



NOTICE OF SPECIAL BOARD OF HEALTH MEETING

Notice is hereby given that the Southwest District Health Board of Health will hold a special meeting regarding the upcoming Social Security Act 218 vote. The meeting will take place on August 15, 2024 at 11:30 a.m. at 13307 Miami Lane, Caldwell, ID, 83607, Gunderson Room.

AGENDA

August 15, 2024

11:30 a.m.

A = Board Action Required

G =Guidance

I = Information item

11:30 AM		Call the meeting to order	Chairman Kelly Aberasturi
11:31 AM	A	Luma Implementation of 401(a) Option	Nikki Zogg, Don Lee
11:45 AM	A	401(a) Employee Contribution	Nikki Zogg, Don Lee
12:00 PM		Adjourn	

NEXT MEETING:

Tuesday, August 27, 2024 – 9 a.m. – Board of Health Meeting

Healthier Together

13307 Miami Lane ● Caldwell, ID 83607 ● (208) 455-5300 ● FAX (208) 454-7722



SSA218 Vote Update

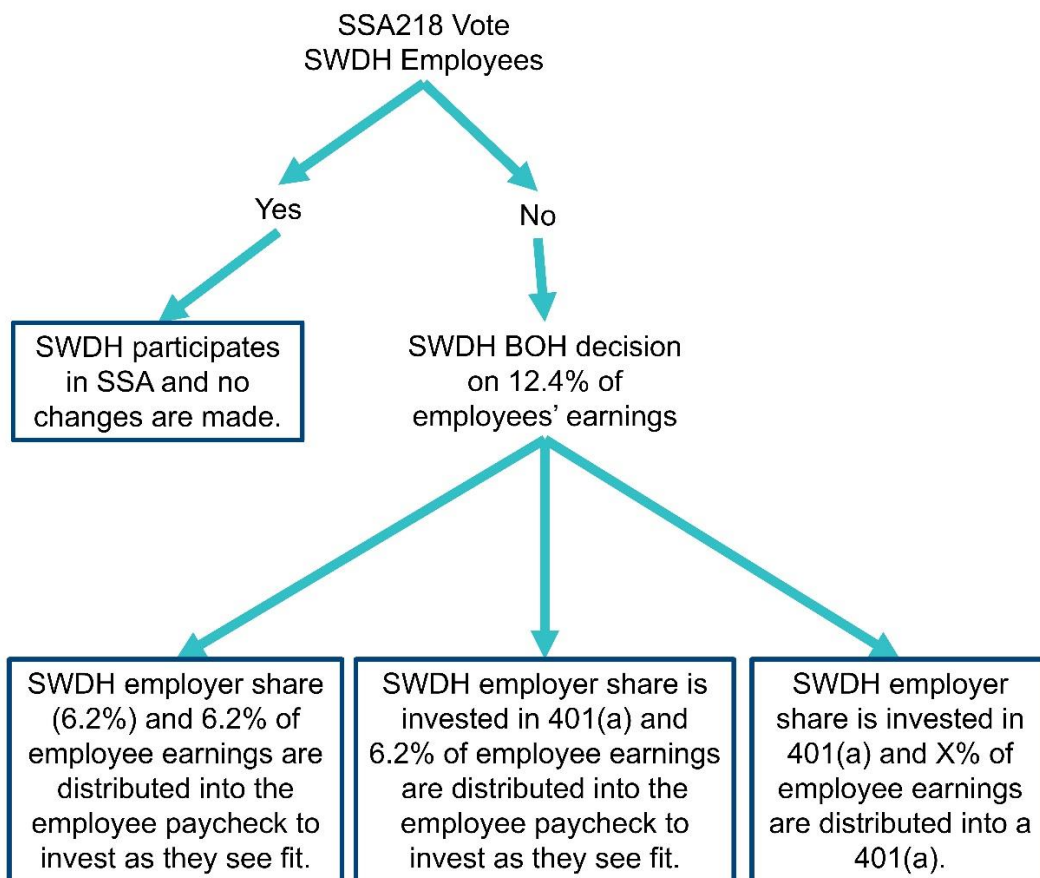
August 15, 2024

Summary

A No vote means SWDH employees no longer participate in SSA, and have new options decided by the SWDH Board of Health.

A Yes vote means SWDH will continue to participate in SSA, and no changes will be made.

Potential outcomes of the SSA218 vote and SWDH's Board of Health decisions



*All options would result in no increase to existing payroll costs.

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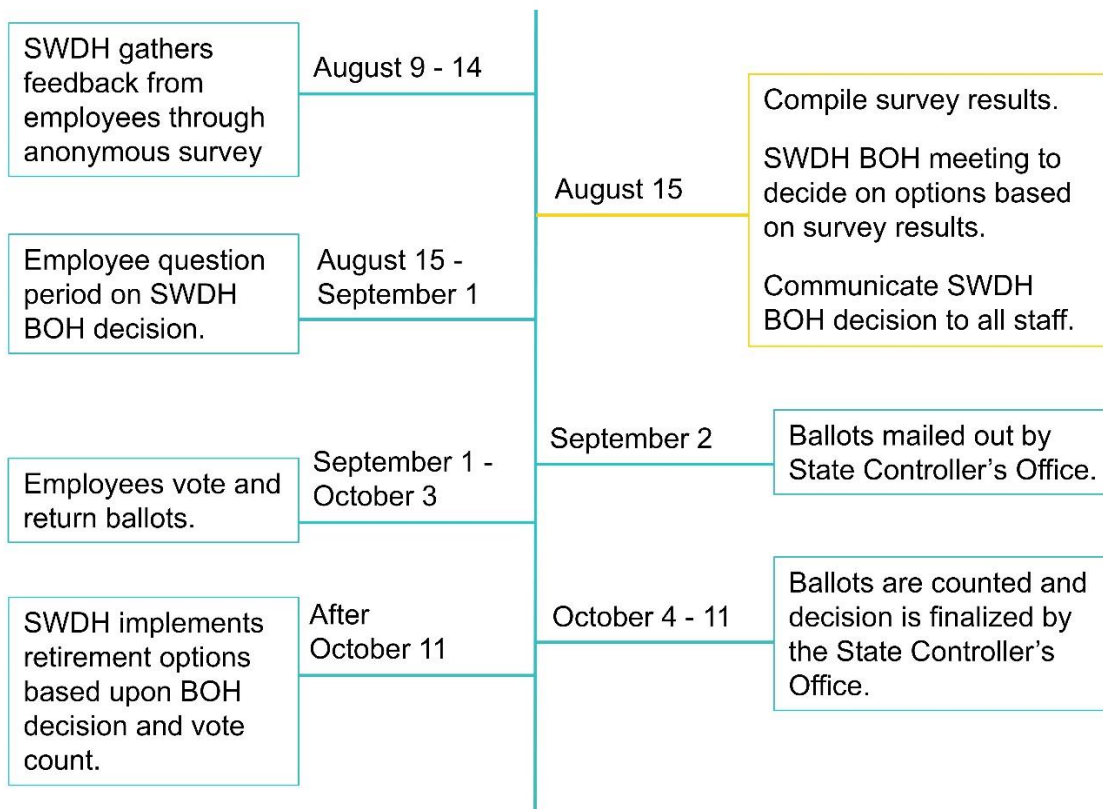
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We have encountered two limitations:

1. Luma system is not set up for 401(a) and will need to be built out.
 - a) Southwest District Health will have to pay for program build.
 - b) This will impact the activation date of the 401(a) by approximately 12 weeks.
2. All employees must contribute the same amount (between 0% and 6.2% of earnings) to a 401(a) if that option is selected. No individualization on the amount once decided.

Timeline of Events





SSA218 Employee Survey Results

August 15, 2024

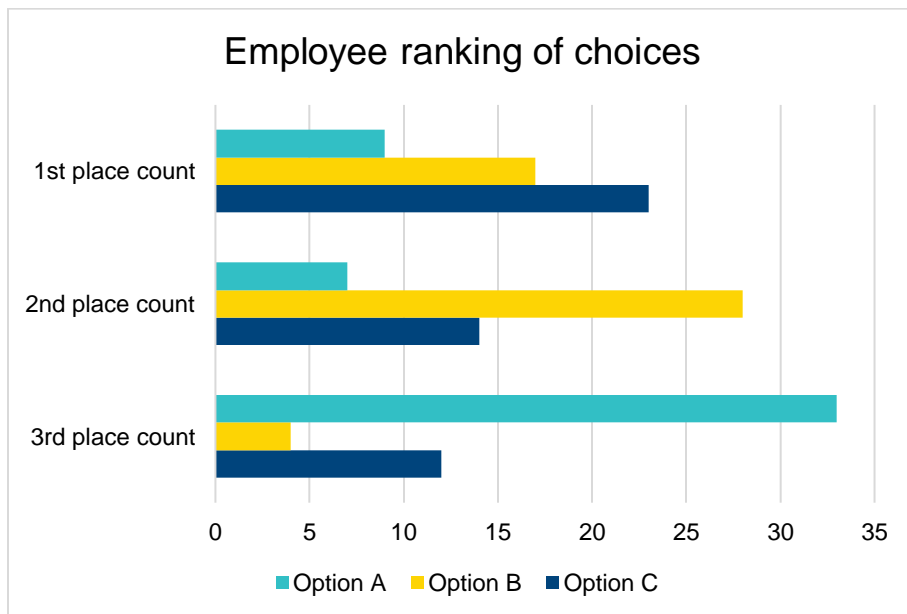
Questions and Results

Question 1. Please click and drag the boxes below putting your most preferred option at the top and your least preferred option at the bottom.

Option A. I prefer all 12.4%, both the employer and employee share, to come directly to my paycheck so that I can spend, save, or invest as I see fit.

Option B. I prefer SWDH invest 6.2%, the employer share, in a 401(a), Social Security Replacement Fund, on my behalf and the remaining 6.2%, the employee share, to come directly to my paycheck so that I can spend, save, or invest as I see fit.

Option C. I prefer SWDH invest 6.2%, the employer share, in a 401(a), Social Security Replacement Fund, on my behalf and a portion of remaining 6.2%, the employee share, to be invested in the 401(a) and the remaining to come directly to my paycheck so that I can spend, save or invest as I see fit.



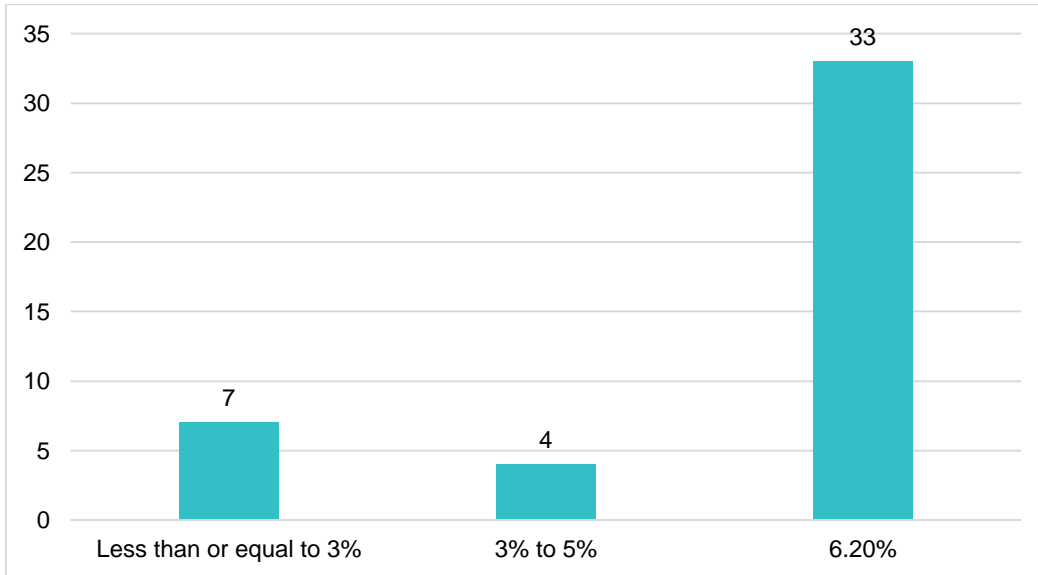
Number of respondents: 49
Number of SWDH Staff: 107
Response Rate: 46%

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Question 2. If you prefer a portion or all of your 6.2% employee share to go to the 401(a), please indicate what percent (greater than 0% up to 6.2%) you would like to go to the 401(a).



Number of respondents: 44
Number of SWDH Staff: 107
Response Rate: 41%