

**GOLDEN GATE BRIDGE, HIGHWAY AND TRANSPORTATION DISTRICT**

**RESOLUTION NO. 2010-105**

**APPROVE CODIFICATION OF THE MEDICAL BENEFITS POLICY  
IN THE *HUMAN RESOURCES GUIDE*  
FOR REPRESENTED AND ADMINISTRATIVE RETIREES  
(EXCLUDING BUS OPERATIONS),  
THEIR SPOUSES, DEPENDENTS AND SURVIVORS**

December 17, 2010

**WHEREAS**, the Golden Gate Bridge, Highway and Transportation District (District) has provided medical benefits for represented and administrative retirees (excluding bus operators), their spouses, dependents and survivors; and

**WHEREAS**, these benefits are described in various Resolutions, including Resolution Nos. 7807, 82-412, 83-244, 86-217, 86-355, 91-159, 97-183, 2000-141, 2004-004, 2004-101, 2006-093, and 2006-094, and by actions of the Board of Directors, the Human Resources Guide and the various Memoranda of Understanding with the unions; and

**WHEREAS**, said benefits in the past have differed depending upon whether service to the District was rendered as an administrative employee or as a union employee (excluding bus operators); and,

**WHEREAS**, it is the desire of the District to update, consolidate and clarify said benefits and the basis of their availability to the survivors of employees, and survivors of retired employees and their dependents (excluding bus operators), and to set forth those benefits in a single Resolution; and,

**WHEREAS**, in order to clarify the availability of said benefits to union employees, their survivors and dependents, the District has complied with the meet-and-confer requirements of Resolution No. 7293; and,

**WHEREAS**, all bargaining units of the Union Coalition have ratified the Coalition Agreement and the individual Unit Agreements as of May 21, 2007; and,

**WHEREAS**, the Rules, Policy and Industrial Relations Committee has so recommended; now, therefore, be it

**RESOLVED** that for regular full-time administrative and union employees (excluding bus operators), and regular part-time administrative employees, the medical benefits for retired

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employees, the survivors of employees, their spouses, dependents, and survivors shall be as set forth below and subject to the conditions which follow:

1. Continuation of medical benefits for the survivors of employees who die while in active District employment
  - a. The survivors (including eligible dependents) of an employee who has more than two (2) years of continuous service but less than fifteen (15) years of continuous service at the time of his/her death, shall be entitled, at District expense, to a three (3)-month continuation of the medical, dental, vision, and prescription drug coverage, which was in existence at the time of the employee's death. The three (3)-month period shall begin on the first day of the month following the month in which occurs the employee's death.
  - b. The survivors (including eligible dependents) of an employee who has more than fifteen (15) years of continuous service at the time of his/her death shall be entitled, at the District's expense, subject to a designated monthly contribution as outlined in No. 5 herein, to the continuation of medical, dental, vision, and prescription drug coverage to the normal age limitations for children and to eligibility for Medicare for spouses and, provided further, that such coverage shall cease upon the survivor's employment with another employer or the remarriage of the survivor spouse provided said survivor is eligible for medical coverage with the new employer or is eligible for spousal coverage with the employer of the new spouse.
2. Continuation of medical benefits for retirees, their spouses, and dependents and for the survivors of retired employees (excluding bus operators) who were hired before July 1, 1983, for union employees and January 1, 1983, for administrative employees
  - a. The retiree, his/her spouse, and eligible dependents of a retiree who was hired before July 1, 1983, for union employees and January 1, 1983, for administrative employees and at the time of retirement is at least fifty (50) years of age with at least five (5) years of continuous service shall, at District expense, be entitled to a continuation of medical, dental, vision, and prescription drug coverage for the life of the retiree or until the retiree obtains other employment. In the event the retiree obtains other employment and is eligible for medical benefits with the new employer, the District's coverage will continue but will become secondary coverage. The retiree shall be subject to a designated monthly contribution as outlined in No. 5 herein.
  - b. The retiree, his/her spouse, and eligible dependents of a retiree who was hired before July 1, 1983, for union employees and January 1, 1983, for administrative employees and at the time of retirement is at least fifty (50) years of age with at least twenty (20) years of continuous service shall, at District expense, be entitled to a continuation of medical, dental, vision, and prescription drug coverage. Upon

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the death of the retiree, the survivor spouse and eligible dependents shall be entitled, at District expense, to a continuation of medical, dental, vision, and prescription drug coverage to the normal age limitations for children and, provided further, that such coverage shall cease upon the survivor spouse's employment or the remarriage of the survivor spouse provided said survivor is eligible for medical coverage with the new employer or is eligible for spousal coverage with the employer of the new spouse. The surviving spouse and eligible dependents shall be subject to a designated monthly contribution as outlined in No. 5 herein.

- c. The retiree, his/her spouse, and eligible dependents of a retiree who was hired before July 1, 1983, for union employees and January 1, 1983, for administrative employees and who retired at age fifty-five (55) with at least fifteen (15) years of continuous service shall, at District expense, be entitled to a continuation of medical, dental, vision, and prescription drug coverage. Upon the death of the retiree, the survivor spouse and eligible dependents shall be entitled, at District expense, to a continuation of medical, dental, vision, and prescription drug coverage to the normal age limitations for children and, provided further, that such coverage shall cease upon the survivor spouse's employment or the remarriage of the survivor spouse provided said survivor is eligible for medical coverage with the new employer or is eligible for spousal coverage with the employer of the new spouse. The surviving spouse and eligible dependents shall be subject to a designated monthly contribution as outlined in No. 5 herein.
  - d. In the event an employee has transferred between administrative and union positions, the employee's eligibility for benefits will be determined with respect to employment before January 1, 1983, or July 1, 1983, based on the date that results in a more favorable result. These will be evaluated on a case-by-case basis, and the circumstances of the employee's service dates as an administrative or union employee will be considered.
3. Continuation of medical benefits for retirees, their spouses, and dependents and for the survivors of retired employees (excluding bus operators) hired after June 30, 1983, for union employees and December 31, 1982, for administrative employees
- a. The retiree who was hired after June 30, 1983, for union employees and December 31, 1982, for administrative employees and at the time of retirement is at least fifty-five (55) years of age with at least ten (10) years of continuous service shall, at District expense, be entitled to a continuation of medical, dental, vision, and prescription drug coverage for the life of the retiree or until the retiree obtains other employment. In the event the retiree obtains other employment and is eligible for medical benefits with the new employer, the District's coverage will continue but will become secondary coverage. The retiree shall be subject to a designated monthly contribution as outlined in No. 5 herein.

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- b. The retiree, his/her spouse, and eligible dependents of a retiree who was hired after June 30, 1983, for union employees and December 31, 1982, for administrative employees and at the time of retirement is at least fifty-five (55) years of age with at least fifteen (15) years of continuous service shall, at District expense, be entitled to a continuation of medical, dental, vision and prescription drug coverage. In the event the retiree obtains other employment and is eligible for medical benefits with the new employer, the District's coverage will continue but will become secondary coverage. Upon the death of the retiree, the surviving spouse and eligible dependents shall be entitled, at District expense, to a continuation of medical, dental, vision, and prescription drug coverage to the normal age limitations for children and, provided further, that such coverage shall cease upon the survivor spouse's employment or the remarriage of the survivor spouse provided said survivor is eligible for medical coverage with the new employer or is eligible for spousal coverage with the employer of the new spouse. The surviving spouse and eligible dependents shall be subject to a designated monthly contribution as outlined in No. 5 herein.
  - c. In the event an employee has transferred between administrative and union positions, the employee's eligibility for benefits will be determined with respect to employment before January 1, 1983, or July 1, 1983, based on the date that results in a more favorable result. These will be evaluated on a case-by-case basis, and the circumstances of the employee's service dates as an administrative or Union employee will be considered.
4. Continuation of medical benefits for retirees, their spouses, and dependents and for the survivors of retired employees (excluding bus operators) who were hired after August 9, 1991
- a. All employees hired on or after August 9, 1991, shall be eligible for retirement health benefits coverage (same benefits coverage, co-payments, deductibles, and out-of-pocket limits as for active employees unless otherwise specified) under the rules set forth in the section immediately preceding this one and subject to the following formula:  
  
Minimum Age of 55 years plus Years of Service which total a number of points equal to:
    - 80 points or higher, retiree receives health benefits at same benefits levels as active employees;
    - 75-79 points, retiree pays 20% of COBRA cost base of health benefits plus same benefits levels as active employees;
    - 70-74 points, retiree pays 30% of COBRA cost base of health benefits plus same benefits levels as active employees;
    - Less than 70 points, retiree does not receive any retiree health benefits paid in whole or in part by the District.

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- b. The designated COBRA percentage will be in addition to the normal contribution paid by the retirees as described in No. 5 herein.
5. Contributions/Coverage Applicable to All Retirees (other than bus operator retirees)
- a. Retirees under age 65 who are eligible for District-provided retiree health benefits shall pay a contribution equivalent to the Medicare contribution for the retiree and also for the retiree's eligible spouse until the individual reaches age 65. The retiree's age and the spouse's age are considered separately for determining the contribution owed. These payments shall be made to the District in accordance with District procedures.
  - b. Retirees over 65 and any eligible spouse over 65 must be enrolled in Medicare and shall pay their contribution to Medicare Part B. Medicare becomes the primary coverage and the District-provided plan becomes secondary.
  - c. A retiree or his/her spouse who is under age 65 and is covered under Medicare due to a disability shall make the contribution to Medicare.
  - d. District policies and benefits programs will include a domestic partner and/or domestic partner dependents in instances where provisions for a "spouse" apply, including any provisions/limitations herein. In no event will the District be responsible for situations where a benefits provider or law does not provide for domestic partner rights and benefits. A domestic partner/dependents must be registered in accordance with the District's domestic partner policies and program.
  - e. No spouse/domestic partner and/or dependents can be added to a retiree's medical benefits after the date of retirement. If the retiree marries or has a child after retirement, that spouse/domestic partner and/or dependents cannot be added to any District medical plans.
  - f. Generally, retirees have medical plans with provisions equivalent to those of active employees. However, there are special provisions in some cases.
    - A separate benefits plan structure is adopted for retirees who retired on or before July 1, 2003. These plan provisions are available in documents provided to retirees as well as in the Human Resources Department.
    - Due to the possibility that a July 1, 2003, or earlier, retiree and an active employee spouse may be eligible for different benefits by virtue of plan structure design, the retiree in a one-time election must declare the spouse and any dependents before or upon the date of retirement, but the active employee spouse may defer being listed as a retiree dependent, along with other dependents, on the retiree's medical plan until such time that the

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active employee spouse is no longer an active employee with the District. In the event the active employee spouse elects to exercise active employee benefits, the employee and any eligible dependents will be subject to active benefits only. The retiree must remain in the retiree's benefit plan. The election to be added to the retiree's plan must occur before or at the time the active employee leaves District service or the individuals are subject to losing spousal/dependent retiree coverage. If the active employee spouse and eligible dependents remain on the retiree's plan, they shall be subject to a designated monthly contribution as outlined in No. 5 herein.

- An employee with ten (10) years of service who retires due to an industrial disability, and who has been approved for a disability pension by CalPERS or another appropriate pension plan, may elect to receive health care coverage for the retiree in a District HMO plan. The retiree's age or hire date are not factors in determining eligibility for this benefit. The retiree will pay the same contribution as other retirees, based on age. However, no spousal and/or dependent coverage will be paid by the District. If the retiree wishes to cover a dependent, the retiree will enroll in a District HMO plan and elect two-party coverage, and the retiree will pay the difference between single and two-party coverage for one eligible dependent. If no HMO plan is available to the retiree, the retiree will be given the option to pay the difference between single and two-party coverage in the PPO plan. An eligible dependent is defined as one of the following: spouse, domestic partner, or dependent child.
  - An employee with at least ten (10) years of continuous service who retires due to a non-work related disability, and who has been approved for a pension by CalPERS or another appropriate pension plan, may elect to receive District health care coverage for the retiree only. The employee's age or hire date are not factors in eligibility for this benefit. The retiree will be allowed to enroll in an HMO option, and will pay the same monthly amount as other retirees, based on age. In the event a retiree on disability cannot be covered under an HMO plan, the retiree may elect retiree only coverage in the PPO plan, but the difference in cost will be paid by the employee. No dependents may be covered when the disability is due to a non-work-related condition.
6. For regular non-represented part-time employees who are classified in 30-hour or more work week positions, service credit will be prorated for part-time service. The total of the prorated service credit will apply toward requirements for retiree benefits eligibility.
  7. To the extent that a provision in a bargaining unit's Memorandum of Understanding is more favorable than this resolution, the collective bargaining agreement will prevail; and, be it further

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**RESOLVED**, that this Resolution modifies and supersedes Resolution Nos. 7807, 82-412, 83-244, 86-217, 86-355, 91-159, 97-183, 2000-141, 2004-004, 2004-101 and any other District resolutions, policies, practices or procedures, to the extent such resolutions, policies, practices or procedures are inconsistent or conflict with the provisions of this Resolution; and, be it further

**RESOLVED**, that the General Manager is authorized and directed to make conforming changes to the District *Human Resources Guide* and to take such other actions necessary and appropriate to implement the policies enunciated herein; and, be it further

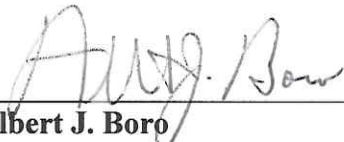
**RESOLVED**, that the effective date of this Resolution is upon Board ratification.

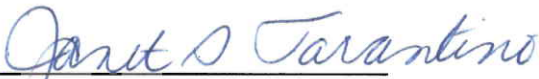
**ADOPTED** this 17<sup>th</sup> day of December 2010, by the following vote of the Board of Directors:

**AYES (17):** Directors Campos, Chu, Cochran, Dufty, Elsbernd, Grosboll, Kerns, McGlashan, Moylan, Newhouse Segal, Pahre, Sanders, Snyder and Stroeh; First Vice President Reilly; Second Vice President Eddie; President Boro

**NOES (0):** None

**ABSENT (2):** Directors Brown and Sobel

  
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**Albert J. Boro**  
**President, Board of Directors**

**ATTEST:**   
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**Janet S. Tarantino**  
**Secretary of the District**