

JOINT RESOLUTION 2017 187

BENTON COUNTY RESOLUTION NO. _____

FRANKLIN COUNTY RESOLUTION NO. 2017 52

BEFORE THE BOARD OF COMMISSIONERS OF BENTON AND FRANKLIN COUNTIES, WASHINGTON

IN THE MATTER OF ADOPTING HEALTH REIMBURSEMENT ARRANGEMENT (HRA) VOLUNTARY EMPLOYEE BENEFICIARY ASSOCIATION (VEBA) POLICIES AND PROCEDURES FOR SUPERIOR COURT BI-COUNTY FULL TIME BENEFIT ELIGIBLE NON-BARGAINING EMPLOYEES, JUVENILE JUSTICE BI-COUNTY FULL TIME BENEFIT ELIGIBLE NON-BARGAINING EMPLOYEES, AND HUMAN SERVICES BI-COUNTY FULL TIME BENEFIT ELIGIBLE NON-BARGAINING EMPLOYEES AND RESCINDING JOINT RESOLUTION BENTON COUNTY RESOLUTION 2016-449 AND FRANKLIN COUNTY RESOLUTION 2016-208.

WHEREAS, Joint Resolution Benton County Resolution 2016-449 and Franklin County Resolution 2016-208 established the funding method pertaining to Health Reimbursement Arrangement (HRA) Voluntary Employee Beneficiary Association (VEBA) for Superior Court Bi-County full time benefit eligible non-bargaining employees, Juvenile Justice Bi-County full time benefit eligible non-bargaining employees, and Human Services Bi-County full time benefit eligible non-bargaining employees; and

WHEREAS, the counties seek to increase the monthly contribution for Juvenile Justice Bi-County full time benefit eligible non-bargaining employees; **NOW, THEREFORE**,

BE IT RESOLVED, the Board of Benton County Commissioners and the Board of Franklin County Commissioners authorizes the Benton County Personnel Manager to sign the Plan Design Change Form to reflect the following monthly contributions:

- Superior Court Bi-County full time benefit eligible non-bargaining employees monthly contribution of \$225.00
- Juvenile Justice Bi-County full time benefit eligible non-bargaining employees monthly contribution of \$225.00
- Human Services Bi-County full time benefit eligible non-bargaining employees monthly contribution of \$225.00

BE IT FURTHER RESOLVED, Superior Court Bi-County full time benefit eligible non-bargaining employees increase follows guidelines as outlined in Joint Resolution Benton County 2017-080 and Franklin County 2017-11, or the currently adopted MOU, approving the MOU for Superior Court Salaries and Benefits; and

BE IT FURTHER RESOLVED, Juvenile Justice Bi-County full time benefit eligible non-bargaining employees increase follows guidelines as outlined in Joint Resolution Benton County 2016-942 and Franklin County 2016-436, or the currently adopted MOU, approving the MOU for Juvenile Justice Operations and Facilities Costs; and

BE IT FURTHER RESOLVED, effective March 1, 2017, the Plan Design Change Form be adopted by the Board of Benton County Commissioners and by the Board of Franklin County

Commissioners as the funding method for Superior Court Bi-County full time benefit eligible non-bargaining employees, Juvenile Justice Bi-County full time benefit eligible non-bargaining employees, and Human Services Bi-County full time benefit eligible non-bargaining employees; and

BE IT FURTHER RESOLVED, that the Board of Benton County Commissioners and the Board of Franklin County Commissioners retains the right to modify or repeal this resolution, the HRA VEBA Plan and/or HRA VEBA policies and procedures at its discretion, without prior notification to employees, unless written resolution or employment contract for a particular position provides otherwise; and

BE IT FURTHER RESOLVED, that nothing in this resolution, the HRA VEBA Plan, and/or HRA VEBA policies and procedures is intended nor shall be interpreted as limiting or compromising the Counties rights as "at will" employees; and

BE IT FURTHER RESOLVED, that the Boards of Benton and Franklin County Commissioners hereby rescind Joint Resolution Benton County Resolution 2016-449 and Franklin County Resolution 2016-208, and any preceding resolutions be rescinded.

Dated this 14 day of March, 2017.

BENTON COUNTY BOARD OF COMMISSIONERS


Chairman of the Board

Member

Member

Constituting the Board of Commissioners of Benton County, Washington

Attest.....
Clerk of the Board

Dated this 1 day of MARCH, 2017.

FRANKLIN COUNTY BOARD OF COMMISSIONERS


Chairman of the Board

Member

Member

Constituting the Board of Commissioners of Franklin County, Washington

Attest.....
Clerk of the Board

Plan Design Change

Fillable version available online after logging in at hraveba.org.



SUBMIT COMPLETED FORM TO:

dawson_mortimore@ajg.com | Fax: (509) 838-5613

HRA VEBA Plan Consultant: Gallagher VEBA, 906 West 2nd Avenue, Suite 400, Spokane WA 99201

From time to time employers make changes to their HRA VEBA Plan program such as adding new groups, adding new funding methods, changing existing funding methods, adding an employer account, etc.


Prior to adopting and implementing such changes, employers must complete and submit this form with required attachments. If an employer's proposed plan design violates applicable IRS rules or guidelines pertaining to proper HRA plan design, such participation will not be accepted by the HRA VEBA Plan.

Also, when groups renew participation without making any changes, please send copies of such collective bargaining language or other documents to Gallagher VEBA. This will help keep current information on file for you.

1 EMPLOYER INFORMATION

Benton County EMPLOYER NAME	YA251 EMPLOYER ID NUMBER		
7122 W Okanogan Place, Building A MAILING ADDRESS	Kennewick CITY	WA STATE	99336 ZIP

2 AUTHORIZING SIGNATURE (REQUIRED)

 AUTHORIZED SIGNATURE on behalf of Employer	3/16/2017 DATE MM/DD/YYYY
Lexi Wingfield PRINTED NAME	Personnel Manager TITLE
lexi.wingfield@co.benton.wa.us EMAIL ADDRESS	509-737-2777 AREA CODE and PHONE NUMBER

3 TYPE OF CHANGE (CHECK AND COMPLETE ALL THAT APPLY)

<input type="checkbox"/> Definition of eligibility change	<input type="checkbox"/> New funding method(s)	<input checked="" type="checkbox"/> Change to existing funding method(s) or amount(s)
<input type="checkbox"/> Addition of employer account	<input checked="" type="checkbox"/> Other (describe below)	
<input type="checkbox"/> New participating union/employee group	Number of employees in group: _____	
	Name of new participating union/employee group: _____	

Describe: Superior Court Bi-County and Human Services Bi-County non-bargaining employees remain \$225.00 per month; Juvenile Justice Bi-County non-bargaining employees increase to \$225.00 per month

4 REQUIRED ATTACHMENTS

- Please attach the following:
1. A copy of formal action taken to change or amend your original HRA VEBA Plan adoption, if any;
 2. An updated list of participating unions/employee groups; and
 3. Applicable excerpts from collective bargaining agreements, employer policies, etc. that define employee eligibility, funding source(s) or formula(s), and any vesting requirements.

Employers are responsible for tracking when an employee becomes eligible to file claims due to separation from service or retirement and/or after having met the employer's vesting requirements (if any).