

Williamson County Board of Education

Monitoring: Review: Annually, in July	Descriptor Term: Board Salary and Benefits	Descriptor Code: 1.1041	Issued Date:
		Rescinds: 1.1041	Issued: 10/20/08

1 Compensation of members of the Board shall be fixed by the Williamson County Commission.¹ That
2 compensation shall be established in the annual budget. Payment shall be made quarterly.

3 **GUIDELINES FOR CERTAIN BENEFITS OF ELECTED OFFICIALS AND RETIREES** 4 **WILLIAMSON COUNTY GOVERNMENT**

5 For the purpose of determining benefit eligibility, the definition of “certain elected officials” shall be
6 as follows:

7 “Williamson County Government County Commissioners and/or Williamson County Board of
8 Education Board members”.

9 For insurance purposes only, these elected officials will be considered as full-time employees and as
10 such, shall be eligible to receive medical, prescription, dental and life insurance benefits through the
11 Williamson County Government insurance program.

12 Guidelines previously set forth in Resolution No. 7-95-18 of the Williamson County Board of
13 Commissioners and the provisions of TCA 8-27-501 shall be followed. The continuation of these
14 benefits will also apply to retired employees, as outlined in said resolution.

15 For budgeting purposes, Williamson County Government will fund the administration, claims and any
16 related fees associated with the benefits coverage of said elected officials. However, for cases in
17 which a full-time employee (as defined for payroll purposes for the W.C. Board of Education) is the
18 spouse of an Elected Official (as defined herein), either employee shall have the right to purchase at
19 their expense any additional family (dependent) coverage as needed.

20 Any premiums not paid in a timely manner, as specified in the Family Election Form for Coverage,
21 will be grounds for termination of dependent coverage.

22 Guidelines must be developed to ensure equitable non-discriminatory administration of the policy.

23 If an official has other coverage through an employer, the employer plan would be primary before the
24 County plan would pay secondary.

25 Considerations:

- 26 • Allow elected officials of the County the opportunity to participate in the County insurance
27 program adopted for its regular County General employees

- 1 • Each official would contribute on the same basis as regular employees
2
3 • Each official would be eligible to participate in the group medical and life insurance plan
4
5 • At the point that the official leaves office, the following would be effective:

6 **Less than 10 years**, he/she would be eligible to continue the medical coverage as a COBRA
7 participant subject to the Federal guidelines governing such continuation. These rules would allow
8 coverage for 18 months with the participant paying 102% of the premium. At the end of 18 months,
9 all coverage would cease. The current rates for COBRA will apply.

10 **At least 10 continuous years of service with Williamson County Schools, and at least age 55**,
11 he/she would be eligible to continue coverage as a retiree based on the guidelines established for
12 retirees from the County.

- 13 • Retirees would be eligible to continue medical and life insurance into retirement if they have a
14 minimum of 10 continuous years of service with Williamson County Schools and are at least
15 55 years of age when they leave the employment of the County
16
17 • They would be eligible to continue the coverage at the same rate as an active employee, with
18 the retiree paying the administrative fee, plus any dependent coverage
19
20 • The retiree will be able to keep this coverage until reaching Medicare eligibility
21
22 • At Medicare eligibility, the plan would be converted to a Medicare supplement plan
23
24 • The plan will also provide survivorship benefits for any surviving spouse

Legal References

1. TCA 49-2-202(d); TCA 49-2-203(a)(1)(D)