

# RESOLUTION 2024 0058

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF ESTABLISHING ELIGIBILITY RULES FOR EMPLOYEES ELIGIBLE FOR BENEFITS UNDER THE AFFORDABLE CARE ACT WORKING LESS THAN 40 HOURS PER WEEK AND RESCINDING RESOLUTION 2015-025

**WHEREAS**, the Affordable Care Act (ACA) requires applicable large employers to offer qualifying medical insurance coverage to employees who meet the ACA full time equivalent employee guidelines; and

**WHEREAS**, Benton County qualifies as a large employer under the ACA and must provide qualifying medical insurance to employees classified as full time equivalent; and

**WHEREAS**, Resolution 2015-025 requires that eligible employees who work less than 40 hours per week enroll in the Benton County selected Washington Counties Insurance Fund (WCIF) medical plan and a basic life insurance policy through WCIF; and

**WHEREAS**, the current plans through WCIF have grown more expensive over the years since that Resolution was adopted; and

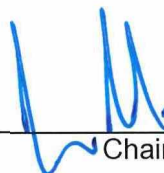
**WHEREAS**, there is additional administrative burden on staff administering different plans for different employee groups; and

**WHEREAS**, the Board of County Commissioners desires to offer eligible employees the same health benefits offerings consistent with the employee's applicable Collective Bargaining Agreement or County policy; **NOW THEREFORE**,

**BE IT RESOLVED**, employees who meet the ACA full time eligibility rules but who work less than 40 hours per week will be offered benefits plans following the employee's applicable Collective Bargaining Agreement or County policy; and

**BE IT FURTHER RESOLVED**, Resolution 2015-025 is hereby rescinded.

Dated this 23<sup>rd</sup> day of January, 2024.

  
\_\_\_\_\_  
Chair of the Board

  
\_\_\_\_\_  
Chair Pro Tem

  
\_\_\_\_\_  
Commissioner

Attest.   
.....  
Clerk of the Board

Constituting the Board of Commissioners  
of Benton County, Washington

# RESOLUTION

2015 025

BEFORE THE BOARD OF COMMISSIONERS OF BENTON COUNTY, WASHINGTON

IN THE MATTER OF ESTABLISHING ELIGIBILITY RULES FOR EMPLOYEES WHO ARE CLASSIFIED AS FULL TIME UNDER THE AFFORDABLE CARE ACT BUT WORK UNDER 40 HOURS PER WEEK.

**WHEREAS**, the Affordable Care Act (ACA) has put provisions in place to require applicable large employers to offer major medical, effective January 1, 2015, to employees who meet the ACA full time equivalent employee guidelines; and

**WHEREAS**, Benton County qualifies as an applicable large employer and must provide employees classified as full time equivalent major medical; and


**WHEREAS**, Benton County will offer full time equivalent employees under the ACA major medical from the Benton County selected Washington Counties Insurance Fund (WCIF) medical plans and a basic life insurance policy in the amount stated in the employee's applicable Collective Bargaining Agreement or Benton County Non-Bargaining Policy; and

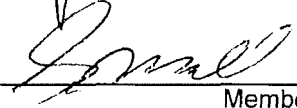
**WHEREAS**, Benton County has determined that the County's monthly contribution for full time equivalent employees under the ACA will be equal to the lowest premium WCIF medical plan plus the basic life insurance policy premium; **NOW, THEREFORE**

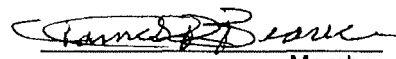
**BE IT RESOLVED**, effective January 1, 2015, employees who meet ACA full time eligibility rules but who do not work forty (40) hours per week will be offered Benton County selected WCIF medical plans and the basic life insurance policy following the employee's applicable Collective Bargaining Agreement or Benton County Non-Bargaining Policy; and

**BE IT FURTHER RESOLVED**, Benton County's monthly contribution to those employees will be equal to the lowest premium of the medical plans offered plus the premium for the basic life insurance policy.

Dated this 6 day of Jan, 2015.

  
Chairman of the Board

  
Member

  
Member

Attest.....  
Clerk of the Board

Constituting the Board of Commissioners  
of Benton County, Washington