day period, if the reduction affects at least 33 percent of the employer's active full-time work force at the site and is expected to exceed 6 months; or (3) an extension of a temporary layoff affecting the number of employees in (2) or (3) at a single site of employment that was originally expected to last 6 months or less;

WHEREAS, additionally, under the WARN Act, for employees who are represented by a union, the employer is required to send the notice to the union and not the employee and only non-represented employees are to be individually notified by the employer;

WHEREAS, staff is currently developing modified service and operations plans to meet existing demand and financial constraints;

WHEREAS, a definitive list of affected positions is presently not available but it is expected that most, if not all, classifications in the bus and ferry divisions will be affected, as well as the majority of non-represented classifications in the District Division;

WHEREAS, staff will be bringing a final list of affected positions to the Board at a future meeting for approval and, when approved, staff who had been previously noticed will be informed of any changes in the notice;

WHEREAS, the decision to issue the WARN Act notice is not a decision to necessarily lay off any employees, but provides the flexibility to effect a layoff at some future date if additional federal assistance is not forthcoming; and

WHEREAS, considering the current reality that the District's CARES Act funds will be expended next month, no additional infusion of federal monies is certain, demand in transit services continues to be sluggish, and the WARN notice obligations require a 60-day notice, staff recommends that the Board of Directors authorize the issuance of a WARN Act notice to potentially-affected staff; now, therefore, be it

RESOLVED that the Board of Directors of the Golden Gate Bridge, Highway and Transportation District (District) hereby approves the issuance of federal Worker Adjustment and Retraining Notification (WARN) Act Notices to potentially-affected employees and union representatives in response to service impacts resulting from the COVID-19 pandemic and depletion of the Coronavirus Aid, Relief, and Economic Security (CARES) Act grant funding, with the understanding that if additional federal grants to support transit operations during the pandemic are made to the District, the contemplated layoffs may not be necessary.

ADOPTED this 11th day of September 2020, by the following vote of the Board of Directors:

AYES (10): Directors Arnold, Fewer, Fredericks, Garbarino, Rabbitt, Sears, Sobel and Yee; Second Vice President Cochran; President Pahre.

NOES (5): Directors Grosboll, Hernández, Hill and Mastin; First Vice President Theriault.

ABSENT (2): Directors Belforte and Moylan.

[Note: On this date, there were two vacancies on the Board of Directors.]



Barbara L. Pahre
President, Board of Directors

ATTEST:



Amorette M. Ko-Wong
Secretary of the District

RESOLUTION NO. 2020-072

BOARD OF DIRECTORS SPECIAL MEETING OF SEPTEMBER 11, 2020

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Reference: September 11, 2020, Board of Directors, Agenda Item No. 5.C.2

<https://www.goldengate.org/assets/1/25/2020-0911-specboardmeeting-no5c2-warnactnotice.pdf?6115>