

POLICIES AND PROCEDURES MANUAL

SEQUOIA HEALTHCARE DISTRICT

Restated August 5, 2020

February 6, 2019 Amended Policy 1.1 and 1.2 and Added Policy 1.3 Mission, Vision and Values

August 5, 2020 Amended Policy 15.2 Director Healthcare Benefits

August 5, 2020 Added Policy 23.6 State Requirement Grants Policy

on District Website August 5, 2020 Added Policy 24.6 State

Requirement District Website Content August 5, 2020 Added

Policy 27.1 State Requirement AB1234 Ethics Training

August 5, 2020 Added Policy 27.2 State Requirement AB 1825, AB 1661, AB2053 and

SB396 Harassment Training

June 24, 2022 -- Added 15.9, 24.7 and 24.8;

Amended 23.1

Amended June 3, 2026

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These policies and procedures are adopted pursuant to the Ralph M. Brown Act and Section 32104 of the California Health and Safety Code, which provides as follows: “The board of directors shall provide for the time and place of holding its regular meetings and the manner of calling the same, and shall establish rules for its proceedings and may adopt such rules and regulations not inconsistent with law as may be necessary for the exercise of the powers conferred and the performance of the duties imposed upon the board.”

POLICY NO. 1

MISSION, VISION AND VALUES

1. *Sequoia Healthcare District's **Mission Statement***: **To enhance the well-being of District residents through investment in health access, innovation, and collaboration.** *(amended effective June 3, 2026)*
2. *Sequoia Healthcare District's **Vision Statement***: **A Leader in creating a healthier community.** *(amended effective June 3, 2026)*
3. *Sequoia Healthcare District's **Core Values***: **Compassion, Action, Respect, Equity, Stewardship (CARES).** *(amended effective February 6, 2019).*

POLICY NO. 2

BASIS OF AUTHORITY; ROLE OF DIRECTORS

1. The Board of Directors is the governing body of the District. Apart from his or her normal function as a part of this governing body, a Director has no individual authority. Directors do not have authority to commit the District to any policy, act, or expenditure, unless the Board of Directors takes specific action to grant such authority as to a given matter.
2. Directors do not represent any fractional segment of the community, but are, rather, a part of the body that represents and acts for the community as a whole.
3. The primary responsibility of the Board of Directors is the formulation and evaluation of policy. Directors are responsible for monitoring the District's progress in attaining its goals and objectives, while pursuing its mission. Routine matters concerning the operational aspects of the District are to be delegated to the Chief Executive Officer of the District.
4. Individual Directors shall not instruct District staff, District legal counsel, or District consultants, advisors, vendors, or contractors, but shall work through the Board President or the Board as a whole. However, the chairperson of any Board Ad Hoc committee shall be authorized to work with District staff and receive information and support from District staff with respect to matters within the Ad Hoc committee's jurisdiction.
5. Directors have a fiduciary duty to act in good faith and for the benefit of the District.
6. When requesting information from staff or making public records requests, Directors are encouraged to identify their specific issue of concern rather than making broad requests that require significant amounts of staff time and hinder staff's ability to devote the time necessary to the business of running the District. Any request by an individual Director for substantive information and/or research from District staff or advisors (other than a request for existing records), the response to which will require the use of material District staff time or resources, shall be submitted in writing (which includes email) through the Board President, who shall decide whether or not it is in the District's best interests to expend District resources in such a fashion and, for approved requests, shall advise staff regarding the appropriate level of resources to be devoted to the matter.

If an individual Director's request is denied by the Board President, the request shall, if the individual Director wishes, be placed on the agenda of the next meeting of the Board (for which an agenda has not yet been posted). If a majority of the Directors approve the request for information and/or research, the Chief Executive Officer shall respond to the individual Director's request for substantive information and/or research. Requests for existing District records shall be governed by the Public Records Act.

2.7 Directors make a significant commitment to their Board service, normally 20-30 hours per month. Directors are expected to remain informed on District affairs, strategic priorities, programs, and major initiatives. Directors are encouraged to serve on District Ad Hoc committees, represent the District at community events, engage with residents and stakeholders within their elected zone to understand community health needs and communicate the priorities and actions of the District. Board members are also encouraged to visit the facilities of grant recipients and attend intergovernmental meetings at which health care issues are discussed and decided. Directors are expected to maintain familiarity with District financial reports, budgets, and key performance metrics, and carefully review all materials in advance of Board meetings to ensure informed decision making. Official representation of the District at community events and visits to facilities should be coordinated through the Chief Executive Officer to ensure compliance with the Brown Act.

POLICY NO. 3

TERM OF OFFICE

1. The term of office of an **elected** Director begins at noon on the first Friday in December pursuant to California Elections Code Section 10554. The oath of office of an elected Director is taken and filed at the time the Director, as a candidate, files his or her declaration of candidacy.
2. The term of office of an **appointed** Director begins effective upon appointment and upon taking the oath of office. The Director shall be sworn in by an official authorized to administer the oath of office.
3. Officials authorized by law to administer the oath of office include every county officer and the officer's deputies (Government Code §24057), every executive and judicial officer and every member of the legislature (Government Code §1225), and the elections official (Elections Code §10265). Executive officers include persons who fill offices created by or under the authority of the Local Healthcare District Law. (Government Code §1001).

POLICY NO. 4

OFFICERS OF THE DISTRICT

1. The District officers shall be President, Vice President, and Secretary/Treasurer.
2. The President shall conduct the meetings of the Board and lead the Board and the District in fulfilling the District's mission. The President shall appoint Ad Hoc committees and shall appoint individual Board members to specific tasks.
3. The Vice President shall conduct the meetings of the Board in the absence of the President and shall assist the President in leading the Board and the District.
4. The Secretary/Treasurer shall execute those documents required by law of the secretary or treasurer with respect to the minutes and other records of the District. The Secretary/Treasurer shall be the Board's liaison with the District's auditors and financial consultants and shall be available to staff as necessary with respect to such matters.
5. The term of office for each District officer shall be two years; provided, however, that if an officer leaves office mid-term for any reason, his or her replacement shall serve the balance of the original two-year term. The replacement of an officer, for any reason, shall be determined by a vote of the Directors at the next Board meeting.

POLICY NO. 5

COMMITTEES OF THE BOARD; PUBLIC INFORMATION LIAISON; AUDITORS

1. There shall be no standing committees of the Board.
2. The President of the Board shall appoint such Ad Hoc committees as may be deemed necessary or advisable by the President or by the Board. The duties of an Ad Hoc committee shall be outlined at the time of appointment, and the committee shall be deemed dissolved when its final report has been made.
3. The Chief Executive Officer shall serve as the Public Information Liaison to promote effective communications with the local community consistent with the mission of the District, as set by the Board.
4. For purposes of fiduciary oversight, the District may contract for audit services with the same or different firms **every three years** as determined by the Board.
5. The due date for completion of the District's annual audit shall be December 31st of the fiscal year that is the subject of the audit.

POLICY NO. 6

BOARD MEETINGS: LOCATION, TIME, DATE, AND QUORUM

6.1 It is the policy of Sequoia Healthcare District and its Board of Directors that all meetings shall be conducted in accordance with the Ralph M. Brown Act, Government Code 54950 et seq. and such additional requirements as are set forth in Policies and Procedures Nos. 6, 7, 8, 9, and 10. The Board of Directors encourages public participation at its meetings. To facilitate communication, the Board clerk will ensure that agendas are posted on the District's website in addition to other legal requirements. Each agenda shall include a time for public comment on non-agenda items as well as comment on each agenda item when called.

6.2 Meetings of the Board of Directors shall be held at the District's office located at 1016 Laurel St, San Carlos, CA 94070 except as otherwise set forth in Government Code Section 54954(b) or (e) and Section 54953(b)(3) or successor provision. If any Director is attending a meeting by teleconference, the teleconference location shall be accessible to the public, which shall be provided an opportunity to address the Board directly. If a meeting includes any Director's attendance by teleconference, at least a majority of the Directors shall participate in the meeting from locations within the boundaries of the District although it is not required that the majority all be at the same location within the District.

6.3 Section 32106 of the California Health and Safety Code provides that "A majority of the members of the board shall constitute a quorum for the transaction of business." The definition in policy 21.3 shall apply to this provision.

6.4 Regular meetings of the Board shall be scheduled for 12:00 p.m. and shall begin at that time or as soon thereafter as a quorum is present.

6.5 The regular meetings of the Board shall be held on the first Wednesday of even-numbered months, i.e., February, April, June, August, October, and December.

6.6 The biennial organizational meeting of the Board shall be the Board's regular meeting in February or an earlier meeting, if called, in the odd-numbered years. At that meeting officers shall be elected, and the District Chief Executive Officer shall report on the state of the District.

6.7 The fiscal year budget (July 1 – June 30) will be presented no later than the June meeting.

6.8 Emergency meetings of the Board may be called by the Board President or by a majority of the Directors at a time and for the purpose(s) specified in the call of an emergency situation involving matters upon which prompt action is necessary due to the disruption or threatened disruption of public facilities. Emergency meetings of the Board may be called by the Board President or by a majority of the Board at a time and for the purpose(s) specified in the call in the case of an *emergency situation* involving matters upon which prompt action is necessary due to the disruption or threatened disruption of public facilities. An *emergency situation* is "a work stoppage, crippling activity, or other activity that severely impairs public health, safety, or

both, as determined by a majority of the members of the *legislative body*” or “a crippling disaster, mass destruction, terrorist act, or threatened terrorist activity that poses peril so immediate and significant *that requiring a* legislative body to provide one-hour notice before holding an emergency meeting...may endanger the public health, safety, or both, as determined by majority of the members of the legislative body.” The provisions of the Ralph M. Brown Act applicable to emergency meetings shall be followed.

6.9 Additional special meetings or study sessions can be called by the President of the Board as necessary to conduct business of the District.

6.10 Regular and special meetings (including adjourned regular and adjourned special meetings) may be adjourned to a future date and time. If, after a meeting has been convened, the number of Directors present drops below the number required for a quorum, no further action may be taken except that less than a quorum of the Board shall adjourn the meeting to a future date and time or to the next regular meeting. If no Directors are present, the clerk of the Board shall adjourn the meeting to a future date and time and shall give notice of the adjournment in the same manner as for special meetings. The subsequent meeting is known as an “adjourned meeting” or “adjourned special meeting.” A notice of the adjournment, including the future date and time of the adjourned meeting, shall be conspicuously posted on or near the door of the place where the meeting was held within 24 hours after the time of the adjournment. If the date of the adjourned meeting is within five (5) days of the original meeting, no new agenda need be posted (so long as the adjourned meeting is limited to the original agenda). If the date of the adjourned meeting is more than five (5) days from the original meeting, a new agenda must be prepared and posted.

6.11 District staff shall insure that appropriate information, including Board packets, is available for the audience at meetings of the Board of Directors and that physical facilities for meetings are functional and appropriate. Board packets shall be posted on the District’s web site at same time as the packets are sent to the Directors.

POLICY NO. 7

ATTENDANCE AT MEETINGS

1. Directors shall attend all regular and special meetings of the Board unless there is good cause for absence. Good cause for absence includes, but is not necessarily limited to, illness, accident, vacation, business or family commitments or other unavoidable personal matters. It is recognized that the timing of business and family commitments, since they involve additional people and outside factors, cannot always be controlled. However, to the extent reasonable, Directors are expected to make good faith efforts to schedule vacation, business, and personal commitments at times that will not conflict with the schedule of regular Board meetings.
 2. Section 32100.2 of the California Health and Safety Code provides as follows:

“Notwithstanding any other provision of law, the term of any member of the board of directors shall expire if he or she is absent from three consecutive regular meetings, or from three of any five consecutive meetings of the board and the board by resolution declares that a vacancy exists on the board.”
 3. As set forth in the Brown Act in Government Code Section 54953, Directors may attend a meeting by teleconference. Directors have two options for remote attendance: (a) the Director’s remote location is published in the agenda and is made open to the public and (b) the Director has just cause or emergency circumstances, as defined in Section 54953, for the remote attendance. Effective January 1, 2026, a Director may not attend remotely based on just cause or emergency circumstances for more than two meetings per calendar year. Directors who are unable to attend meetings in person due to a disability are subject to different rules.
- 7.4 As provided in Government Code 54953, if a Board meeting that is being conducted with call-in technology or internet-based service is disrupted due to technical issues that prevent public participation, the Board shall take no further action on agenda items until the call-in service or internet-based service is restored.

POLICY NO. 8

AGENDA

1. The District's Chief Executive Officer, in consultation with the President of the Board of Directors, shall develop the agenda for each meeting of the Board of Directors. The ultimate authority for determining the agenda shall rest with the Board President.
2. Any Director or member of the public may request that a matter directly related to District business be placed on the agenda of a regular meeting of the Board of Directors. The request must be in writing and submitted to the Chief Executive Officer and Board President, together with supporting documents and information, if any, at least two weeks prior to the date of the meeting. It shall be up to the discretion of the Board President, as set forth in Policy No. 8.1, whether to place the requested item on the agenda.
3. Each regular meeting agenda shall include an item for discussion of future agenda topics. During the discussion, a Director may request that one item be placed on the agenda of a future meeting so long as the item is within the subject matter jurisdiction of the District and the item complies with Policy No. 9. The Board members shall not engage in a substantive discussion of the item being proposed. If the request is supported by at least one other Director, the item shall be placed on the agenda for the next regular Board meeting. If a Director makes a request under this Policy No. 8.3 and the request is not supported, the Director shall not make a request for the same or substantially similar item for a period of one year.
4. The agenda for each Board meeting shall be posted as required by the Brown Act, which requires, among other things, that the agenda be posted "in a location that is freely accessible to members of the public." (California Government Code Sections 54954.2(a) and 54956) For Sequoia Healthcare District, that shall mean that the agenda shall be posted in the following location(s): outside the front entrance to the District's Offices at 1016 Laurel St., San Carlos, California and on the District's website.
5. For any meeting in which teleconferencing is to be used, the Brown Act also requires the District to "post agendas at all teleconference locations." (California Government Code Section 54953(b)(3)) If the teleconference location is a private home, the agenda shall be posted on the front door, if that is freely accessible to the public, and otherwise at the point where the private driveway to the home meets the nearest public street. If the teleconference location is in a hospital, hotel, or other commercial establishment, the agenda shall be posted where notices of meetings or other events are commonly posted, if there is such a place, and otherwise in a location on the premises where the public commonly gathers or passes and where the notice can be read. If the teleconference location is elsewhere, the agenda shall be posted in the location most accessible to the public. The notice and agenda of the meeting shall identify each teleconference location and the agenda shall be posted at all teleconference locations for the required length of time (at least 72 hours before a regular meeting, at least 24 hours before a special meeting, and as otherwise required for an emergency meeting).

POLICY NO. 9

TOPICS FOR DISCUSSION AT BOARD MEETINGS

9.1 For *regular* meetings, “No action or discussion shall be undertaken on any item not appearing on the posted agenda, except that members of a legislative body or its staff may briefly respond to statements made or questions posed by persons exercising their public testimony rights under Section 54954.3. In addition, on their own initiative or in response to questions posed by the public, a member of a legislative body or its staff may ask a question for clarification, make a brief announcement, or make a brief report on his or her own activities.” California Government Code Section 54954.2(a).

9.2 However, the Board may take action on items of business not appearing on the posted agenda if (1) a majority of the Directors (meaning a majority of the directors present [in person or otherwise] and voting aye or no, except as may otherwise be required by law) determines that an emergency exists as defined in the Brown Act, (2) if at least two-thirds of the Directors present at the meeting (or, if fewer than two-thirds of the Board is present, all if the Directors present) determine that there is a need to take immediate action and that need came to the attention of the District after the agenda was posted, or (3) the item was posted for a prior meeting of the Board occurring no more than five calendar days earlier and the item was continued to the present meeting. California Government Code Section 54954.2(b).

9.2 For *special* meetings, “No other business [other than the business listed in the call and notice of the special meeting] shall be considered...by the legislative body.” California Government Code Section 54956.

9.3 “Every agenda for *regular* meetings shall provide an opportunity for members of the public to directly address the legislative body on any item of interest to the public, before or during the legislative body’s consideration of the item, that is within the subject matter jurisdiction of the legislative body, provided that no action shall be taken on any item not appearing on the agenda [except that the Board may adopt reasonable regulations such as limiting the total amount of time allocated for public testimony on particular issues and for each individual speaker].” California Government Code Section 54954.3.

9.4 “Every notice for a *special* meeting shall provide an opportunity for members of the public to directly address the legislative body concerning any item that has been described in the notice for the meeting before or during consideration of that item.” California Government Code Section 54954.3.

9.5 Proposed resolutions, regulations, and policies shall be brought before the Board for discussion and action.

9.6 Proposed contracts shall be brought before the Board as set forth in Policy No. 17.

9.7 Each agenda for a regular and special meeting shall include an item for public comment on non-agenda items. Board members may offer such public comment as well as members of the public. Because such matters have not been noticed to the public, Board members may not

engage in a substantive discussion of matters raised during public comment. However, the Board may direct staff to follow up on or verify information provided during public comment.

9.8 Actions within the scope of the authority of the Chief Executive Officer are not required to be brought before the Board.

9.9 Pursuant to AB 2561, the Chief Executive Officer shall present an annual report to the Board in a public meeting regarding:

- (a) Recruitment and retention policies;
- (b) Staff vacancies and efforts to fill them;
- (c) Policies that create barriers to recruitment or retention *(added June 3, 2026)*

9.10 Pursuant to a directive of the San Mateo Grand Jury, the Board shall annually instruct staff to review the District's financial controls and procedures and provide a report to the Board.
(added June 3, 2026)

POLICY NO. 10

CONDUCT OF MEETINGS

1. The Board prefers a flexible form of meeting under the procedures set forth in this policy and not under the formalized rules of *Robert's Rules of Order*. However, if procedural questions arise that are not covered by these Policies and Procedures they will be resolved by legal counsel at the meeting. A majority of the Board can overrule legal counsel's recommendation.
2. Any Director may make a motion to suspend the rules. This motion is debatable and requires a two-thirds vote of the members present to pass. The effect of the motion is to allow the Board to suspend a particular rule in the Policies and Procedures for a particular purpose. The motion shall specify which rule is to be suspended and for what purpose.
3. The President of the Board of Directors shall preside at all Board meetings at which he or she is present. The President shall have the same rights as the other Board members in voting, introducing or seconding motions and resolutions, and participating in discussions.
4. In the absence of the President, the Vice President of the Board of Directors shall perform the President's duties and have the President's rights. If both the President and Vice President are absent, the Secretary/Treasurer shall perform the President's duties and have the President's rights.
5. The President shall call the meeting to order at the time set on the agenda or as soon thereafter as a quorum is present. The meeting may continue only so long as a quorum is present.
6. The minutes from the prior meeting(s) shall be offered for approval as part of the Consent Calendar. Any Board member wishing to offer an amendment or correction to the minutes shall request that the minutes and financials be removed from the Consent Calendar for discussion and separate voting. If any correction is offered, the suggested correction shall be discussed and the voted upon by the Board. Corrections approved by a majority of the Directors shall be made to the minutes. Following discussion and voting on any correction, the President shall ask if there are any further corrections and, if none, shall state that the minutes are approved as corrected.
7. Ordinarily, items on the agenda will be considered in the order set forth in the agenda. However, the President may alter the order of items on the agenda, as the President deems necessary for the good of the meeting.
8. When necessary, in order to complete consideration of the entire agenda in a timely fashion and to allow all interested persons an opportunity to speak, the President may limit the total time to be devoted to an item on the agenda and may limit the time

allowed for each person to speak on such item. Public comment on non-agenda items may be limited to three minutes per speaker. The Board President shall announce any applicable time limits at the start of the meeting or when the particular item is introduced.

9. If a Director believes procedures are not being followed or are not adequate, he or she may raise a point of order, not requiring a second. The President shall rule on the point of order. If the ruling is not satisfactory to the Director who raised the point of order, the President shall put the question to the Board and the ruling shall be approved or disapproved by a majority of the Directors
10. Any Director desiring to speak shall address the President and, upon recognition by the President, may address the subject under discussion.
11. Any Director, including the President, may make or second a motion. If a motion is made by one Director and seconded by another Director, the President shall restate the motion if necessary for clarity and then call for discussion. After full discussion, including any public comment on the motion, the President shall call for the vote.
12. If the public in attendance has had an opportunity to comment on a motion, and each Director has had an opportunity to comment, then any Director may move to bring the question to a vote immediately. This motion to call the question is not debatable. If the motion to call the question is seconded by another Director and approved by a majority of the Directors, then the main motion is voted upon without further discussion. If the motion to call the question is not seconded or does not pass, discussion on the main motion may resume.
13. After a motion has been made and seconded, a secondary motion concerning the main motion may be made and considered as follows:

Motion to Amend. A main motion may be amended before it is voted on, either by the consent of the Directors who moved and seconded or by a new motion and second.

Motion to Postpone. A main motion may be postponed to a certain time, by a motion to postpone, which is then seconded and approved by a majority of the Directors.

Motion to Table. A main motion may be indefinitely tabled before it is voted upon, by motion made to table, which is then seconded and approved by a majority of the Directors.

Motion to Refer to Committee. A main motion may be referred to a Board Ad Hoc committee for further study and recommendation, by a motion to refer to committee, which is then seconded and approved by a vote of the Directors.

14. Any Director who voted in favor of a motion that passed may make a motion to reconsider. Any other Director may second the motion to reconsider (regardless of how

or whether the seconding Director voted on the original motion). However, a motion to reconsider may be made only at the same meeting at which the original motion was voted upon. A motion to reconsider requires approval by a majority of the Directors. If the motion to reconsider passes, the effect is that the original motion is back on the floor and must be considered again by the Board.

15. No action may be taken by secret ballot. (Government Code Section 54953(c))
16. All votes taken during a teleconferenced meeting shall be by roll call. (Government Code Section 54953(b)(2))

17. Votes taken on resolutions shall be by roll call.
 18. Directors shall at all times during Board meetings conduct themselves with courtesy and respect to each other, to staff, and to members of the public.
 19. Directors are free to question and discuss items on the agenda. Comments on an agenda item should be confined to that item and should be concise and avoid repetition.
 20. Individual Directors have the right to disagree with ideas and opinions.
 21. Directors shall observe all applicable conflict of interest rules (see Policy No. 12). In the event that the District is contemplating entering into a contract to which Government Code Section 1090 may apply, no such action shall be taken until it has been determined that the proposed action does not violate Section 1090.
- 10.22 A majority vote is a vote of more than 50%. Thus, for example, a 3-2 vote produces a majority, but a 2-2 vote does not. If only a quorum (three Directors) is in attendance, an item can be approved by a vote of 2 – 1 or 2 – 0 unless there is a statutory requirement for a 2/3 or 4/5 vote of the entire Board, as, for example, under California Government Code Sections 53790 and 53792 (which require a 4/5 vote of all Directors to expend public funds in excess of budget limitations to “meet a national or local emergency created by war, military, naval, or air attack, or sabotage, or to provide for adequate national or local defense”) or under California Government Code Section 54954.2(b)(2) (which is described in policy 9.2). An abstention does not count as a vote for or against.
22. The President shall take appropriate actions to preserve order and decorum during Board meetings. The President may direct security to remove any person or persons who persist in making repeated personal or slanderous remarks or otherwise disrupting the meeting after being asked by the President to cease such behavior. In the event security is not available, the President may call the police for assistance or suspend the meeting.
 23. “In the event that any meeting is willfully interrupted by a group or groups of persons so as to render the orderly conduct of such meeting unfeasible and order cannot be restored by the removal of individuals who are willfully interrupting the meeting, [the presiding officer]...may order the room cleared and continue in session. Only matters appearing on the agenda may be considered in such a session. Representatives of the press or other news media, except those participating in the disturbance, shall be allowed to attend any session held pursuant to this section. Nothing in this section shall prohibit the legislative body from establishing a procedure for readmitting an individual or individuals not responsible for willfully disturbing the orderly conduct of the meeting.” California Government Code Section 54957.9.
 24. If approved by a majority vote of the Directors, the Board may terminate any meeting at any place in the agenda to any time and place specified in the order of adjournment when, in the opinion of the majority, adjournment is advisable. Examples of situations where adjournment might be appropriate include prolonged power failure, natural

disaster, unexpected absence or sudden illness of persons necessary to consideration of an agenda item, extreme lateness of the hour, or other significant, unanticipated impediments to the continuation of the meeting.

25. The President may declare a short recess during any meeting.
26. Upon motion made, seconded, and approved by majority vote of the Board, the President shall adjourn the meeting.

POLICY NO. 11

MINUTES

1. The clerk of the Board of Directors shall prepare and keep minutes of all regular and special meetings of the Board.
2. The Secretary-Treasurer of the Board of Directors shall sign the minutes after their approval by the Board.
3. Copies of the draft minutes of the previous regular meeting and any meeting(s) held since the previous regular meeting of the Board shall be distributed to Directors as part of the information packet for the next regular meeting of the Board, at which time the Board shall consider approving the minutes as presented or with modifications. Once approved by the Board, the minutes shall be kept in the District's official files.
4. An audio tape recording of regular and special meetings of the Board of Directors shall be made for the purpose of preparing the written minutes. The tape recording shall be kept for one year after the date of the recorded meeting, after which time the tape recording shall be erased.
5. Motions and resolutions shall be recorded in the minutes as having passed or failed. Individual votes for and against and abstentions shall be recorded unless the action was unanimous. All resolutions adopted by the Board shall be numbered consecutively, starting new at the beginning of each calendar year.
6. Minutes shall be kept in action format. The following information shall be included in each meeting's minutes:
 - Date, place and type (regular or special) of meeting.
 - Directors present and absent by name.
 - Call to order (including time).
 - Names and addresses (if given) of public commentators, and topic commented on.
 - Vote to approve minutes.
 - Time and name of late arriving Directors.
 - Time and name of early departing Directors.
 - Names of Directors absent during any agenda item upon which action was taken.
 - Board directives to staff.
 - Information described in Policy No. 11.5.
 - Statement of motions made.
 - Names of Directors making and seconding motions.
 - Action taken on each motion.
 - Time of adjournment.
7. Unapproved minutes are "preliminary drafts...that are not retained by the public agency in the ordinary course of business." (Government Code Section 6254) Releasing copies

of unapproved draft minutes could create confusion and misunderstanding because the Directors have not had an opportunity to review and, if necessary, correct the draft. Therefore, minutes

shall not be released until they have been approved by the Board; provided, however, that draft minutes, clearly identified as a draft on each page, shall be put on the District's website as part of the Director's packets as set forth in Policy No. 6.10.

POLICY NO. 12

CONFLICT OF INTEREST, ETHICS AND HARASSMENT

1. All Directors and employees shall be held to the highest ethical standards and shall not have conflicts of interest when making decisions, except when permitted or required by law. There are three basic sources of rules about conflicts of interest: The Political Reform Act (California Government Code Sections 87100 et seq.) and California Government Code Section 1090, both of which address financial conflicts of interest, and the common law prohibition against conflicts of interest which focuses on the impartiality of the decision-maker on any basis.
2. California Government Code Section 87100 provides that “No public official at any level of state or local government shall make, participate in making or in any way attempt to use his official position to influence a governmental decision in which he knows or has reason to know he has a financial interest.”
3. California Government Code Section 1090 provides that “Members of the Legislature, state, county, district, judicial district, and city officers or employees shall not be financially interested in any contract made by them in their official capacity, or by anybody or board of which they are members.”
4. The common law conflict of interest rule has been stated in various ways by the courts, including, “A public officer is impliedly bound to exercise the powers conferred on him with disinterested skill, zeal, and diligence and primarily for the benefit of the public.” *Noble v. City of Palo Alto* (1928) 89 Cal. App. 47, 51. Also, “Public officers are obligated... [by virtue of their office], to discharge their responsibilities with integrity and fidelity.” *Terry v. Bender* (1956) 143 Cal.App.2d 198.
5. Cal. Const., Art. XII, § 7 provides that “A transportation company may not grant free passes or discounts to anyone holding an office in this state; and the acceptance of a pass or discount by a public officer, other than a Public Utilities Commissioner, shall work a forfeiture of that office.” The California Attorney General has interpreted this prohibition to apply to elected and nonelected public officers but not to employees, to apply to domestic, foreign, and interstate carriers and to transportation received both inside and outside of California, and to apply whether the pass or discount was provided in connection with personal or public business. However, the Attorney General has ruled that with respect to airline upgrades, discounts, etc. granted to a person as a member of a larger group unrelated to his official status or the function of his or her office, the constitutional prohibition does not apply.
6. The Political Reform Act requires each Director to file a Form 700 Statement of Economic Interests upon assuming office, annually while in office, and upon leaving office. The Form 700 shall be completed and filed in compliance with the District’s Conflict of Interest Code and applicable state law. In signing the Form 700, a Director is certifying under penalty of perjury that the information is true and correct. It is the responsibility of each Director to review each schedule and its instructions carefully and

to complete the Form 700 accurately and comprehensively. Any Director needing assistance may consult the Fair Political Practices Commission (“FPPC”) Technical Advice Office. According to the FPPC, it is inappropriate for District staff members or District counsel to answer substantive questions regarding completion of the Form 700.

7. The Board of Directors first adopted a Conflict of Interest Code in 1986 and the most recent version was adopted August 6, 2014. The Conflict of Interest Code designates the employees, consultants, and others who must file an annual statement of economic interest. Statements are filed with the County Clerk of San Mateo County and are available for inspection at that office.
8. Additional ethical standards and procedures for District employees are set forth in the Employee Handbook.
9. Decisions by the Board and District employees shall be consistent with the Vision Statement and Mission Statement, and the strategic plan adopted by the District.

POLICY NO. 13

APPOINTMENTS TO THE DISTRICT BOARD

1. When the Board is notified of a vacancy or upcoming vacancy on the District Board, the Board shall determine at a regular or special meeting whether to fill the vacancy by election or appointment. Policy Nos. 13.2 through 13.7 shall apply if the Board decides to fill the vacancy by appointment.
2. The person appointed shall be a registered voter residing in the District (required by law) and be experienced in healthcare and/or in local community matters and be committed to and have an understanding of the mission, vision, values, and corporate purpose of the District.
3. The District shall advertise and fill the vacancy according to the procedures set forth in applicable law (currently Health and Safety Code Section 32100 and Government Code Section 1780).
4. Notice of the vacancy shall be posted for at least 10 days in at least three conspicuous places in the District, including in the District's offices. The notice of vacancy shall also be
posted on the District's website and published in one or more daily newspapers circulated in the District.
5. The Board shall appoint an Ad Hoc committee of two Board members to interview all applicants and bring a recommendation to the full Board for consideration. Board members (including members of the Ad Hoc committee) and the Chief Executive Officer of the District may submit to the Ad Hoc committee names of persons to be considered for the vacancy, and the Ad Hoc committee shall contact any such persons and invite them to apply.
6. Persons interested in the position shall submit a resume, a statement explaining their interest in the position, and an acknowledgement that they will be subject to the District's conflict of interest policy and will be required to file Statements of Economic Interests.
7. Per State Law, the Board shall appoint a replacement within 60 days after the later of the date on which the Board is notified of the vacancy or the date on which the vacancy becomes effective. If necessary, the Board shall call a special meeting to make the appointment within the 60-day deadline.

POLICY NO. 14

CONDUCT RELATED TO ELECTIONS

1. Sequoia Healthcare District has a five-member Board of Directors. Members must run for election and are elected by the residents of the District. Board members are expected to attend six regular Board meetings, occasional special meetings and usually participate on one or more ad hoc committee as assigned by the Board President.
2. The term of an elected director is four years and there is no limit to the number of terms. Two positions are elected in November in the years evenly divisible by four and three positions are elected in November of the intervening even-numbered years.
3. Prospective Board members must be at least 18 years of age and must be District residents.
4. The candidate filing period for Statewide General Elections is set by law. All candidates running for office must file a Form 700 Statement of Economic Interest. Candidates must file their Form 700 at the Registration & Elections Division, Office of the Chief Elections Officer & Assessor-County Clerk-Recorder, 40 Tower Road in San Mateo by the deadline for all candidate documents.
5. The cost of the candidate's policy statement is limited to 200 words and is to be paid by the District.
6. Interested parties can learn more at San Mateo County's website Shapethefuture.org.
7. By law, the District may not use public funds or resources to advocate for or against any ballot measure or candidate. Using public funds or resources in such a manner would be inherently unjust to the rights of taxpayers with differing views and further would create the possibility of incumbents taking advantage of their position to stay in office.
8. It is permissible, however, to use public funds for the dissemination of impartial educational information, to make a fair presentation of the facts to aid voters in making an informed judgment.
9. It is also permissible for the Board to go on record at a public meeting in favor of or opposed to a particular ballot measure. Any such action shall first be approved by two-thirds of the Directors present.
10. Directors shall not use any District resources, for example, photocopiers or paper supplies, or make any requests of staff to produce or disseminate any partisan campaign material to be used in support of or in opposition to any candidate for public office or any ballot measure.
11. During public meetings of the Board, individual Directors have a fiduciary duty to concentrate their attention on the meeting. They shall not hand out partisan campaign material supporting or opposing any candidate for public office or any ballot measure

while the public Board meeting is in progress.

POLICY NO. 15

REMUNERATION AND REIMBURSEMENT

15.1 Effective December 1, 2026, under Government Code Sections 32103 et seq., and as stated in Resolution 2026-02, dated May 6, 2026, each Director of Sequoia Healthcare District shall be entitled to receive \$100.00 as a stipend for each eligible meeting, as defined below, attended by the Director, not to exceed \$500.00 for each calendar month.

Eligible Meetings include:

- regular and special meetings of the Board of Directors
- meetings of each standing committee of the Board
- meetings of ad hoc or special committees that include at least one appointed Board member. A closed session held as a **stand-alone special meeting** shall be treated as a separate meeting eligible for compensation
- meetings of the Grants Committee, the Pension Plan Committee, and the Finance Committee are meetings eligible for compensation.

Ineligible Meetings include:

- A closed session of the Board of Directors **held in connection with a regular or special meeting** of the Board shall not be treated as a separate meeting.
- Attending community events and meetings with staff, members of the public, or similar meetings shall not be eligible for compensation under this policy.

Process for Compensation: Each Director may request compensation on a form developed by staff and submitted to the Chief Financial Officer within 60 days of the end of the month for which the claim is made. The Chief Financial Officer may request such further information as deemed necessary to ensure that proper claims are submitted and paid. Directors may decline the stipend.

15.2 The District offers to pay a portion of the CalPers premiums for health care insurance for all participating Directors and their dependents who choose to enroll in CalPers while on the District Board. The healthcare benefit offered to Directors may not exceed the most generous schedule of benefits offered to regular employees of the District and requires Directors to reimburse the District for 5% of their premium, in addition to covering the cost of coverage over the monthly limit. Further, any benefit provided must be group insurance, not individual. Consequently, the value of any healthcare premiums would be considered compensation to the Directors and would be taxable. The District would be required to issue a Form 1099-MISC for such benefits. Such payments shall cease effective at the end of the month the Director leaves the Board. *(Amended June 3, 2026)*

15.3 The District shall reimburse Directors for actual necessary traveling and incidental expenses incurred in the performance of official duties as Directors, subject to the requirements

of these Policies and Procedures and the law.

15.4 The following types of occurrences qualify for reimbursement if attended in the performance of official duties as Directors of the board and if prior approval is obtained as set forth in Policy 16.2:

- a. Training workshops, seminars, and conferences.
- b. Educational workshops, seminars, and conferences.
- c. Meetings of or sponsored by ACHD (the Association of California Health Care Districts), by CSDA (the California Special Districts Association), and by other state or national organizations relevant to the purposes of the District.
- d. Meetings of local governmental entities and bodies and Ad Hoc committees thereof.
- e. Meetings of local nonprofit organizations.
- f. Meetings of community or civic groups or organizations.
- g. Meetings of advisory groups and Ad Hoc committees organized or conducted by District staff.
- h. Meetings with District consultants, advisors, and other professionals.
- i. Any other activity approved by the Board in advance of attendance, whether the request for attendance was initiated by the Board or by a Director.

15.5 Subject to Policies 15.7 and 15.8, reimbursement for travel, meals, lodging, and other expenses shall be made in accordance with Section 7.05 of the District's Employee Handbook, except as otherwise provided in Policy 16. (An excerpt of Section 7.05 is attached at the end of these policies.) The provisions of Policy 16.6 shall not be deemed to create any exception to this Policy 15.5.

15.6 Subject to Policy 15.5, if there is no Internal Revenue Service rate established for an expense and if such expense is not reimbursable under Policy 15.5, such expense shall not be reimbursed unless the District board approved such expense in a public meeting before the expense was incurred.

15.7 No expense shall be reimbursed except pursuant to an expense report meeting the requirements of this Policy and submitted by the Director to (and received by) District staff, within four weeks after the final date of the occurrence in connection with which the expense was incurred. The expense report shall document that the expenses meet the requirements of Policies 15 and 16 and shall include receipts for all expenses for which reimbursement is being requested.

15.7 If requested by the Board Chair, the Director shall provide a brief report of the meeting, event, or conference attended.

15.8 Reimbursement Reports (Govt. Code §53065.5) In compliance with California government code §53065.5, the District will create an annual report disclosing each reimbursement to officials and employees for an "individual charge" of \$100 or more (e.g., one meal, one day's lodging, transportation, a registration fee) that will be published and made available for public inspection at least annually by a date determined by the district. (*effective June 24, 2022*)

POLICY NO. 16

MEMBERSHIP IN ASSOCIATIONS; TRAINING & EDUCATIONAL CONFERENCES

1. The Board of Directors shall hold membership in such national, state, and local associations as are applicable to the functions of the District and deemed appropriate by the Board and shall approve, either as part of the budget or otherwise, the payment of any membership fees or dues for these organizations.
2. Directors are encouraged to attend educational or professional conferences, seminars, workshops, sessions, and meetings (“Professional Events”), including those of the organizations described in Policy No. 16.1, if such attendance will further the purposes of the District. If any Director wishes the District to pay, or to reimburse the Director, for the costs of attending a Professional Event (tuition, travel, lodging, and meals), the Director shall obtain the approval of the President of the Board of Directors before incurring the costs. The President shall approve the request if the President believes that attendance is appropriate based on the criteria set forth in this Policy No. 16.
3. Junkets (defined as a tour or journey for pleasure at public expense) will not be permitted.
4. Staff shall assist Directors, as they request, in making arrangements to attend a Professional Event approved by the President of the Board. All reimbursement requests and all bills for such Professional Events shall be submitted to staff, together with validated receipts.
5. Directors shall use all reasonable efforts to minimize the costs of tuition, transportation, meals, and lodging related to attending a Professional Event approved by the President of the Board by doing the following:
 - a. Making reservations sufficiently in advance, when possible, to obtain discounted tuition, airfares, and hotel rates.
 - b. Utilizing accommodations recommended by the event sponsor in order to obtain discounted rates or accommodations in the mid-range of quality and cost.
 - c. Traveling with other Directors, where feasible and economically beneficial.
 - d. Using shuttles, rather than taxis, where available and safe.
6. A Director shall not attend a conference or training event for which there is an expense to the District, if the event occurs after the Director has announced his or her pending resignation or after an election in which it was determined that the Director will not retain his or her seat on the Board.
7. Upon returning from a Professional Event for which there was an expense to the District, a Director shall make a report during the next regular meeting of the Board, in compliance with policy 15.8, explaining the purposes and nature of the Professional Event and how the District benefited by the Director's attendance at the Professional

Event.

POLICY NO. 17

AUTHORITY AND RESPONSIBILITY OF THE CHIEF EXECUTIVE OFFICER; CONTRACTS AND BIDDING

1. Comments or inquiries concerning the District from residents, property owners, staff, consultants, and advisors of the District shall be referred to the Chief Executive Officer. Safety concerns or hazards relative to the District shall also be referred to the Chief Executive Officer.
2. Contracts that do not require public bidding shall be let upon the authorization set forth below.

Amount
of
Contract

In the approved budget

\$1 - \$24,999

Chief Executive Officer may authorize

\$25,000-up

Chief Executive Officer may authorize with President's approval

Amount
of
Contract

Not in the approved budget

\$1 - \$5,000

Chief Executive Officer may authorize

Over \$5,000

Requires approval of the Board

3. Contracts that require public bidding shall be taken to the full Board for discussion and action.
4. The District shall comply with the requirements of California Health and Safety Code Section 32132, which sets forth the bidding requirements applicable to Sequoia Healthcare District. The general rule is that "the board of directors shall let any contract involving an expenditure of more than twenty-five thousand dollars (\$25,000) for labor, materials and supplies to be furnished, sold, or leased to the district, or any contract involving an expenditure of more than twenty-five thousand dollars (\$25,000) for work to be done, to the lowest responsible bidder" except that competitive bidding rules do not apply to "medical or surgical equipment or supplies, to professional services, or to electronic data processing and telecommunications goods and services" and do not apply to "change orders that do not materially change the scope of the work...and if each individual change order does not total more than 5 percent of the contract."
5. As clarified in numerous decisions by various courts, the professional services to which the bidding rules do not apply include those of persons who are highly and technically

skilled in their science or profession; persons with a peculiar skill or ability, such as attorney at law, architect, engineer, or artist; and persons whose work requires taste, skill, and technical learning and ability of a rare kind.

POLICY NO. 18

COMPENSATION OF THE CHIEF EXECUTIVE OFFICER

1. The Chief Executive Officer of Sequoia Healthcare District (the “District”) is the principal representative of the District, and the person responsible for the efficient operation of the District. Therefore, it is the desire of the District to provide a fair yet reasonable and not excessive compensation for the Chief Executive Officer.
2. The annual process for determining compensation is as follows: the District full board shall evaluate the Chief Executive Officer on his/her performance and ask for his/her input on matters of performance and compensation.
3. A Compensation Ad Hoc Committee, appointed by the Board President, will research and obtain information to make a recommendation to the full board for the compensation (salary and benefits) of the Chief Executive Officer based on a review of comparability data. For example, the Compensation Ad Hoc committee will secure data that documents compensation levels and benefits for similarly qualified individuals in comparable positions at similar organizations. This data may include the following:
 - a) Salary and benefit compensation studies by independent sources;
 - b) Written job offers for positions at similar organizations;
 - c) Documented telephone calls about similar positions at both nonprofit and for-profit organizations; and
 - d) Information obtained from the IRS Form 990 filings of similar organizations.
4. To approve compensation for the Chief Executive Officer the board must document how it reached its decisions, including the data on which it relied, in minutes of the meeting during which the compensation was approved. Documentation will include:
 - a) A description of the compensation and benefits and the date it was approved;
 - b) The members of the board who were present during the discussion about compensation and benefits, and the results of the vote;
 - c) A description of the comparability data relied upon and how the data was obtained; and
 - d) Any actions taken (such as abstaining from discussion and vote) with respect to consideration of the compensation by anyone who is otherwise a member of the board but who had a conflict of interest with respect to the decision on the compensation and benefits.
5. No member of the Compensation Ad Hoc committee will be a staff member, the relative of a staff member, or have any relationship with staff that could present a conflict of interest.

POLICY NO. 19

PUBLIC RECORDS REQUESTS

1. Requests for public records shall be subject to the California Public Records Act (California Government Code Sections 6250 et seq.) and shall be handled according to the provisions of that act.
2. The District may charge a reasonable fee for copying records provided by the requesting party. The charge shall be \$0.15 per page for normal size pages and shall be adjusted for odd sized pages or copies that require special handling. The Chief Executive Officer or designee may waive the charge for incidental copies, not exceeding 10 pages, that require minimal handling. There shall be no charge for copies of documents provided as part of a public meeting.
3. If the request is expected to involve a significant amount of copies and effort, District staff may make an estimate of the cost. District staff may then ask the requesting party to confirm that the proposed charge and delivery time are acceptable and to signify acceptance in a reasonable manner (written approval, email, etc.). District staff may require a deposit of the estimated cost before making copies. Once the requesting party has agreed to the estimated cost and delivery date, District staff will have the copies made and will deliver the copies when full payment is received.
4. If a person requests to inspect certain documents, District staff will provide such an opportunity within a reasonable period of time after the request. The document inspection may, at District staff's discretion, be conducted under the supervision of a District employee. No documents may be removed, copied or tampered with in any way, without the District staff's permission. All copying requests will follow the procedures outlined in policies 19.1, 19.2 and 19.3.
5. The District shall issue an email address, using the District's domain name, to all employees and Directors.

a) Employees are required to use their District email account for all District-related communications.

b) Directors are encouraged to use their District email account for District-related communications. Email communications on a Director's personal or business account that relate to District business are subject to disclosure under the Public Records act. Directors who do not utilize their District email account shall make their personal and/or business email accounts available for review by the District's legal counsel when necessary to comply with a request under the Public Records Act.

POLICY NO. 20

REVIEW OF ADMINISTRATIVE DECISIONS

1. Section 1094.6 of the California Code of Civil Procedure shall govern any appeal of an administrative decision of the Board of Directors pursuant to Section 1094.5 of the California Code of Civil Procedure.

POLICY NO. 21

DEFINITIONS OF, AMENDMENTS TO, AND SUSPENSION OF POLICIES & PROCEDURES

1. By motion made, seconded, and approved by a majority of the Directors, the Board may amend or temporarily suspend these policies and procedures in whole or in part.
2. The word “majority” in policies 2, 6, 9, 10, 21 and 24 shall mean a majority of the Directors present at the meeting and voting aye or no. “Present at the meeting” shall include all Directors present in person and all Directors legally present by telephone or other allowed method.
3. For purposes of policy 6, the word “majority” shall be deemed to mean a “majority” of the Directors then in office, except as may otherwise be required by law.”

POLICY NO. 22

AMORTIZATION OF CAPITAL ASSETS; INVESTMENTS

1. Capital assets of \$5,000 or more shall be depreciated on the straight-line basis over the asset's estimated useful life or the lease term as follows:

Major Land and Building Improvements	15-20 years
Equipment and Furniture	3 – 5 years
Leasehold Improvements	Life of Lease
Improvements to Common Areas	3 – 5 years

2. The District's investments shall conform to all applicable law and regulation. As allowed by the same, the following policies shall apply:

1. U.S. Treasuries
2. U.S. Agencies – Federal Home Loan Bank, Federal Home Loan Mortgage Corp., Federal National Mortgage Association, Student Loan Marketing Association, Government National Mortgage Association and Federal Farm Credit Bank
3. Bankers Acceptances – Up to 40% of District's surplus money can be invested in Bankers Acceptances
4. Certificates of Deposit – Up to 30% of District's surplus money can be invested in Certificates of Deposit
5. Asset-Backed Securities – Exposure not to exceed 20% of portfolio; issuers must be rated 'AA' or better by Moody's or S&P
6. Commercial Paper – Exposure not to exceed 15% of portfolio and issuers' Short-term rating must be at least A1/P1
7. Medium Term Notes (Corporate Bonds) – Exposure limited to 30% of portfolio; issuers must be rated 'A' or better by Moody's or S&P; companies must be within the United States
8. Municipals – California only

General

- A. 20% maximum exposure per issuer (except U.S. Treasuries and Governments)

B. 30% maximum per industry (except U.S. Treasuries, Governments and LAIF)

C. Weighted average portfolio maturity of 5 years or less*

D. 40% of portfolio can have a maturity (average life) of greater than 5 years*

E. Benchmark - Local Agency Investment Fund (LAIF)

* Adopted 8/7/00

POLICY NO. 23

REQUESTS FOR PUBLIC FUNDS, COMMUNITY GRANTS AND SPONSORSHIP

23.1 Under the law, Sequoia Healthcare District may provide assistance to health care programs, services, facilities, and activities at any location within or outside the District for the benefit of the District and the persons served by the District. Such financial support may be provided to nonprofit organizations and clinics functioning in the community in order to provide for adequate health services in the communities served by the District. Financial support ordinarily is not provided to foundations. In order to be considered for funding, a foundation must (a) be qualified under Section 501(c)(3) of the Internal Revenue Code, (b) conduct its own program or programs for which funding is requested, rather than making grants to other service providers, and (c) address a broad community need rather than a single site or program specific to the foundation (such as school foundations).

23.2 A community's health needs are served not only by traditional acute care hospitals, but also by a broad array of other health-related programs and initiatives. These include local health and wellness programs, community-based clinics, health provider educational programs, and other programs and organizations that promote physical, emotional and psychological well-being.

23.3 As allowed by the District's financial condition, the District shall have a Community Grants program to address identified community healthcare needs as envisioned by the Mission Statement and the strategic plan. In conjunction with setting the District's annual budget each year, the District shall determine whether to fund the Community Grants program for that budget year and, if so, in what amount. District staff shall administer the program with the District Board of Directors making the final decision regarding grant recipients. The Board President shall appoint an ad hoc Community Grants Committee to review grant applications and make recommendations to the Board. The Grants Committee shall include two Board members, District staff, and community members who shall serve without compensation. Information regarding the availability of the Community Grants and the application process shall be posted on the District's website and publicized appropriately so that eligible programs may make timely applications.

Requests for emergency or interim funding that fall outside the normal Community Grants application cycle may be presented to the Board after review by the Board President and Chief Executive Officer.

23.4 Requests for major program funding (in excess of \$100,000) and capital investments shall be made directly to the Board and presented in an open meeting. Such requests will be evaluated for consistency with the District's Mission Statement and strategic plan and by community needs. Funding requests for programs that are located or offer services outside of District boundaries must be able to demonstrate how services to District residents will be documented. Grants normally will be memorialized with a Memorandum of Understanding. Funding may be made in phases and may be subject to such conditions as the Board may impose. Grants for the acquisition, leasing or substantial improvement of real property or other facilities shall be secured

so that, if the facility is sold or leased to others for purposes that are not consistent with the original grant, the District may recover its funds for reinvestment in other programs or facilities.

23.5 The Sequoia Healthcare District will not sponsor fundraising events but may sponsor events that provide a community health benefit such as health education or health screening events up to \$3,500 per event but not to exceed \$10,000 in any fiscal year. The staff/Board may purchase tickets to fundraising events or other community events as long as no more than \$600 is spent per event and the total for event attendance does not exceed \$5,000 per year.

The CEO will be required to report on any events sponsored or attended as part of the CEO report each Board Meeting including who attended representing the District and the purpose of the event.

23.6 Effective January 1, 2020, Sequoia Healthcare District will adopt annual policies and guidelines for grant funding in compliance with Health & Safety Code Section 32139 and post such policies and guidelines on the District website. *(Added August 5, 2020)*

POLICY 24:

SOCIAL MEDIA POLICY

1. The District maintains certain social media sites, including a website, a Facebook page, and a Twitter account (“social media”). Additional social media, including blogs, may be created from time to time. All District social media shall be clearly designated to indicate that it is maintained by the District.
2. Each of the social media maintained by the District is the sole property of the District. The Chief Executive Officer shall have the authority to create, maintain, operate, preserve, or discontinue such social media, subject to express direction from a majority of the Board of Directors.
3. No information or content shall be posted to or removed from the District’s social media unless approved by the Chief Executive Officer or designated staff; provided, that specific content shall be posted to or removed from the District’s social media if directed by the Board of Directors at a public meeting. All content shall be for the benefit of the District and for the purpose of providing information regarding District activities, programs, and issues. The District’s social media shall not be used to further the candidacy or political views of any Director, candidate, or employee. All content shall be respectful and maintain the privacy of employees and recipients of services provided by the District or its grantees.
4. No content shall be posted to the District’s social media by or on behalf of any individual Director except a statement from the Board President on behalf of the District when approved by the Board in accordance with this policy.
5. No Director or employee shall maintain or operate a private social media site that purports to be an official District social media.
6. Effective January 1, 2020, in compliance with California AB2019, the Sequoia Healthcare District will include specified information, on the District’s Internet Web site for the purpose of ensuring public access to the meetings of public bodies and the writings of public officials and agencies. The District shall establish and maintain an Internet Web site that lists contact information for the District, and (1) The adopted budget, (2) A list of current board members, (3) Information regarding public meetings required pursuant to Section 32106 or the Ralph M. Brown Act (Chapter 9 (commencing with Section 54950) of Part 1 of Division 2 of Title 5 of the Government Code), (4) A municipal service review or special study conducted by a local agency formation commission pursuant to the Cortese-Knox-Hertzberg Local Government Reorganization Act of 2000 (Division 3 (commencing with Section 56000) of Title 5 of the Government Code), if any. (5) Recipients of grant funding or assistance provided by the district, if any, (6) Audits of the district’s accounts and records pursuant to Section 26909 of the Government Code or Section 32133 of this code, (7) Annual financial reports to the Controller, submitted pursuant to Section 53890 of the Government Code, (8) The district’s policy for providing assistance or grant funding described in policy 23.6, and (9) Any other information the

board deems relevant. (*Added August 5, 2020*)

7. Website ADA Compliance (Govt. Code §§6270.6 and 53087.8) In compliance with Federal and state laws that require government websites work with accessibility assistance systems (e.g., screen readers, magnifiers), the District will ensure that their websites meet accessibility standards and check their websites regularly with ADA checker software. (*effective June 24, 2022*)
8. Computer Systems Transparency (Govt. Code §6270.5) In compliance with California government code §6270.5, the Sequoia Healthcare District will identify all computer systems and software used that collects information about the public, make the list available upon request in the district office, post the list in a “prominent” location on the website and update the list annually. (*effective June 24, 2022*)

POLICY 25:
RESERVES

Sequoia Healthcare District will maintain financial reserves. This policy sets forth the purposes and uses of the reserve funds.

1. Reserve funds may be used for any legal purpose by Board vote including but not limited to overhead, grants, investments, and property.
2. The District will maintain a reserve fund of at least \$5 million. If emergency needs reduce the reserves below \$5 million, they will be replaced with revenue from any and all sources including tax revenue in order to return the reserve to the minimum level as soon as reasonably possible.
3. Reserve funds exceeding \$5 million may be used from time to time as approved by the Board at any meeting. Reserves used over the \$5 million level may or may not be replaced as determined by the Board.
4. All reserve funds will be invested in accordance with California law and Sequoia Healthcare District Investment Policy 22 with at least \$2.5 million in US treasuries to provide reasonable liquidity for emergencies or budgeted deficits.
5. Reserve funds may be used to fund overhead without replacement, in order to facilitate using 100% of tax revenue each year for grants, unless the reserves fall below \$5 million.

POLICY NO. 26

USE OF DISTRICT EMAIL ACCOUNTS

26.1 The District shall issue an official email address, using the District's domain name, to all Directors and employees. The District shall provide technical support to enable Directors and employees to access their official email accounts from mobile devices and home computers.

26.2 Employees are required to use their official email account for all District-related communications.

26.3 Communications from District employees to Directors regarding District business and meeting agendas shall utilize the Directors' official email accounts. A Director may request, in writing, that such communications be sent to a different email account.

26.4 Directors are encouraged to use their official email accounts for District-related communications. Email communications on a Director's personal or business account that relate to District business are subject to disclosure under the Public Records Act. Directors who do not utilize their official email account shall make their personal and/or business email accounts available for review by the District's legal counsel when necessary to comply with a request under the Public Records Act.

26.5 In order to avoid inadvertent violations of the Brown Act, Directors and employees should exercise caution when using the "reply all" email function. Directors may not communicate with more than one other Director on a topic via email, except for trivial or scheduling matters. Comments or questions in a "reply all" response may constitute a serial meeting under the Brown Act.

POLICY NO. 27 TRAINING

1. California law (AB 1234, Chapter 700, Stats. of 2005) requires all Directors complete an ethics training course within six months of assuming office and complete the course every two- years thereafter. Several training options are available including training conducted by commercial organizations, nonprofits, or an agency's own legal counsel. An online training program has been established by the California Fair Political Practices Commission that allows local officials to satisfy the requirements of AB 1234 on a cost-free basis. The course can be accessed via the following link <http://localethics.fppc.ca.gov/login.aspx>. When the training is completed, the Director must print the Certification of Completion and provide it to the Office Manager to be uploaded to the District Website and retained in the office files. (added August 5, 2020)
 2. Effective January 1, 2020, California laws AB 1825, AB 1661, AB2053 and SB396 require all elected officials and staff to complete Sexual Harassment training every two years that includes what constitutes sexual harassment and discrimination in the workplace, how to recognize and avoid harassment, what procedures to follow if you witness harassment or are harassed yourself, the potential consequences - including personal liability - of harassment, what constitutes abusive conduct in the workplace, and orientation, gender identity & gender expression. When the training is completed, the elected official and staff members must print the Certification of Completion and provide it to the Office Manager to be uploaded to the District Website and retained in the office files. (added August 5, 2020).
- 27.3 Effective Jan 1, 2026, SB 827 creates a new obligation for elected officials and some senior appointed officials to receive training in financial and fiscal matters every two years. The minimum training time is two hours. This legislation requires any officials who are appointed by the Board to make decisions or recommendations about financial administration, budgeting, or use of public resources to also take the training; this also includes the Chief Executive Officer and Chief Financial Officer. As with ethics and anti-sexual harassment training, certificates of completion must be maintained by the District for a period of five years. When the training is completed, the Director must print the Certification of Completion and provide it to the Office Manager to be uploaded to the District Website and retained in the office files. (added June 3, 2026)

As reference to Policy 15.5, the following excerpt is from the District's Employee Handbook, adopted 12/2/09 and restated 6/24/22.

7.05 Expense Reimbursement

This policy establishes standards for Sequoia Healthcare District ("District") Employees who incur expenses during the course of business activities on behalf of or at the request of District. The purpose of this policy is to provide uniform standards for those employees who incur, authorize and approve business travel, out-of-pocket and entertainment expenses. The policy also defines the documentation necessary to support reimbursement for business travel, out-of-pocket and entertainment expenses.

Employees will be reimbursed for mileage at the rate allowed by the Internal Revenue Service. Meals will be reimbursed upon presentation of valid receipts. Personal cell phones used in the course of District business upon presentation of a valid invoice will be reimbursed up to \$75/month.

Employees are to exercise good judgment in incurring business travel and entertainment expenses. Reimbursement will be made for authorized business expenses that are reasonable, necessary and appropriately documented.

A. Business Travel Expenses

Business travel expenses are reasonable and necessary expenses that an employee incurs while traveling away from home on District business or related activities approved by District. This Section A applies to basic expenses associated with travel on District business. Section B contains separate requirements related to business entertainment expenses.

1) Hotel Accommodations - Employees should use hotels that balance the needs for convenience, safety, and lower cost. Employees may not stay at luxury hotels such as Ritz Carlton, Four Seasons or utilize similarly expensive lodging unless it is a designated conference hotel. Employees will not be reimbursed for bottled water, in-room movies or mini-bar expenses.

2) Airfare - Employees must travel coach/economy class at the most economical rate available to reasonably accommodate business schedules.

Use of the long-term parking lots and/or off airport parking is encouraged to reduce overall travel costs.

3) Mileage/Ground Transportation - When it is more practical to use a personal automobile when traveling on business, reimbursement will be made at the currently established IRS rate per mile for the actual miles necessary to conduct the relevant business.

Other ground transportation (e.g. taxi, rideshare services (e.g., Uber, Lyft etc.), bus, subway, rail, etc.) will be reimbursed if it relates to District business.

Other costs associated with ground transportation such as parking and bridge tolls will be reimbursed.

4) Rental Cars - Luxury and premium cars are not reimbursable.

5) Meals - District will reimburse reasonable meal expenses incurred by employees traveling out-of-town on District business. Such meals should not exceed \$20 for breakfast, \$30 for lunch and \$40 for dinner.

6) Telephone Calls/Faxes/Mail Service While Traveling - Necessary business related telephone calls, faxes or mail service and business use of personal cell phone, home phone or faxes will be reimbursed with appropriate documentation.

Personal calls while traveling, such as reasonable calls to home, family members, babysitters, etc., are allowable business expenses.

7) Spouse Travel - No reimbursement is allowed for travel expenses, (including, but not limited to, airfare, hotel, meals, transportation, tips, etc.) paid or incurred by an employee with respect to a spouse, dependent or other individual accompanying an employee on a business trip.

B. Business Entertainment Expenses (including meals and gifts)

Business entertainment expenses are those expenses incurred by the employee while (i) conducting/discussing District business and (ii) meeting with other District employees (including subordinates) and/or other persons who directly (or through another entity) do business with or support the District.

1) Business Meals - Business entertainment and meal expenses are the same as outlined in 5) Meals above.

District will only reimburse meal expenses involving District-only participants when a significant amount of the discussion/purpose of the meal is business related – whether the meeting takes place in a restaurant or the office.

Employees are reminded that they represent the District while on company business and that alcohol use, if any, must be responsible and in conjunction with a meal.

2) Business Gifts - Modest business gifts to non-employees (including board members and sponsors) will be reimbursed with the approval of the District's CEO or Board President and appropriate documentation.

3) Gifts to Employees - Generally, District will not reimburse an employee for gifts (including flowers) to subordinates, peers, or supervisors, including events such as a birthday, holiday (e.g., Christmas), wedding, special days (i.e., secretary day), birth of child or other life event.

With the CEO's or Board President prior approval, an employee may expense a gift to a District employee or board member for exceptional performance, as a thank you for a special effort, as a going away gift, or as an acknowledgement for completing a degree or training program. In addition, an employee may expense flowers or another appropriate and reasonable gift sent to a subordinate, peer, supervisor, or board member in the event of the death of an employee or immediate family member, the hospitalization of the employee or employee family member or other family crisis.

C. Expense Reporting and Documentation Requirements for the Paper Process

Expense reports must be completed in accordance with the requirements of this policy.

1) Expense Reporting Signature and Approvals - Expense reports must be signed by the employee and approved by the employee's supervisor or the Board President. By signing the expense reports, employees and the individual approving reports are representing and confirming that the expense report complies with these standards.

2) Forms to be Used - Employees must use the current District expense report form(s) for reimbursement of out-of-pocket expenses, the current District mileage and associated reimbursement form for reimbursement of mileage.

3) Attachments to Forms - When preparing expense reports, receipts should be attached.

4) Substantiation of Expenses - Generally, a receipt should be provided in support of out of pocket expense items. Exceptions to this general requirement include bridge tolls, highway tolls, modest bus or subway fares, and tips to baggage handlers in hotels, airports. A receipt should accompany all District credit card purchases.

D. District Credit Cards

Employees must follow the above requirements for allowable charges to District credit cards.

1) Credit Card Statement Approvals – Credit card statements must be signed by the employee and approved by the CEO or Board President. By signing the statement, employees and the individual approving reports are representing and confirming that the expense report complies with District policy for valid, allowable expenses.

2) Attachment and explanation of receipts - When you submit your credit card statement for payment, all receipts should be attached. If you are missing bridge tolls, highway tolls, bus or subway fares, and tips to drivers, servers, baggage handlers, etc. you will need to attach an explanation of the charge. In addition, you must specify which budget line item the charge should be billed against (i.e. office supplies, grants administration, etc.)