



EAST CONTRA COSTA FIRE PROTECTION DISTRICT

Board of Directors Regular Meeting

Monday December 1, 2014 – 6:30 P.M.
Meeting Location: 3231 Main Street, Oakley

BOARD OF DIRECTORS		
Greg Cooper	Joel Bryant-President	Randy Pope
Robert Kenny	Ronald Johansen-Vice President	Stephen Smith
Jonathan Michaelson	Cheryl Morgan	Joe Young

AGENDA

CALL TO ORDER

PLEDGE OF ALLEGIANCE

ROLL CALL

PUBLIC COMMENTS

At this time the public may address the District Board on subject matters pertaining to District business listed on the Consent Calendar, Closed Session, Future Agenda Items, or items *not* listed on the agenda. Remarks may be limited to 3-minutes subject to the discretion of the Board President and with the concurrence of the Board of Directors. Members of the public wishing to address the Board may submit a "Public Comment Speaker Card" to the District Clerk. While the District encourages your comments, State law prevents the Board from discussing items that are not set forth on this meeting agenda. The Board and staff take your comments very seriously and, if appropriate, will follow up on them.

CONSENT CALENDAR

Consent Calendar items are considered routine in nature and will be enacted by the Board in one motion. If discussion or public comment is required, any Board Member may request the item be removed from the Consent Calendar and considered separately.

- C.1** Approve Minutes from November 3, 2014 Regular Board of Directors Meeting
- C.2** Approve Minutes from November 17, 2014 Special Board of Directors Meeting

DISCUSSION ITEMS

- D.1 Authorize New Contracts for Vision, Dental, Life and Long-term Disability Insurance
- D.2 Receive Operational Update for November 2014

INFORMATIONAL STAFF REPORTS

- 1. Receive Update on Temporary Closure of Knightsen Fire Station

DIRECTORS' COMMENTS

INFORMATIONAL REPORTS AND REQUESTS FOR FUTURE AGENDA ITEMS FROM BOARD MEMBERS

This portion of the agenda shall provide an opportunity for Board Members to report on activities, committee or event attendance pertaining to District business or to request a future item to be placed on the agenda.

ADJOURN TO THE REGULAR BOARD MEETING SCHEDULED: January 5, 2015

All items appearing on the agenda are subject to action by the Board.

POSTING STATEMENT

A copy of this agenda was posted **November 28, 2014 at the East Contra Costa Fire Protection District Administrative Office, 134 Oak Street, Brentwood, CA 94513.** Pursuant to CA Government Code §54957.5, disclosable public records and writings related to an agenda item distributed to all or a majority of the Board of Directors including such records and writing distributed less than 72 hours prior to this meeting are available for public inspection at the East Contra Costa Fire Protection District Administrative Office, 134 Oak Street, Brentwood, CA 94513.

NOTICE In compliance with the Americans with Disabilities Act, any individuals requesting special accommodation to attend and/or participate in District Board meetings may contact the District Administrative Office at (925) 634-3400. Notification 48 hours prior to the meeting will enable the District to make reasonable accommodations.



EAST CONTRA COSTA FIRE PROTECTION DISTRICT

Meeting Minutes

Board of Directors Regular Meeting

Monday November 3, 2014 – 6:30 P.M.

Meeting Location: 3231 Main Street, Oakley

BOARD OF DIRECTORS		
Greg Cooper	Joel Bryant-President	Randy Pope
Robert Kenny	Ronald Johansen-Vice President	Stephen Smith
Jonathan Michaelson	Cheryl Morgan	Joe Young

CALL TO ORDER: (6:30 P.M.)

PLEDGE OF ALLEGIANCE: (6:30 P.M.)

ROLL CALL: (6:31 P.M.)

Directors Present: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Directors Absent: Johansen

PUBLIC COMMENTS: (6:31 P.M.)

There were no Public Speakers

CONSENT CALENDAR: (6:32 P.M.)

Director Pope requested that Item C.1 be pulled from the Consent Calendar.

C.2 Establish Board of Directors Meeting Schedule for 2015

C.3 Establishment of Investment Policy and Authorization of the Investment of District Funds in the Contra Costa County Investment Pool

Motion by: Director Pope to approve Consent Calendar Items C.2 & C.3

Second by: Director Michaelson

Vote: Motion carried: 8:0:0

Ayes: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Noes:

Abstained:

Absent: Johansen

C.1 Approve Minutes from October 6, 2014 Regular Board of Directors Meeting

Director Pope requested that the minutes be changed to read, under Director's Comments: "Director Pope – Suggested to the Board of Directors that, as the staff reports are *published and distributed* prior to the meeting, it is not necessary for the Chief to read the staff report at the Board Meeting."

Motion by: Director Pope to approve Consent Calendar Item C.1, as amended

Second by: Director Young

Vote: Motion carried: 8:0:0

Ayes: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Noes:

Abstained:

Absent: Johansen

DISCUSSION ITEMS

(6:33 P.M.)

D.1 Receive Update on Benefit Assessment and Timelines

There were two (2) Public Speakers – Alex Aliferis, Gil Guerrero

Motion by: Director Morgan to move forward with the benefit assessment process under the proposed timeline

Second by: Director Pope

Vote: Motion carried: 8:0:0

Ayes: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Noes:

Abstained:

Absent: Johansen

(7:02 P.M.)

D.2 Amendment of the Professional Services Agreement with NBS for Services Related to Development, Enactment and Implementation of a Fire Suppression Assessment

Motion by: Director Pope to Amend the Professional Services Agreement with NBS for Services Related to Development, Enactment and Implementation of a Fire Suppression Assessment

Second by: Director Morgan

Vote: Motion carried: 8:0:0

Ayes: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Noes:

Abstained:

Absent: Johansen

There were no Public Speakers

(7:05 P.M.)

D.3 Approve a New Professional Services Agreement with TBWB Strategies for Public Outreach and Education Services

Motion by: Director Young to approve a New Professional Services Agreement with TBWB Strategies for Public Outreach and Education Services

Second by: Director Michaelson

Vote: Motion carried: 8:0:0

Ayes: Bryant, Cooper, Kenny, Michaelson, Morgan, Pope, Smith, Young

Noes:

Abstained:

Absent: Johansen

There were no Public Speakers

(7:11 P.M.)

D.4 Receive Operational Update for October 2014

Chief Henderson gave an Operational Update for October 2014

There were no Public Speakers

Director Johansen arrived at 7:14 pm

INFORMATIONAL STAFF REPORTS: (7:19 P.M.)

1. Receive Update on Temporary Closure of Knightsen Fire Station

Chief Henderson gave a verbal update on the temporary closure of the Knightsen Fire Station, including the following timeline:

- October 22: fire station well was tested
- October 24: test results returned with confirmed chloroform bacteria
- October 24: crew was moved to station 54
- October 27: well treated
- Staff met with Diablo Water District (DWD) regarding hook-up to municipal water system.
- October 28: well retested
- October 28: DWD agreed to hook-up the station to its system
- October 30: DWD installed water meter
- October 30: Adams Environmental Field Services conducted mold inspection and testing; results are due November 6
- October 31: results from October 27 test received; well determined to be clean
- October 31: plumber stated new waterline is necessary for station
- November 3: plumber started the waterline project

There were no Public Speakers

DIRECTORS' COMMENTS: (7:29 P.M.)

Director Johansen thanked Chief Henderson for the quick response to the issues going on at Station 94 (Knightsen) and moving the crews out quickly.

INFORMATIONAL REPORTS AND REQUESTS FOR FUTURE AGENDA ITEMS FROM BOARD MEMBERS

NONE

ADJOURN TO CLOSED SESSION ON THE FOLLOWING MATTERS: (7:30 P.M.)

1. Conference With Labor Negotiator Pursuant to Government Code Section 54957.6:
Agency designated representatives: Fire Chief and Glenn Berkheimer
Employee Organizations: International Association of Fire Fighters, Local 1230, AFSCME Local 2700, East County Fire Fighters Association (Reserves), East Contra Costa Battalion Chiefs Association
2. Conference With Legal Counsel – Existing Litigation Pursuant to Government Code Section 54956.9: East Contra Costa County Firefighters Association v. East Contra Costa Fire Protection District. Unfair Practice Charge No. SF-CE-1020-M

REPORT ON THE CLOSED SESSIONS: (9:30 P.M.)

Direction was given to the Labor Negotiators for item number 1

Direction was given to Legal Counsel for item number 2

**ADJOURN TO THE REGULAR BOARD MEETING SCHEDULED: December 1, 2014:
(9:30 P.M.)**

MOTION BY: Director Bryant to adjourn to the next Regular Board Meeting scheduled:
December 1, 2014



EAST CONTRA COSTA FIRE PROTECTION DISTRICT

Meeting Minutes

Board of Directors Special Meeting

Monday November 17, 2014 – 6:30 P.M.

Meeting Location: 3231 Main Street, Oakley

BOARD OF DIRECTORS		
Greg Cooper	Joel Bryant-President	Randy Pope
Robert Kenny	Ronald Johansen-Vice President	Stephen Smith
Jonathan Michaelson	Cheryl Morgan	Joe Young

CALL TO ORDER: (6:33 P.M.)

PLEDGE OF ALLEGIANCE: (6:33 P.M.)

ROLL CALL: (6:34 P.M.)

Directors Present: Bryant, Cooper, Johansen, Kenny, Morgan, Pope, Smith, Young

Directors Absent: Michaelson

PUBLIC COMMENTS: (6:34 P.M.)

There were no Public Speakers

ADJOURN TO CLOSED SESSION ON THE FOLLOWING MATTERS: (6:34 P.M.)

1. Conference With Labor Negotiator Pursuant to Government Code Section 54957.6:
Agency designated representatives: Fire Chief and Glenn Berkheimer
Employee Organizations: International Association of Fire Fighters, Local 1230,
AFSCME Local 2700, East County Fire Fighters Association (Reserves), East Contra
Costa Battalion Chiefs Association

REPORT ON THE CLOSED SESSION: (7:34 P.M.)

Direction was given to the Labor Negotiators

ADJOURN TO THE REGULAR BOARD MEETING SCHEDULED: December 1, 2014:
(7:34 P.M.)

MOTION BY: Director Bryant to adjourn to the next Regular Board Meeting scheduled:
December 1, 2014

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS AGENDA ITEM NO. D-1**

Meeting Date: December 1, 2014

Subject/Title: Adopt Resolutions to Authorize New Health Plan Contracts for Vision, Dental, Life and AD&D, and Long-Term Disability Insurance Benefits

Submitted by: Hugh Henderson, Fire Chief

RECOMMENDATION FOR ACTION

Adopt resolutions to authorize new health plan contracts for vision, dental, life and accidental death and dismemberment (AD&D), and long-term disability insurance benefits.

PREVIOUS ACTION

At the January 6, 2014, Board of Directors meeting, the Board adopted Resolution 2014-2 to permit the District to enter into a contract with the City of Brentwood to provide the District with certain administrative services, effective January 1, 2015.

SUBJECT BACKGROUND

In furtherance of Resolution 2014-2, the District has been working with the County and the City of Brentwood over the past year to enable the planned transfer of certain administrative services as of January 1, 2015.

One of the biggest hurdles with transferring these administrative services has been the HR/benefit component. District staff is working with County benefits administrators and Keenan and Associates, an insurance broker and benefits consulting firm, to establish new employee benefits contracts that will be held under the District's name.¹ Once the District establishes those contracts, benefits will be provided to eligible District employees and retirees under the new District contracts instead of under the County's insurance benefit contracts and plans. After the transfer is complete, District staff will coordinate employee benefits directly with the insurance carriers on a going-forward basis.

The District has met and conferred with each employee union regarding the proposed benefit program, which will include vision, dental, life and AD&D, and long-term disability insurance benefits. Negotiations are near completion, but are still taking place. Although the bargaining units have not yet voted on the proposed benefit program, the District expects this to take place in early-mid December. Therefore, some details relating to the new benefit plans may still be subject to change (e.g., the rate at which employees contribute toward the cost of their coverage under the plans). The District anticipates bringing benefits-related side letter agreements to the Board for approval at its January 2015 meeting. However, if District staff does not move forward with health benefit contract implementation during the month of December, these benefits will not be available to eligible individuals as of January 1, 2015, when the County-provided benefits will end.

¹ Medical insurance will continue to be provided through the County until the District has its own CalPERS health benefits contract, which process is underway. This process is expected to take up to 12 more months.

Therefore, Staff requests authority to take all actions necessary to enter into new contracts with recommended insurance providers as described below to allow the District to meet its obligations under its bargaining agreements with its three union groups as of January 1, 2015. An outline of each of the proposed benefit plans and estimated premium rates from Keenan and Associates is set forth below.

1. Vision Insurance (VSP)

Under current agreements, employees either do not have vision care benefits, or benefits are limited to those employees who use a video display terminal (e.g., computer) for at least an average of two hours per day. VSP will provide a new vision care insurance plan for the District that will provide standard-type vision care benefits to all eligible District employees. The new VSP contract and coverage will take effect January 1, 2015, and continue through December 31, 2015. The total annual premium cost for coverage is estimated at \$8,837.00 (subject to change depending on enrollment, which has been assumed as follows for purposes of securing the quote: 14 employee-only; 13 employee + spouse; 21 employee + child(ren), and 3 employee + family). This premium rate is guaranteed for a four-year period and provides coverage as set forth in the table below.

Proposed Vision Benefits – January 1, 2015

	In-Network	Out-of-Network
General Plan Information		
Copay	Member cost	Allowance
Examination	\$10 Exam / Materials	Up to \$45
Benefit Frequency		
Examination	12 months	12 months
Lenses	12 months	12 months
Frames	24 months	24 months
Contacts	12 months	12 months
Covered Services		
Lenses	Covered by Plan	Allowance
Single Vision Lens	100%	Up to \$30
Bifocal Lens	100%	Up to \$50
Trifocal Lens	100%	Up to \$65
Lenticular	100%	Up to \$100
Basic Progressive	\$55 Multifocal	Not Covered
Lens Options		
UV Coating	Member Cost	
UV Coating	Up to \$16	Discount available
Scratch Resistance	Up to \$17	Discount available
Basic Polycarbonate	Up to \$31 adults/ \$0 kids under 19	Discount available
Standard Anti-Reflective	Up to \$41	Discount available
Contact Lenses		
		Allowance
Medically Necessary	100%	Up to \$210
Elective	Up to \$130	Up to \$130
Frames	Up to \$130	Up to \$70
Other Services		
Corrective Vision Services (e.g., Laser Surgery)	Discount available	Discount available
Second Pair of Glasses	Discount available	Discount available

2. Dental Insurance (Delta Dental)

Delta Dental has been providing dental insurance for the District's eligible employees and retirees under the County's dental plan. Delta Dental no longer offers the exact same plan to employers. Rather, Delta Dental will provide a new dental care insurance plan to the District that will provide increased dental care benefits to eligible employees and retirees. The table below compares the District's current dental benefits through the County to those dental benefits under the proposed plan. The new contract and coverage will take effect January 1, 2015, and continue through December 31, 2015. The total annual premium cost for coverage is estimated at \$65,223.00 (based on estimated enrollment as described under Item 1, above). This cost is an 80% increase over the current rates for coverage through the County's plan. This premium rate is guaranteed until July 1, 2016.

Proposed Dental Benefits – January 1, 2015

General Plan Information	Current Delta Dental Plan		Proposed Delta Dental PPO	
	PPO	Premier/Non Network	PPO	Premier/Non Network
Deductible Single	\$50	\$50	N/A	\$75
Deductible Family	\$50	\$50	N/A	\$225
Deductible waived for Preventive	No	No	N/A	No
Calendar Year Max	\$1,800	\$1,800	\$2,000	\$1,500
Preventive – Class I				
Exams, Cleanings, X-rays	70%	70%	100%	100%
Basic – Class II				
Fillings	70%	70%	90%	80%
Endodontic	70%	70%	90%	80%
Periodontic	70%	70%	90%	80%
Inlays	70%	70%	90%	80%
Bridges	70%	70%	90%	80%
Extractions	70%	70%	90%	80%
Major – Class III				
Cast Restorations	70%	70%	80%	60%
Implants	70%	70%	80%	60%
Dentures	70%	70%	80%	60%
Crowns	70%	70%	80%	60%
Prosthodontic	50%	50%	80%	50%

3. Life and AD&D Insurance (Mutual of Omaha)

ReliaStar has been providing life insurance and AD&D insurance for the District's eligible employees under the County's plan. Mutual of Omaha will provide a new life and AD&D insurance plan for the District that will provide eligible employees with a \$10,000 group term life insurance policy. The new contract and coverage will take effect January 1, 2015, and continue through December 31, 2015. The total annual premium cost for coverage is estimated at \$2,234.00 (assuming 58 employees). This cost is a 70% increase over the current rates for coverage through the County's plan. This premium rate is guaranteed for a two-year period.

Proposed Life Insurance and AD&D Benefits – January 1, 2015

		Current	Proposed
LIFE and AD&D		ReliaStar	Mutual of Omaha
Number of Employees	58		
Insured Volume	\$547,500.00		
EE Life – Per \$1,000 Insured Volume per Month		\$0.200	\$0.280
EE AD&D – Per \$1,000 Insured Volume per Month		Included	\$0.060
Total Monthly Premium		\$109.50	\$186.15
Total Annual Premium		\$1,314.00	\$2,233.80

4. Long-Term Disability Insurance (Mutual of Omaha)

The Board of Directors requested that the District provide a long-term disability plan as a new benefit under the District's benefit program. Mutual of Omaha will provide this new insurance plan for District employees. The contract will provide long-term disability benefits at 60% of an employee's base salary, up to a maximum monthly benefit of \$6,000. Benefits begin 90 days after injury. The new contract and coverage will take effect January 1, 2015, and continue through December 31, 2015. The total annual premium cost for coverage is estimated at \$17,181.00 (assuming 58 employees). This premium rate is guaranteed for a two-year period.

Proposed Long-Term Disability Benefits – January 1, 2015

		No Current	Proposed
Long-Term Disability			Mutual of Omaha
Rate Guarantee			2 Years
Number of Employees	58		
Covered Payroll	\$349,212.00		
EE Life – Per \$100 Covered Payroll			\$0.410
Total Monthly Premium		\$0.00	\$1,431.77
Total Annual Premium		\$0.00	\$17,181.23
General Plan Information			
Benefit Percentage			60.00%
Monthly Benefit Maximum			\$6,000
Minimum Monthly Benefit			\$100
Elimination Period			90 Days
Definition of Disability			2 yr. own occ
Recurrent Disabilities			6 months
Definition of Earnings			Month Prior to Disability
Social Security Integration			Full Family
Mental Illness - Limitations			24 months - Lifetime
Substance Abuse – Limitations			24 months - Lifetime
Pre-Existing Condition Limitations			6/12
Survivor Benefit			3 months
Rehabilitation Benefit			Included
Partial Disability			Included
Worksite Modification			Included
Child Care Benefit			Not Included
COLA			Not Included
Conversion			Included
Return to Work Incentive Benefit			Included

Attachments: Resolutions

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

* * *

RESOLUTION NO. 2014-

**AUTHORIZING A NEW CONTRACT FOR VISION CARE INSURANCE TO BE
PROVIDED BY VSP**

WHEREAS, the District has been receiving benefit administration services from Contra Costa County since the time fire protection services were consolidated within the District's service area; and

WHEREAS, at its January 6, 2014 meeting, the Board of Directors adopted Resolution 2014-2 to contract with the City of Brentwood to provide these administrative services, effective January 1, 2015; and

WHEREAS, District staff is working with County benefits administrators and Keenan and Associates, an insurance broker and benefits consulting firm, to establish new employee benefits contracts that will be held under the District's name; and

WHEREAS, once the District establishes those contracts, benefits will be provided to eligible District employees and eligible retirees under the new District contracts instead of under the County's insurance benefit contracts and plans; and

WHEREAS, Keenan, on the District's behalf, has negotiated a contract with VSP to provide vision care insurance for eligible District employees at an annual cost of approximately \$8,837.00, pending submittal and acceptance of a final application.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors does hereby authorize the Fire Chief to take all actions necessary to apply for and enter into a contract with VSP to provide vision care insurance to eligible District employees, effective January 1, 2015, at an annual cost of approximately \$8,837.00, and with terms consistent with those set forth in the staff report presented with this resolution.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 1st day of December 2014 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Joel Bryant
President, Board of Directors

ATTEST:

Hugh Henderson, Clerk of the Board

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

* * *

RESOLUTION NO. 2014-

**AUTHORIZING A NEW CONTRACT FOR DENTAL CARE INSURANCE TO BE
PROVIDED BY DELTA DENTAL**

WHEREAS, the District has been receiving benefit administration services from Contra Costa County since the time fire protection services were consolidated within the District's service area; and

WHEREAS, at its January 6, 2014 meeting, the Board of Directors adopted Resolution 2014-2 to contract with the City of Brentwood to provide these administrative services, effective January 1, 2015; and

WHEREAS, District staff is working with County benefits administrators and Keenan and Associates, an insurance broker and benefits consulting firm, to establish new employee benefits contracts that will be held under the District's name; and

WHEREAS, once the District establishes those contracts, benefits will be provided to eligible District employees and eligible retirees under the new District contracts instead of under the County's insurance benefit contracts and plans; and

WHEREAS, Keenan, on the District's behalf, has negotiated a contract with Delta Dental to provide dental care insurance for eligible District employees and retirees at an annual cost of approximately \$65,223.00, pending submittal and acceptance of a final application.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors does hereby authorize the Fire Chief to take all actions necessary to apply for and enter into a contract with Delta Dental to provide dental care insurance to eligible District employees and retirees, effective January 1, 2015, at an annual cost of approximately \$65,223.00, with terms consistent with those set forth in the staff report presented with this resolution.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 1st day of December 2014 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Joel Bryant
President, Board of Directors

ATTEST:

Hugh Henderson, Clerk of the Board

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

* * *

RESOLUTION NO. 2014-

**AUTHORIZING A NEW CONTRACT FOR LIFE INSURANCE AND ACCIDENTAL DEATH &
DISMEMBERMENT INSURANCE TO BE PROVIDED BY MUTUAL OF OMAHA**

WHEREAS, the District has been receiving benefit administration services from Contra Costa County since the time fire protection services were consolidated within the District's service area; and

WHEREAS, at its January 6, 2014 meeting, the Board of Directors adopted Resolution 2014-2 to contract with the City of Brentwood to provide these administrative services, effective January 1, 2015; and

WHEREAS, District staff is working with County benefits administrators and Keenan and Associates, an insurance broker and benefits consulting firm, to establish new employee benefits contracts that will be held under the District's name; and

WHEREAS, once the District establishes those contracts, benefits will be provided to eligible District employees and eligible retirees under the new District contracts instead of under the County's insurance benefit contracts and plans; and

WHEREAS, Keenan, on the District's behalf, has negotiated a contract with Mutual of Omaha to provide life insurance and accidental death and dismemberment (AD&D) insurance for eligible District employees at an annual cost of approximately \$2,234.00, pending submittal and acceptance of a final application.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors does hereby authorize the Fire Chief to take all actions necessary to apply for and enter into a contract with Mutual of Omaha to provide life and accidental death and dismemberment (AD&D) insurance to eligible District employees, effective January 1, 2015, at an annual cost of approximately \$2,234.00, and with terms consistent with those set forth in the staff report presented with this resolution.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 1st day of December 2014 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Joel Bryant

President, Board of Directors

ATTEST:

Hugh Henderson, Clerk of the Board

**EAST CONTRA COSTA FIRE PROTECTION DISTRICT
BOARD OF DIRECTORS
STATE OF CALIFORNIA**

* * *

RESOLUTION NO. 2014-

**AUTHORIZING A NEW CONTRACT FOR LONG-TERM DISABILITY INSURANCE
TO BE PROVIDED BY MUTUAL OF OMAHA**

WHEREAS, the District has been receiving benefit administration services from Contra Costa County since the time fire protection services were consolidated within the District's service area; and

WHEREAS, at its January 6, 2014 meeting, the Board of Directors adopted Resolution 2014-2 to contract with the City of Brentwood to provide these administrative services, effective January 1, 2015; and

WHEREAS, District staff is working with County benefits administrators and Keenan and Associates, an insurance broker and benefits consulting firm, to establish new employee benefits contracts that will be held under the District's name; and

WHEREAS, once the District establishes those contracts, benefits will be provided to eligible District employees and eligible retirees under the new District contracts instead of under the County's insurance benefit contracts and plans; and

WHEREAS, Keenan, on the District's behalf, has negotiated a contract with Mutual of Omaha to provide long-term disability insurance for eligible District employees at an annual cost of approximately \$17,181.00, pending submittal and acceptance of a final application.

NOW, THEREFORE BE IT RESOLVED that the East Contra Costa Fire Protection District Board of Directors does hereby authorize the Fire Chief to take all actions necessary to apply for and enter into a contract with Mutual of Omaha to provide long-term disability insurance to eligible District employees, effective January 1, 2015, at an annual cost of approximately \$17,181.00, and with terms consistent with those set forth in the staff report presented with this resolution.

PASSED, APPROVED AND ADOPTED by the Board of Directors of the East Contra Costa Fire Protection District at a regular meeting held on the 1st day of December 2014 by the following vote:

AYES:
NOES:
ABSENT:
ABSTAIN:

Joel Bryant
President, Board of Directors

ATTEST:

Hugh Henderson, Clerk of the Board