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Town of Tiburon

Kevin Wilk
City of Walnut Creek

1125 Tamalpais Avenue
San Rafael, CA 94901

1 (888) 632-3674
mceCleanEnergy.org

Executive Committee Meeting

Friday, April 7, 2017

12:00 P.M.

**The Barbara George Conference Room
1125 Tamalpais Avenue, San Rafael, CA 94901**

Agenda Page 1 of 2

1. Board Announcements (Discussion)
2. Public Open Time (Discussion)
3. Report from Chief Executive Officer (Discussion)
4. Consent Calendar (Discussion/Action)
 - C.1 Approval of 3.3.17 Meeting Minutes
 - C.2 Monthly Budget Update
 - C.3 New MCE Staff Position
 - C.4 Third Amendment to the Fourth Agreement with Braun, Blaising, McLaughlin & Smith
 - C.5 Fourth Amendment to the Second Agreement with Davis Wright Tremaine, LLP
5. MCE Lead Agency and Grant Proposal for GHFI Marin Program Support Fund (Discussion/Action)
6. MCE Employee Benefits Adjustments (Discussion/Action)
7. Request from Contra Costa County to Extend Inclusion Period for 30 Days (Discussion/Action)
8. Legislative Update (Discussion)



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9. MCE Name Change Support (Discussion)

10. Committee Member & Staff Matters (Discussion)

11. Adjourn



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April 7, 2017

TO: MCE Executive Committee
FROM: Katie Gaier, Human Resources Manager
RE: MCE Employee Benefits Adjustments (Agenda Item #06)

Dear Executive Committee Members:

SUMMARY:

On April 7, 2011, when MCE became the employer of record for MCE staff, the Board of Directors approved an \$800 per month benefit allocation for health, dental, and vision insurance for those employees participating in the Kaiser health plan. Since that time, there has been no increase in the allocation, but the cost of insurance, especially health insurance, has increased. Over the past three years, Kaiser rates in Northern California have increased by 8.8%. During this same time, the demographics of MCE have changed such that there are more employees paying out-of-pocket for health, dental, and vision benefits. These changes include more employees with spouses and families as well as more older employees. As a small business (fewer than 100 employees), MCE's Kaiser rates are based on age.

Based on the benefit year that began in June 2016 and the change in demographics, MCE currently has 15 employees out of 32 enrolled in health insurance who are paying out-of-pocket each month, ranging from \$60 to \$800, with most paying around \$200. Six of the 15 impacted employees waive dental and/or vision to reduce their total out-of-pocket cost. The current out-of-pocket payment for all 15 employees totals approximately \$4,000 per month. Kaiser rate increases for the benefit year beginning June 1, 2017 range from 2.3% to 7.7%, averaging 4.4%. For those employees already paying out-of-pocket for their health insurance, the largest rate increases are based on employee age.

At the March 16th Board of Directors' meeting, an Ad Hoc Benefits Committee of two Board Members was formed to review MCE's contribution to employee benefits. The Committee reviewed data prepared by staff including employee out-of-pocket costs with age and family size demographics, number of employees receiving cash-in-lieu relative

to salary, and benefits allocations of comparable agencies, including Sonoma Clean Power, Silicon Valley Clean Energy, and Peninsula Clean Energy.

Based upon the data, the Ad Hoc Benefits Committee recommends an increase to the monthly benefit allocation of \$200 per month, bringing the allocation from \$800 to \$1,000, effective May 1, 2017. This change would reduce or eliminate out-of-pocket costs for currently impacted employees, as well as others who might otherwise be impacted by the June 2017 rate adjustment. It is anticipated that the increase would result in no more than \$48,000 in additional personnel costs per year.

There is no recommendation to increase the \$500 provided to employees who waive MCE's health insurance and are on an equivalent group plan. Instead, the Committee recommends that current employees continue receiving the \$500 cash-in-lieu of benefits with no change, and that cash-in-lieu of benefits would not be offered to MCE employees hired on or after April 7, 2017.

Fiscal Impact: There are sufficient funds available in the proposed 2017/18 personnel budget to cover the cost of the increase.

Recommendations:

1. Increase the monthly benefits allocation for each MCE employee receiving medical benefits from \$800 to \$1,000 per month effective May 1, 2017.
2. Eliminate the \$500 cash-in-lieu of benefits option for any MCE employee hired on or after April 7, 2017.



*"Small Town Atmosphere
Outstanding Quality of Life"*

April 3, 2017

Dawn Weisz
CEO
MCE Clean Energy
1125 Tamalpais Avenue
San Rafael, CA 94901

Subject: Request for Extension of MCE Inclusionary Period

Dear Ms. Weisz:

As you may know, the Town of Danville has partnered with the County of Contra Costa and several cities to develop a technical study on Community Choice Energy (CCE). In the next two months, the Town of Danville will consider various options for CCE, including whether or not to join MCE. The Town greatly appreciates the MCE Board's approval of the six-month "inclusion period" that allows for no-cost membership if the membership application is completed between December 1, 2016 and May 31, 2017.

While the Town Council's decision on CCE options is expected on May 2, 2017, further public input may delay adoption of a resolution into June. Therefore, the Town respectfully requests a 30-day extension of the "inclusion period." Given Danville and other municipalities' interest in MCE as a very viable CCE program, we hope that the MCE Board will consider this extension request.

Thank you for your consideration of this request. We appreciate your continued interest in working with the Town of Danville and cities in Contra Costa County. If you have any questions, please contact me directly at (925) 314-3328 or nat@danville.ca.gov.

Sincerely,


Nat Rojanasathira
Assistant to the Town Manager

cc: Jenna Famular, MCE Community Affairs: jfamular@mcecleanenergy.org
Jason Crapo, Contra Costa County: jason.crapo@dcd.cccounty.us

510 LA GONDA WAY, DANVILLE, CALIFORNIA 94526

Administration
(925) 314-3388

Building
(925) 314-3330

Engineering & Planning
(925) 314-3310

Transportation
(925) 314-3310

Maintenance
(925) 314-3450

Police
(925) 314-3410

Parks and Recreation
(925) 314-3400

County Administrator

County Administration Building
651 Pine Street, 10th Floor
Martinez, California 94553-1229
(925) 335-1080
(925) 335-1098 FAX

David J. Twa
County Administrator

Contra Costa County



Board of Supervisors

John M. Gioia
1st District

Candace Andersen
2nd District

Diane Burgis
3rd District

Karen Mitchoff
4th District

Federal D. Glover
5th District

April 4, 2017

Ms. Dawn Weisz, CEO
Marin Clean Energy
1125 Tamalpais Avenue
San Rafael, CA 94901

Dear Ms. Weisz:

Contra Costa County and cities within the County are considering whether to participate in a Community Choice Energy (CCE) program. MCE is one of the CCE program options under consideration. To ensure that jurisdictions in our County have sufficient time to pursue membership in the program of their choosing, the County requests that MCE extend the deadline of its current inclusion period to June 30, 2017. We would like the extension of time to apply to Contra Costa County as well as the following cities in Contra Costa County that have also expressed interest in having this time extension apply to their jurisdictions as well. List of cities to be included are as follows:

1. Ron Bernal, Antioch
2. Gus Vina, Brentwood
3. Gary Napper, Clayton
4. Valerie Barone, Concord
5. David Biggs, Hercules
6. Brad Kilger, Martinez
7. Bob Priebe, Moraga
8. Bryan Montgomery, Oakley
9. Michelle Fitzner, Pinole
10. Joe Sbranti, Pittsburg
11. June Catalano, Pleasant Hill

Ms. Dawn Weisz, CEO

April 4, 2017

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Please reply to this request as soon as possible. The County Board of Supervisors will give further consideration to participating in a CCE Program at its meeting on May 2, 2017.

Thank you for your consideration.

Sincerely,

A handwritten signature in black ink, appearing to read "David J. Twa". The signature is fluid and cursive, with a large loop at the end.

David J. Twa
County Administrator

cc: Contra Costa County Board of Supervisors
John Kopchik, Director, Conservation & Development
Jason Crapo, Deputy Director, Conservation & Development
Contra Costa County Board of Supervisors
Ron Bernal, City of Antioch
Gus Vina, City of Brentwood
Gary Napper, City of Clayton
Valerie Barone, City of Concord
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Brad Kilger, City of Martinez
Bob Priebe, Town of Moraga
Bryan Montgomery, City of Oakley
Michelle Fitzer, City of Pinole
Joe Sbranti, City of Pittsburg
June Catalano, City of Pleasant Hill