BOARD MEETING MINUTES – August 2026

Date: ~~**August 19, 2026**~~ **moved to September 02, 2026**

Time: **3:00 pm**

Board of Trustees: Chairperson Kate Bowen, Vice Chairperson Stephen Souza Board Members: Gail Jankowski, Ro Mottsmith, Alex Meyer, and Joseph Cattarin

Staff: District Manager Jessica Smithers; Family and Business Coordinator Iris Tinsley

Public: Johan Vernick, Community Member

Open Session

I. Call to Order **3:02pm**

II. Approval of the Agenda **(5-0-0)**

III. Trustee Announcements

a. Conflict of interest

None.

IV. Public comment

Johan expressed an interest in the cemetery creating history signs for all of those interred in the cemetery. The District Manager directed him to local monuments companies that create online legacy QR codes for installation on monuments. Johan expressed this being a project Artemis Riley wanted to work on and the District Manager explained this is not within the position description of our groundskeepers.

V. Approval of the Minutes **(5-0-0)**

VI. Informational Items

a. District Manager Report

Presented and received.

b. 2025-26 Final Budget adjustments and Reserves

As of this meeting, the District was set to carry forward $62,885.98 in excess revenue from the 2025–26 fiscal year, bringing reserve totals to $71,827.38 in capital asset reserves, $376,893.70 in general reserves, and $361,682.18 in unassigned reserves.

VII. Action Items

a. CalPERS MOU Changes to add PEPRA Language

In 2013, CalPERS implemented mandated benefit formulas to align with the changes set forth by PEPRA. These include reduced benefit formulas and increased retirement age provisions, resulting in new defined benefit formulas for all new miscellaneous (non-safety) and safety members. At the time of the implementation, no formal contract amendment was required. However, CalPERS is now working with each agency to amend their contracts to include the PEPRA language. No financial impact to the district or its employees.

Motion to adopt the Resolution of Intention adding PEPRA language to the existing contract. Alex Meyer 1st, Gail Jankowski 2nd, **(5-0-0)**

b. Employee Health Benefits - Tiered policy for dependents

Rising healthcare costs are now costing the District more than $100,000 annually. A review of the California Association of Public Cemeteries wage survey shows that approximately 50% of cemetery districts either do not provide health insurance coverage for employees' dependents or require employees to pay a portion of the dependent coverage costs.

Current Medical Policy: *Medical (enrollment requests prior to August 2026):*
Regular employees working at least 30 hours per week and their qualified dependents are eligible to participate in the District employee health insurance program. The District will pay 100 percent of the lowest cost HMO plan or Kaiser plan currently offered
by CalPERS towards the employee's premium. The District will pay 100 percent of the lowest cost HMO plan currently offered by CalPERS for employees who wish to also enroll their qualified dependents'.

Addition of Tiered Policy: *Medical (enrollment requests after August 2026):*
Regular employees working at least 30 hours per week and their qualified dependents are eligible to participate in the District employee health insurance program. The District will pay 100 percent of the lowest cost HMO plan or Kaiser plan currently offered by CalPERS towards the employee's premium. The District will pay **50 percent** of the lowest cost HMO plan currently offered by CalPERS for employees who wish to also enroll their qualified dependents'.

Motion to approve the policy revision with the addition of the following statement. "The District will review this policy annually to determine if more that 50% dependent contribution can be covered." Ro Mottsmith 1st, Alex Meyer 2nd, **(5-0-0)**

Adjournment 3:37pm Next meeting date is set for Wednesday, October 21, 2026

