

**NORTH BEACH WATER DISTRICT
PACIFIC COUNTY, WASHINGTON**

RESOLUTION NO. 35-2016

**A RESOLUTION OF THE BOARD OF COMMISSIONERS OF NORTH BEACH
WATER DISTRICT, PACIFIC COUNTY, WASHINGTON, AMENDING THE
DISTRICT'S EMPLOYEE MANUAL.**

WHEREAS, on June 2, 2008 the Board of Commissioners of the North Beach Water District (Board) adopted Resolution 14-2008 adopting the North Beach Public Development Authority's Policies and Procedures, including but not limited to the Employee Manual; and

WHEREAS, on January 24, 2011 the Board adopted Resolution 03-2011 adopting changes to the District's Employee Manual regarding disciplinary actions; and

WHEREAS, on January 23, 2013 the Board adopted Resolution 03-2013 amending the District's Employee Manual regarding pay periods; and

WHEREAS, on November 04, 2014 the Board adopted Resolution 23-2014 approving a comprehensive revision of the District's Employee Manual.

NOW, THEREFORE, THE NORTH BEACH WATER DISTRICT BOARD OF COMMISSIONERS DOES HEREBY RESOLVE TO AMEND THE DISTRICT'S EMPLOYEE MANUAL AS FOLLOWS,

HEALTH INSURANCE

Those full time employees eligible for medical benefits who can prove other health care coverage may elect to decline coverage by the District and receive monthly payments equal to _____ of the District's cost for the premium(s) not purchased for the employee in cash compensation in lieu of medical benefits. This money may be used for any purpose and will be taxable to the employee.

The District does not provide continued health or other insurance coverage for unpaid leaves of absences.

Compensation in Lieu of Medical Benefits

Those full time employees eligible for medical benefits who can prove other health care coverage may elect to decline coverage by the District and receive the District full cost for medical benefits in cash compensation in lieu of medical benefits. This money may be used for any purpose and will be taxable to the employee.

Once health benefits are declined, no change may be made during the benefit year unless authorized under approved exceptions to open enrollment period elections.

Except as proved for herein, Employees who elect not to participate in the District's plan are not eligible or entitled to receive any insurance contribution or reimbursement from the District and will be required to execute a Decline Form which will be provided by management.

ADOPTED by the Board of Commissioners on North Beach Water District, Pacific County, Washington at its special meeting held on the 8th day of December, 2016.

**Brian Sheldon, Commissioner
Position #1**

**Glenn Ripley, Commissioner
Position #3**

**Gwen Brake, Commissioner
Position #2**

