

**DIXON RESOURCE CONSERVATION DISTRICT (DRCD)
POLICY COMMITTEE
MINUTES FOR
May 6, 2021**

DIRECTORS

**SAM BEUKELMAN
DAVID VIGUIE**

DIXON RCD STAFF

KELLY HUFF, DISTRICT MANAGER

1. Call the Meeting to Order

Director Viguie called the May 6, 2021, Policy Committee meeting to order at 11:00 a.m. at 1170 North Lincoln Street, Suite 110, Dixon, CA.

Present: Beukelman, Viguie
Nays: None
Abstain: None
Absent: None

2. Approve the Agenda

There was no discussion on this item.

A motion was made by Director Beukelman, seconded by Director Viguie to approve the agenda. The motion passed as follows:

Ayes: Beukelman, Viguie,
Nays: None
Abstain: None
Absent: None

3. Approve Minutes

No minutes to approve

4. Comments from the Public – None

MEETING MINUTES

5. Old Business – None

6. New Business

- a. Health and Welfare Benefits Policy 3505 – Review Proposed Changes to Policy and Provide Recommendations to the Board. (Action)

Director Viguie and Director Beukelman reviewed the staff proposed changes to Policy 3505.

Director Viguie made the following recommendations:

1. Add language clarifying that employees have the option of enrolling dependents in the District health care plans at their own cost through deductions from employee's monthly paycheck.
2. Add language clarifying that if the employee's health care premiums are less than the allowance, the balance of funds remain with the District.
3. The reference to a specific percentage for retirement contribution match be moved to the schedule of rates.
4. Check with legal regarding whether there are maximum probationary periods for benefit eligibility; whether it is still allowable to have minimum hours/week schedule to be eligible for benefits; whether employers can require submission of proof of other insurance to qualify for in lieu payment; and whether there is a minimum percentage that employers must match for retirement benefits. Dependent on requirements, make benefit eligibility period 60 days for health benefits and 6 months for retirement.
5. Remove sentence that begins with, "Unless otherwise specified in the Employment Memorandum".

A motion was made by Director Viguie, seconded by Director Beukelman to recommend the Board approve the staff proposed updates to the policy with the above stated caveats. The motion passed as follows:

| | |
|----------|--------------------|
| Ayes: | Beukelman, Viguie, |
| Nays: | None |
| Abstain: | None |
| Absent: | None |

MEETING MINUTES

A separate motion was made by Director Viguie, seconded by Director Beukelman to recommend the Board add adopt the following rates to be added to the Dixon RCD Schedule of Rates.

1. Health & Welfare Benefits Allowance for District Offered Health Plans = 100% of Employee Insurance Costs up to \$700/month.
2. Health & Welfare Benefits In Lieu Payment for Refusal of Health Benefits = \$350/month.
3. Retirement Employer Match = Up to 3%

The motion passed as follows:

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|----------|--------------------|
| Ayes: | Beukelman, Viguie, |
| Nays: | None |
| Abstain: | None |
| Absent: | None |

- b. Standards of Conduct and Ethical Behavior Policy 3200 – Review Proposed New Policy and Provide Recommendations to the Board. (Action)**

A motion was made by Director Viguie, seconded by Director Beukelman to recommend the Board approve the staff proposed updates to the policy. The motion passed as follows:

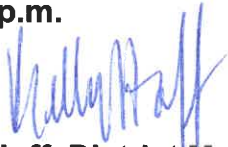
| | |
|----------|--------------------|
| Ayes: | Beukelman, Viguie, |
| Nays: | None |
| Abstain: | None |
| Absent: | None |

7. Announcements –

- a. Future committee meetings will be scheduled as necessary.**

8. Adjourn Meeting

The Dixon RCD Policy Committee meeting adjourned at the hour of 12:18 p.m.



Kelly Huff, District Manager, Dixon Resource Conservation District