



The Board of Directors of
The Hayward Area Recreation and Park District

RESOLUTION NO. R-2223-12

RESOLUTION RELATING TO THE BOARD OF DIRECTORS' HEALTH AND WELFARE BENEFITS

WHEREAS, the Board of Directors of the Hayward Area Recreation and Park District receive health and welfare benefits for their service as an elected official; and

WHEREAS, the Board of Directors request to align the health and welfare benefits provided to elected officials with those provided to employees of the Hayward Area Recreation and Park District; and

WHEREAS, the Board of Directors request to maintain the health and welfare benefits stated in Exhibit A until such time that there is a change to the employee's benefits; and

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Hayward Area Recreation and Park District adopt this resolution approving the health and welfare benefits for elected officials as outlined in Exhibit A.

DATE: August 1, 2022

INTRODUCED BY: Peter Rosen

AYES: Andrade, Hatcher, Hodges, Pereira and Rosen

NOES: None

ABSTAIN: None

ABSENT: None

Carol A. Pereira, President

Paul W. Hodges, Jr., Secretary

Exhibit A

H.A.R.D. BOARD OF DIRECTORS' BENEFITS

The following benefits relate to and are available to the Board of Directors of the Hayward Area Recreation and Park District, if they choose to participate:

1. Health

- A. Current Elected Board Members: The District's maximum contribution toward Medical as provided to all District employees. Any premiums in excess of the District's contribution will be paid fully by the Board Member and deducted from the monthly compensation.
- B. Former Board Members:
 - 1. District paid lifetime health benefits after 24 years of service on the H.A.R.D. Board and the following conditions are met:
 - a. The member was first elected before January 1, 1995,
 - b. The member serves at least 24 years in office, and
 - c. The District offered retirement health benefits to former elected directors prior to January 1, 1995.
 - 2. Board members who do not meet the criteria for District paid lifetime coverage and have served on the H.A.R.D Board for more than one (1) term, may elect to continue health coverage at the full out of pocket cost.
- 2. Dental -- 100% coverage for Board Members and their families with Delta Dental insurance.
- 3. Life Insurance -- Group life insurance premium for up to \$75,000 in group life insurance coverage. Coverage level may change based on criteria described in the District's plan document.
- 4. Vision -- Through December 31, 2022, vision care benefit for Board Members and their families, not to exceed \$375 annual reimbursement for frames and prescription lenses. Allotment can be carried forward for a two-year maximum of \$750.

Beginning January 1, 2023, option to participate in either the District sponsored VSP Vision Plan or the District sponsored Direct Reimbursement Plan for Board Members and their families.

5. **Public Agency Retirement Services, Alternative Retirement Plan (PARS):**

- A. All Board members elected on or after August 1, 2022, will be enrolled in PARS.
- B. All Board members elected prior to August 1, 2022, will have a one-time option to enroll in PARS.

6. **Social Security** -- Based on Social Security Administration contributions (only applicable if not enrolled in PARS).

7. **Effective Date** -- The benefits listed above will be available starting on 1/1/2022, and will remain in place until such time that there is a change to the employee's benefits.