

**MINUTES OF SPECIAL MEETING OF THE BOARD OF DIRECTORS
OF THE TULARE IRRIGATION DISTRICT HELD ON THE
25th DAY OF AUGUST 2017 AT THE HOUR OF 9:00 A.M.**

Call to Order:

Directors present at the meeting held at the date and time above designated were President David Bixler, Vice President Rick Borges, Mike Thomas, Scott Rogers and Dave Martin. Staff present at the meeting were J. Paul Hendrix, General Manager and Secretary; and Kathi Artis, Controller and Treasurer. Also present was Rachele Bergland, District Special Counsel. The meeting was called to order by President Bixler.

Public Comments:

Director Thomas made some observations concerning the recent appearance of a pedestrian trail along Deep Creek through the City of Farmersville.

Matters for Consideration of Board Action:

Health Insurance Plan Premiums - Ms. Artis summarized the insurance premiums for the health plans being made available to employees through the ACWA/JPIA and reviewed tabular information depicting the same. She stated that the Classic PPO plan exhibits the highest premiums of the three plans offered. She further noted that these higher premiums currently cost the District an additional \$21,000 annually. Discussion ensued over the health plans, and a staff recommendation was made to require those employees choosing the Classic PPO plan to pay the difference in premiums as compared to the CDHP, a plan offering similar coverage and access to medical professionals. Discussions also addressed those retirees and employees who may be currently enrolled in Medicare and their inability to elect the CDHP. By the motion of Director Martin, second by Director Borges and unanimously carried by all directors present, it was approved to amend the District's Personnel Policy No. 1240 to require those employees electing the Classic PPO plan over other plans for which they may have access to pay the additional cost thereof.

Retiree Health Insurance Benefits - Mr. Hendrix summarized board discussions over recent years regarding health insurance premium payments afforded to qualified retirees. He indicated that the Board's position has evolved to a desire to cease providing premium payments for retirees in the future and to stipulate that new hires, regardless of age or years of service would not be eligible for such a benefit. Discussions ensued as to the eligibility conditions in the current policy, and Ms. Bergland noted that the policy language could be rearranged to clarify the retiree benefits intended for existing employees from those employees hired in the future. By the motion of Director Borges, second by Director Thomas and unanimously carried by all directors present, it was approved to amend the District's Personnel Policy No. 1271 to state that employees hired to regular full-time status as of this date not be eligible for employer payment of health insurance premiums upon retiring or whose employment is otherwise terminated by the District.

Closed Session:

The Board thereupon adjourned to closed session per Govt. Code §54957. Upon return to open session, it was reported that no reportable action

was taken in closed session.

There being no other items to come before the Board of Directors, the meeting was then adjourned.

J. Paul Gordon
Secretary

David G. Berta
President