
Novato Sanitary District

POLICY HANDBOOK

POLICY TITLE: Board of Directors' Health and Dental Insurance
POLICY NUMBER: 4035

- 4035.1 Health Insurance.** The District does not provide Directors the option of enrollment in the District's employee health insurance program. Directors are offered the health care benefit of reimbursement of out-of-pocket health insurance premiums, or portion of such premiums, for enrollment in personal health care insurance coverage upon proof that the insurance is in force and is being paid for by the Director.
- 4035.2 Reimbursement Limit.** The District will reimburse up to a maximum of \$200.00/month to each eligible Director for reimbursement of health plan premiums. The scope of coverage and reimbursement of premiums to be paid by the District is subject to periodic review and revision by the Board of Directors. This reimbursement is not available for any portion of payments made for spousal or dependent coverage.
- 4035.3 Reimbursement Method.** To facilitate payment of the share of premiums paid directly by the Directors to the insurers, the District will reimburse each Director directly each month upon proof of prior payment of the premiums by the Director.
- 4035.4 Not Compensation.** Amounts paid by the District under the circumstances above constitute District payments of accident or health insurance premiums by reimbursement of premiums actually paid by the Director. These amounts constitute health care benefits which are provided to management and confidential employees and as such are excludable from the calculation of the board member's compensation limitation for purposes of California public agency law.
- 4035.5 Termination.** The health benefit reimbursement for Directors will be available only to active members of the Board of Directors, and shall not be available after a Director is no longer an elected or appointed official of the District.
- 4035.6 Dental Insurance.** Directors are eligible for coverage under the District's group Delta Dental plan. The District will pay the full premium for Board Member coverage. Spouse and eligible dependents may be enrolled at the Director's expense. This benefit is also excludable from the calculation of board member's compensation limitation for purposes of California public agency law.
- 4035.7 Government Code Compliance.** Reference is made to District Policy No. 2575 "Optional Employee Health Insurance Premium Reimbursement for Management and Confidential Employees". Government Code Section 53202.3 provides that "All plans shall also provide benefits for large numbers of employees".