

August 27, 2021



**MINUTES OF THE RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/
COMMITTEE OF THE WHOLE**

Executive Order N-25-20 and N-29-20, issued by the Governor of the State of California, in which portions of the Ralph M. Brown Act are suspended and allows all Board members, staff and the public to participate by telephone.

**These minutes are supplemented by the audio recording that is posted online at:
<https://www.goldengate.org/district/board-of-directors/meeting-documents/>**

Honorable Board of Directors
Golden Gate Bridge, Highway
and Transportation District

Honorable Members:

A meeting of the Rules, Policy and Industrial Relations Committee/Committee of the Whole (Committee) of the Golden Gate Bridge, Highway and Transportation District (District) was held in the Board Room, Administration Building, Golden Gate Bridge Toll Plaza, San Francisco, CA, on Friday, August 27, 2021, at 9:00 a.m., Chair Arnold presiding.

- (1) **Call to Order:** 9:00 a.m.
- (2) **Roll Call:** Secretary of the District Amorette M. Ko-Wong

Committee Members Present (8): Chair Arnold; Vice Chair Theriault; Directors Cochran, Garbarino, Grosboll, Hernández and Hill; President Pahre.

Committee Members Absent (0): None.

Other Directors Present (4): Directors Fredericks, Mastin, Rodoni and Snyder.

Committee of the Whole Members Present (12): Directors Arnold, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Rodoni, and Snyder; Second Vice President Cochran; First Vice President Theriault; President Pahre.

Committee of the Whole Members Absent (4): Directors Conroy, Melgar, Rabbitt and Stefani.

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

Staff Present: General Manager Denis Mulligan; Auditor-Controller Joseph Wire; District Engineer Ewa Bauer-Furbush; Secretary of the District Amorette Ko-Wong;

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
AUGUST 27, 2021/PAGE 2

Attorney Kimon Manolius; Deputy General Manager/Administration and Development Kellee Hopper; Deputy General Manager/Bridge Division Steve Miller; Deputy General Manager/Bus Transit Division Mona Babauta; Executive Administrator to the General Manager Justine Bock; Senior Board Analyst Elizabeth Eells.

Copies of all reports are available on the District's web site at <https://www.goldengate.org/district/board-of-directors/meeting-documents/> or upon request from the Office of the District Secretary.

[Director Snyder arrived.]

(3) **Approve Actions Relative to Post Retirement Employment Pursuant to California Public Employees' Pension Reform Act (PEPRA) – “Extra Help” Technical Expert Assignment** [02:35 Minutes Mark on the Audio Recording]

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report.

Directors Grosboll and Hernández inquired about the staff report. Director Grosboll inquired about when Mr. Smith would begin and end his Technical Expert Assignment. Director Hernández expressed support for providing professional development opportunities to existing staff. Directors Grosboll and Hernández also expressed support for the assignment.

Ms. Hopper and Ms. Bauer-Furbush responded to the Director's inquiries.

(a) **Action by Committee**

Staff recommended and the Committee concurred by motion made and seconded by **Directors THERIAULT/HILL** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors (Board) appoint Mr. Robert Smith to an “extra help” technical expert assignment in the Engineering Department of the Golden Gate Bridge, Highway and Transportation District (District) for the period beginning September 13, 2021, for an initial period of 18 months, with the option to reappoint him for an additional 18 months, in accordance with the post-retirement employment requirements under section 7522.56 of the California Public Employees' Pension Reform Act of 2013 and the “extra help” exception to reinstatement to the California Public Employees' Retirement System (CalPERS) under section 21224 of the Public Employees Retirement Law as presented in the staff report, with the understanding that sufficient funds to finance this appointment are available in the Engineering Department FY 2021/22 operating budget and in the *Golden Gate Bridge Physical Suicide Deterrent System and Seismic Retrofit Phase IIIB* capital projects. This appointment will also comply with Executive Order N-

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
AUGUST 27, 2021/PAGE 3

25-20 and CalPERS guidance regarding appointments of retired annuitants during the COVID-19 state of emergency.

Action by the Board at its meeting of August 27, 2021 – Resolution

AYES (12): Directors Arnold, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Rodoni and Snyder; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0): None.

ABSENT (4): Directors Conroy, Melgar, Rabbitt and Stefani.

(4) Authorize Actions Relative to the Medical Benefits Premium Sharing Contribution Rate for Non-Represented Employees, Deputy General Managers, District Officers and Members of the Board of Directors [12:09 Minutes Mark on the Audio Recording]

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report. She stated this and the following agenda items were driven by changes made by the California Public Employees' Retirement System (CalPERS). She noted that the revised approach would be more consistent and easier for staff to administer and communicate to other staff.

Director Grosboll and President Pahre commented and inquired about the staff report. Director Grosboll requested clarification about the cost to employees of the revised monthly staff contributions. He also asked for clarification about how the change would affect various employee groups. President Pahre commented that the benefits are fair and reasonably priced. She expressed appreciation to staff for their efforts and expressed support for the changes.

Ms. Hopper responded to the Director's inquiries.

The following individual spoke under Public Comment: [23:53 Minutes Mark on the Audio Recording]

- Helen Moore, former District employee

Ms. Hopper responded to the public comments. [24:58 Minutes Mark on the Audio Recording]

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors COCHRAN/PAHRE** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
AUGUST 27, 2021/PAGE 4

The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors approve an adjustment in the Golden Gate Bridge, Highway and Transportation District's (District) medical benefits program for non-represented employees, Deputy General Managers, District Officers, and members of the Board of Directors, more particularly as described below:

- (1) Effective January 1, 2022, participants will contribute 6% toward the premiums charged and/or applicable COBRA rates for the PERS Kaiser and PERS Gold medical plans, based on the level of enrollment (i.e., single, employee plus one, or family);
- (2) Effective January 1, 2022, participants will contribute 8.5% toward the premiums charged and/or applicable COBRA rates for the PERS Platinum medical plan, based on the level of enrollment (i.e., single, employee plus one, or family); and,
- (3) Effective January 1, 2022 all pre-Medicare eligible retirees will contribute the equivalent of the Medicare Part B premium for all plans as their premium share.

Action by the Board at its meeting of August 27, 2021 – Resolution

AYES (12): Directors Arnold, Fredericks, Garbarino, Grosboll, Hernández, Hill, Mastin, Rodoni and Snyder; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0): None.

ABSENT (4): Directors Conroy, Melgar, Rabbitt and Stefani.

[Director Hernández departed]

- (5) **Authorize Actions Relative to the Medical Benefits Program for Non-Represented Employees, Deputy General Managers and District Officers, and Retirees [27:51 Minutes Mark on the Audio Recording]**

Deputy General Manager/Administration and Development Kellee Hopper presented the staff report.

Directors Grosboll and Hill inquired about the staff report. Director Grosboll inquired about how the proposed benefits compared to the Labor Coalition benefits. Director Hill inquired about the open enrollment period.

Ms. Hopper responded to the Directors' inquiries.

The following individual spoke under Public Comment: **[34:27 Minutes Mark on the Audio Recording]**

- Helen Moore, former District employee

Ms. Hopper responded to the public comments. **[38:07 Minutes Mark on the Audio Recording]**

RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF THE WHOLE
AUGUST 27, 2021/PAGE 5

(a) Action by Committee

Staff recommended and the Committee concurred by motion made and seconded by **Directors COCHRAN/HILL** to forward the following recommendation to the Board of Directors for its consideration:

RECOMMENDATION

The Rules, Policy and Industrial Relations Committee/Committee of the Whole recommends that the Board of Directors approve an adjustment in the Golden Gate Bridge, Highway and Transportation District's (District) District's medical benefits program effective January 1, 2022, for non-represented employees, Deputy General Managers, District Officers, and retirees, as described below:

- (1) Stipulate that the District will provide an annual stipend to participants who enroll in PERS Kaiser or PERS Gold;
- (2) Modify the District-paid annual stipend amounts for participants enrolled in CalPERS Kaiser or PERS Gold at \$1,000 for employee only coverage, \$2,000 employee plus one coverage, and \$3,000 for family coverage;
- (3) Modify the annual District-paid Health Reimbursement Arrangement (HRA) funding amounts for individuals enrolled in the following plans; and,

Medical Plan	Employee Only	Employee + One	Family
PERS Kaiser	\$1,500	\$3,000	\$3,000
PERS Gold	\$3,500	\$7,000	\$7,000
PERS Platinum	\$2,500	\$5,000	\$5,000

- (4) Modify the policy that newly hired non-represented employees must be enrolled in PERS Kaiser or PERS Gold for at least two Open Enrollment periods following their date of hire.

Action by the Board at its meeting of August 27, 2021 – Resolution

AYES (11): Directors Arnold, Fredericks, Garbarino, Grosboll, Hill, Mastin, Rodoni and Snyder; Second Vice President Cochran; First Vice President Theriault; President Pahre.

NOES (0): None.

ABSENT (5): Directors Conroy, Hernández, Melgar, Rabbitt and Stefani.

(6) Public Comment

There were no public comments.

(7) Adjournment [43:45 Minutes Mark on the Audio Recording]

**RULES, POLICY AND INDUSTRIAL RELATIONS COMMITTEE/COMMITTEE OF
THE WHOLE
AUGUST 27, 2021/PAGE 6**

All business having been concluded, Directors THERIAULT/PAHRE moved and seconded that the meeting be adjourned at 9:47 a.m.

Carried

Respectfully submitted,



Judy Arnold, Chair
Rules, Policy and Industrial Relations Committee

JA:AMK:EIE:tnm