



NOTICE OF SPECIAL MEETING OF THE BOARD OF DIRECTORS

Monday, November 27, 2023 at 5:00 PM

AGENDA

LOCATIONS:

Open Session to start at or after 5:00 p.m.

Marin Water Board Room – 220 Nellen Avenue, Corte Madera, CA 94925

Public Participation:

The public may attend this meeting in-person or remotely using one of the following methods:

On a computer or smart device, go to: <https://us06web.zoom.us/j/88134852296>

By phone, dial: **1-669-444-9171** and use Webinar ID: **881 3485 2296**

HOW TO PROVIDE PUBLIC COMMENT:

During the Meeting: Typically, you will have 3 minutes to make your public comment, however, the board president may shorten the amount of time for public comment due to a large number of attendees. Furthermore, pursuant to Government Code, section 54954.2 (the Brown Act), the Board may not take action or discuss any item that does not appear on the agenda.

-- **In-Person Attendee:** Fill out a speaker card and provide to the board secretary. List the number/letter (ex: 6a) of the agenda item(s), for which you would like to provide a comment. Once you're called, proceed to the lectern to make your comment.

-- **Remote Attendee:** Use the "raise hand" button on the bottom of the Zoom screen. If you are joining by phone and would like to comment, press *9. The board secretary will use the last four digits of your phone number to call on you (dial *6 to mute/unmute).

In Advance of the Meeting: Submit your comments by email in advance of the meeting to boardcomment@marinwater.org. To ensure that your comment is provided to the Board of Directors prior to the meeting, please email your comment 24 hours in advance of the meeting start time. Comments received after this cut off time will be sent to the Board after the meeting. Please do not include personal information in your comment such as phone numbers and home addresses.

AGENDA ITEMS:

1. Call to Order and Roll Call

2. Adoption of Agenda

3. Consent Item

- a. Change the Employer's Contribution Rate for Health Insurance to comply with the requirements of Government Code Section 22892(a) and 22892(b)

4. Regular Item (5:05 p.m. – Time Approximate)

- a. Strategic Plan Development

RECOMMENDATION: Receive staff and consultant update on the development of objectives for the draft watershed stewardship-focused goal that is part of the District's next five-year strategic plan

5. Upcoming Meeting

The next Board of Director's Meeting is scheduled for Tuesday, December 5, 2023.

6. Adjournment (7:00 p.m. – Time Approximate)

ADA NOTICE AND HEARING-IMPAIRED PROVISIONS

In accordance with the Americans with Disabilities Act (ADA) and California Law, it is Marin Water's policy to offer its public programs, services, and meetings in a manner that is readily accessible to everyone, including those with disabilities. If you are an individual with a disability and require a copy of a public hearing notice, an agenda, and/or agenda packet in an appropriate alternative format, or if you require other accommodations, please contact the Board Secretary/ADA Coordinator at 415.945.1448, at least two business days in advance of the meeting. Advance notification will enable Marin Water to make reasonable arrangements to ensure accessibility.

Information agendas are available for review at the Civic Center Library, Corte Madera Library, Fairfax Library, Mill Valley Library, Marin Water Administration Building, and marinwater.org.

Posted: 11-21-2023



STAFF REPORT

Meeting Type: Board of Directors

Title: Change the Employer’s Contribution Rate for Health Insurance to comply with the requirements of Government Code Section 22892(a) and 22892(b)

From: Vikkie Garay, Human Resources Manager

Through: Ben Horenstein, General Manager

Meeting Date: November 27, 2023

TYPE OF ACTION: X Action Information Review and Refer

RECOMMENDATION: Adopt resolutions to update the District’s contribution rate paid for health insurance premiums based on increases to the CalPERS healthcare rates

SUMMARY: Health insurance costs change annually based on the premiums of insurance providers that are provided to CalPERS, the District’s source of health insurance. The attached resolutions, required by CalPERS, will update the employer’s contribution by the District to the cost of health coverage based on the increase in costs for coverage.

DISCUSSION: CalPERS requires that an employer contracting for health coverage under the Public Employees’ Medical and Hospital Care Act (PEMHCA) shall fix the employer’s contribution by resolution (Government Code Section 22892(a) (b)).

Under the recently approved MOU with SEIU Local 1021 and the Board resolution covering unrepresented employees, the District sets the employer’s contribution at the cost of the health plan that falls in the middle of plans offered by PERS (which for 2023 is Blue Shield Access+ HMO).

All affected parties were notified by CalPERS of the new health insurance rates in September 2023 for the coming year, 2024.

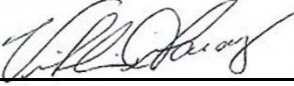

The attached resolutions will update the contribution rate to be paid by the District consistent with the MOU and resolution for unrepresented employees for calendar year 2024.

The aforementioned resolutions will be submitted to CalPERS to revise our annual contributions effective January 1, 2024, for current employees and annuitants. Due to recent changes in the retiree healthcare coverage provided for employees hired on or after January 1, 2024, staff will bring one or more resolutions in the coming year to facilitate the implementation of these changes.

FISCAL IMPACT: The budget for health insurance is included in each department’s operating budget. The new health insurance premium rates are effective January 1, 2024.

ATTACHMENT(S)

- 1. Proposed Resolution for CalPERS Health 2024 – Employees or Annuitants
- 2. Proposed Resolution for CalPERS Health 2024 – Board of Directors

DEPARTMENT OR DIVISION	DIVISION MANAGER	APPROVED
Human Resources	 Vikkie Garay Human Resources Manager	 Ben Horenstein General Manager

RESOLUTION NO. _____

FIXING THE EMPLOYER CONTRIBUTION AT AN EQUAL AMOUNT FOR EMPLOYEES AND ANNUITANTS UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

WHEREAS, (1) Marin Municipal Water District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for both employees and annuitants, but may not be less than the amount prescribed by Section 22892(b) of the Act; and therefore be it hereby

RESOLVED, (a) That the employer contribution for each employee or annuitant (000 All Employees) shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan, up to a maximum of \$1,076.84 per month with respect to employee or annuitant enrolled for self alone and \$2,153.68 per month for employee or annuitant enrolled for self and one or more family members, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (b) Marin Municipal Water District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (c) That the participation of the employees and annuitants of Marin Municipal Water District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Marin Municipal Water District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer, and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, The Human Resources Manager to file with the Board a verified copy of this resolution and to perform on behalf of Marin Municipal Water District all functions required of it under the Act.

Adopted at a regular meeting of the Board of Directors at Corte Madera, CA, this 27th day of November 2023.

Signed: _____
President, Board of Directors

Attest: _____
Secretary to the Board

RESOLUTION NO. _____

FIXING THE EMPLOYER CONTRIBUTION AT AN EQUAL AMOUNT FOR BOARD MEMBERS UNDER THE PUBLIC EMPLOYEES' MEDICAL AND HOSPITAL CARE ACT

WHEREAS, (1) Marin Municipal Water District is a contracting agency under Government Code Section 22920 and subject to the Public Employees' Medical and Hospital Care Act (the "Act"); and

WHEREAS, (2) Government Code Section 22892(a) provides that a contracting agency subject to Act shall fix the amount of the employer contribution by resolution; and

WHEREAS, (3) Government Code Section 22892(b) provides that the employer contribution shall be an equal amount for board members, but may not be less than the amount prescribed by Section 22892(b) of the Act; and therefore be it hereby

RESOLVED, (a) That the employer contribution for each board member (700 Non-PERS Board of Directors) shall be the amount necessary to pay the full cost of his/her enrollment, including the enrollment of family members in a health benefits plan up to a maximum of \$1,0765.84 per month with respect to board member enrolled for self alone, and \$2,153.68 per month for board member enrolled for self and one or more family members, plus administrative fees and Contingency Reserve Fund assessments; and be it further

RESOLVED, (b) Marin Municipal Water District has fully complied with any and all applicable provisions of Government Code Section 7507 in electing the benefits set forth above; and be it further

RESOLVED, (c) That the participation of the employees and annuitants of Marin Municipal Water District shall be subject to determination of its status as an "agency or instrumentality of the state or political subdivision of a State" that is eligible to participate in a governmental plan within the meaning of Section 414(d) of the Internal Revenue Code, upon publication of final Regulations pursuant to such Section. If it is determined that Marin Municipal Water District would not qualify as an agency or instrumentality of the state or political subdivision of a State under such final Regulations, CalPERS may be obligated, and reserves the right to terminate the health coverage of all participants of the employer; and be it further

RESOLVED, (d) That the executive body appoint and direct, and it does hereby appoint and direct, The Human Resources Manager to file with the Board a verified copy of this resolution and to perform on behalf of Marin Municipal Water District all functions required of it under the Act.

Adopted at a regular meeting of the Board of Directors at Corte Madera, CA, this 27th day of November 2023.



Signed: _____
President, Board of Directors

Attest: _____
Secretary to the Board



STAFF REPORT

Meeting Type: Board of Directors
Title: Strategic Plan Development
From: Adriane Mertens, Communications & Public Affairs Manager
Through: Ben Horenstein, General Manager
Meeting Date: November 27, 2023

TYPE OF ACTION: Action X Information Review and Refer

RECOMMENDATION: Receive staff and consultant update on the development of objectives for the draft watershed stewardship-focused goal that is part of the District’s next five-year strategic plan.

SUMMARY: Continuing with its five-year strategic planning process, staff and the District’s consultant will present draft objectives for goal number three of the plan, the draft watershed stewardship-focused goal: “Protect and manage Marin Water lands for the long-term benefits for the community and the environment.”

DISCUSSION: The District is currently engaged in the development of a strategic plan to lay out the goals and objectives the organization intends to accomplish over the next five-year period, FY 2025 – FY 2030. To help with guiding development of the strategic plan, the District has contracted with The Catalyst Group, Inc.

At a Board of Directors Meeting on September 19, 2023, The Catalyst Group led the Board through evaluation of the District’s vision, mission and values statements, which will set the framework for a new Strategic Plan. During the meeting, the Board provided further input into the development of the vision, mission and values statements, which will continue to be refined to be included with the adoption of the new strategic plan.

At a Board of Directors Meeting on October 24, 2023, The Catalyst Group provided potential draft strategic plan goals developed based on prior input from the Board and staff. The Board provided input on the plan goals, which describe the outcomes the District will work toward achieving to fulfill its mission. The goals have been divided into five major focus areas:

- 1) Reliable water supply
- 2) Resilient Water System
- 3) Watershed Stewardship
- 4) Fiscal Responsibility

5) Organizational Excellence

The next step of the strategic plan development process involves refining the goal statements and identifying specific objectives for each of the five goal areas. The objectives describe the District's strategic initiatives and measures that will be critical to the organizational strategy for achieving each goal. Each of the five draft goal areas will be presented over a series of board meetings, beginning first with goal area number three, Watershed Stewardship.

During the presentation, members of The Catalyst Group will provide a brief update on the strategic planning process to date, and the Watershed Manager will present the draft goal statement and associated objectives for goal area number three, Watershed Stewardship.

ENVIRONMENTAL REVIEW: Not applicable.

FISCAL IMPACT: None.

ATTACHMENT(S):

1. Draft Strategic Plan Goal 3 - Watershed Stewardship

GOAL 3: Watershed Stewardship

Protect and manage Marin Water lands for the long-term benefits for the community and the environment.

The District's 19,800 acres of watershed lands serve as the bedrock foundation for the District's operations providing essential ecological services that directly influence water quality and availability and support the region's rich biodiversity. This Watershed Stewardship Goal encapsulates our dedication to multifaceted initiatives that span environmental stewardship, wildfire resiliency, watershed restoration, the enhancement of watershed facilities, and the support for education and recreation, which connects the community to their watershed lands. Stewardship of these lands safeguards our precious water resources and cultivates a resilient and thriving ecosystem that benefits our community and future generations. This goal reflects our commitment to maintaining high-quality drinking water while preserving the biodiversity of the region and fostering a deep connection between the community and watershed lands.

Five-Year Objectives

Objective 1 - Creek Restoration

The District will strive to protect and restore watershed lands to improve upland habitat and streams to help establish a resilient landscape that can help buffer against climate-induced risks. Through active restoration and monitoring the District will help the community steward the unique biological resources of the Mt. Tamalpais Watershed and Lagunitas Creek.

- Advance the implementation of the Lagunitas Creek Watershed Enhancement Plan in collaboration with State Parks, funding partners, and resource agencies to enhance critical habitat and geomorphic processes that are needed to sustain threatened and endangered species.
- Lead fisheries lifecycle monitoring and habitat enhancement effectiveness monitoring, in alignment with the Lagunitas Stewardship Plan; coordinate with the Lagunitas Technical Advisory Committee and regional monitoring efforts to update the Lagunitas Creek Stewardship Plan.
- Integrate new monitoring technology by expanding a network of Passive Integrated Transponders Antennas to improve fisheries monitoring data.
- Support with technical expertise regional restoration planning efforts for Walker Creek and other watersheds within District boundaries; participate in technical conferences and regional working groups to share out restoration methods and fisheries monitoring data.

Objective 2 - Wildfire Resiliency

The District will continue implementing multi-benefit restoration treatments to maintain a resilient watershed by scaling up the Biodiversity Fire, and Fuels Integrated Plan (BFFIP) and One Tam Forest Health Strategy. Through proactive management and collaboration with regional partners, the District will advance landscape-scale stewardship efforts on watershed lands that will help safeguard our communities, ecosystems, and water resources for a resilient and sustainable future.

- Maintain effective partnerships between watershed rangers and local, regional, and state emergency response agencies to enhance interagency collaboration to support emergency response and mitigation strategies.
- Sustain organizational capacity to increase the pace and scale of the BFFIP to enhance forest resiliency, protect water infrastructure, manage invasive plants, and achieve wildfire risk reduction.
- Advance strategic partnerships to secure funding for stewardship activities outlined in the BFFIP and as part of other long-term watershed restoration efforts.
- Support workforce development through advancing the Ranger Trainee Program and in partnership with California Conservation Corps, California Conservation Corps North Bay, AmeriCorps Programs, and other regional natural resources and wildfire training efforts.
- Replace aging wildland firefighting and vegetation management equipment to ensure the District has the operational capabilities for emergency response and watershed forest restoration and fuel reduction.

Objective 3 - Stewardship

The District will foster participation and collaboration with the community, creating a strong connection between the public and the Mt Tamalpais Watershed. The District will advance stewardship and climate adaptation strategies through technical studies and regional partnerships. By participating in the District's volunteer program, community members can contribute towards preserving our water supply, protecting biodiversity, and caring for our shared natural resources.

- Sustain annual biological monitoring to inform our scientific knowledge of the watershed and to support environmental compliance for District operations and long-term planning.
- Engage and contribute technical expertise as part of regional stewardship efforts through One Tam, TOGETHER Bay Area, and the Golden Gate Biosphere Network.
- Lead habitat restoration, trail maintenance, environmental education, and community science projects and programs that provide opportunities for the community to engage in stewardship, improve the health of the watershed, and make a positive impact on our environment.

Objective 4 - Recreation

The District will maintain a welcoming and enriching environment to support visitors engaging in nature based recreational activities.

- Advance priority outcomes of the Watershed Recreation Management Planning Feasibility study to better support visitors and protect the watersheds biodiversity as an ongoing adaptive management strategy.
- Complete the Azalea Hill Trail Restoration Project through enhancement of trail facilities and removal of social trails to restore sensitive habitats.
- Advance improvements along the Cataract Trail to replace aging trail infrastructure and establish a more sustainable trail network and trail head.
- Create nature-based self-guided tours and outreach materials to help educate the community about the watershed's biodiversity, water resources, wildfire issues, and climate change.

- Evaluate priority Roads and Trails to inform adaptive management to guide improvements to recreational facilities, including hiking trails, fire roads, picnic areas, parking lots and restrooms.

Objective 5 - Facilities

The District will ensure that watershed facilities are operational and well-kept, thereby supporting four critical aspects: emergency response readiness, water system operations, visitor access for recreational and educational purposes, and ongoing environmental restoration efforts within the watershed.

- Carry out multi-benefit watershed maintenance projects that preserve the function of watershed facilities while improving the watersheds ecological services.
- Integrate watershed facilities into the Facilities Master Plan to guide key updates to watershed facilities, improve Sky Oaks Headquarters, and evaluate opportunities for environmental education facilities.
- Enhance Ranger residences while evaluating opportunities for watershed seasonal employee housing to help remove barriers for early career professionals looking to work in the natural resources field in Marin County.
- Advance priority elements of the West Peak Restoration Project Conceptual Plan to remove degraded infrastructure to improve wildlife corridor and habitat while advancing visitor access improvements.
- Apply modern best practices to updating the Roads and Trails Management Plan to support ongoing maintenance of watershed facilities to protect water quality, support a sustainable road and trails network, preserve biodiversity, and provide the community with facilities that support nature-based experiences on the watershed.