



# Health Insurance Benefit Study

Legislative/Human Resources Committee

January 9, 2024

# Health Insurance Benefit

- Retirement Benefit for employees hired after 1996 for reimbursement of healthcare premiums.
- Introduced in 1989 at \$50 per month. In 2004, this amount was increased to current \$450 for single and \$550 for married per month.
- The \$450 and \$550 are maximum benefits. Currently a 20-year vesting schedule, with 25% of benefit earned each 5 years is in place for members hired after July 1, 1996\*.

\*Purchased service does not count toward the vesting schedule for HIB.

# Health Insurance Benefit Study

- 20 years since last increase to Health Insurance Benefit (HIB)
- The Retirement Board requested a study of the benefit and an evaluation of benefits provided by other public agencies.
- The Unions expressed interest in the study
- Staff is conducting a broader benchmark benefits survey to review all employee benefits

# Survey Factors and Details

- Demographic statistics for current retiree population and utilization of HIB
- Changes in Medicare Marketplace 2004-2024
- Updated HIB Survey Data
- Review and cost any proposed changes to HIB

# Health Insurance Benefit Study Schedule

- HIB Study begins in January 2024
- Estimated completion in July 2024
- Retirement Board updates scheduled between January and June 2024
- Board of Directors updates TBD

## Next Steps

- Outcome of the HIB Study and recommendations from the Retirement Board will be presented to the Board of Directors in fall 2024

Questions?





# EBMUD Campaign Finance Reform Ordinance

Legislative/Human Resources Committee  
January 9, 2024



# Agenda

- History of the EBMUD Campaign Finance Reform Ordinance (CFRO)
- Legal Review Process for Recommended Revisions
- Recommended Revisions
- Next Steps

# History and Legal Review Process



# History of the CFRO

- Authorized, but not required, by Elections Code § 10544
- Regulates the financing of District elections
- First enacted in May 1992
- Amended in 1994, 1996, 1998, 2002
- Last amended in 2010
- Changes in law and best practices are recommended for incorporation into the CFRO

# Process for Legal Review of the CFRO

- First reviewed by the General Counsel
  - Reviewed for clarity
  - Incorporated updates in the law (e.g., Levine Act) and best practices since 2010
- Then reviewed by outside Special Counsel
  - Incorporated further updates in the law (e.g., advertisement disclaimers)
  - Recommended adjusting contribution limits based on Consumer Price Index (CPI) and the practices of other similarly-sized agencies
  - Recommended additional best practices

# Major Recommended Revisions



# Increased Contribution Limits

- Contributions from Persons
  - Increase **from \$600 to \$900**
  - Reflects CPI adjustments since 2010
- Contributions from Small Contributor Committees
  - Increase **from \$1,200 to \$1,800**
  - Not increased since 2010
  - Double the limit for persons, which was intent in 2010
  - Consistent with practices of other agencies

## Other Recommended Revisions

- Adjust limit on contributions from Small Contributor Committees biennially based on CPI
- Incorporate Levine Act into CFRO and clarify what is included in the term a “license, permit or other entitlement for use”
- Prohibit donations from any District contractor, not just for Board-approved contracts

## Other Recommended Revisions

- Prohibit a contractor who violates the CFRO's donation prohibitions from being awarded any contract for one year following the violation, even if the contract is a low-bid contract
- Update the voluntary expenditure limit from \$0.53 to \$0.80 per ward resident to reflect CPI adjustments since the CFRO was last updated
- Update Advertisement Disclaimer requirements
  - Reference requirements of Political Reform Act (PRA)
  - Updates required disclosure statement
  - Sets a recommended threshold of \$5,000 for disclosing "top funders"



# Minor Recommended Revisions



# Updates to Definitions

- Reorganize alphabetically
- “Contribution”: Fair rental value of a home or office premises used for fundraising event is not included in cost calculations when determining value of event
- “Qualified Campaign Expenditure”
  - Remove “broadcast or print” reference to “communications” to reflect fact that modern communications means are broad
  - Remove “by name or image” in reference to a communication “featuring a candidate” in accordance with Fair Political Practices Commission advice
- “Small Contributor Committee”: Update to match the PRA definition

## Other Recommended Revisions

- Mandate website publishing of contribution limits as a best practice
- Correct and update reference to CPI to “San Francisco-Oakland-Hayward Consumer Price Index for Urban Consumers”
- For the purpose of defining post-election donation limits, clarify the definition of “net debts outstanding from the election” by separately defining the component definitions of “outstanding debts” and “assets”
- Use non-binary “their” in referencing persons
- Update references to PRA and other common terms for consistency

# Next Steps



# Process for Adoption of Revisions

- Presentation to Legislative/Human Resources Committee on January 9, 2024
- Review any further revisions at the February 13, 2024 Legislative/Human Resources Committee meeting
- First reading at the February 27, 2024 Regular Board meeting
- Second reading at the March 12, 2024 Regular Board meeting
- Revised CFRO to go into effect on April 11, 2024

# Questions?

