



Benefits Proposal

Beginning January 1, 2024, the Gold Mountain CSD will implement a “cafeteria-style” benefits package for Full Time employees. Cafeteria-style benefit programs enable employees to customize their benefits to maximize benefit for themselves and their families.

The District has set a limit of \$7,500 annually for each full-time employee’s benefits. Input was gathered from employees to inform the options. The current staff has found options other than employee sponsored healthcare (medical, vision and dental), so that option is not among the choices sponsored by the District.

The following options will be added as options for GMCSD full time employees:

1. Retirement Savings – Public agency employees are able to save for retirement a number of ways. The District may “match” employee saved funds pre-tax using a 457b plan. If the employee does not wish to contribute a portion of their pre-tax earnings, the District may utilize a 401a plan to contribute pre-tax dollars to a retirement fund for the employee. CalPERS is the agency we recommend to administer these plans for the District. There are no costs to the District and the management fees to the employee are the lowest (approximately 0.25%) in the market.
2. Healthcare Spending Account (HSA) – These accounts allow employees to have pre-tax earnings held for use to pay qualified healthcare costs, such as insurance premiums, prescription costs, etc. The recommended HAS provider would be Plumas Bank. There are minimal fees to the District, approximately \$15 per employee to establish the account and \$5 per employee monthly.
3. Gym Membership – Monthly dues would be paid to the Portola Gym on behalf of the employee, not to exceed \$400 max annually, for individual gym membership.
4. Cash in lieu of benefits – Employees may choose to receive up to \$1500 cash annually in lieu of benefits, spread equally over pay periods through out the year.

If an employee chooses not to participate at the full level of benefit value available to them (\$7500 annually), the District will not be obligated to spend the balance of the benefit budget.

Employees may change elections during open enrollment (October) each year with selections becoming effective January 1 of the following year.



Transition Recommendation:

Offering a new benefits package will provide value to our employees and their families. It will also ensure that the District is able to appropriately plan for and manage benefit costs.

Two of three of our full-time employees have chosen to receive cash in lieu of benefits. The third receives healthcare insurance but has indicated that he will not make that selection going forward. As a way to ease the transition from a 100% cash in lieu of benefits offering, it is recommended that we “share” in the savings with employees, using the following approach:

23/24 Benefits Budget	\$37,000
Proposed Benefit Package (3 employees at \$7500)	\$22,500
Anticipated Savings	\$14,500
Salary Increase to employees	\$ 7,250
Savings to District	\$ 7,250