

**SILVER LAKE WATER & SEWER DISTRICT
SNOHOMISH COUNTY, WASHINGTON
RESOLUTION NO. 690**

A RESOLUTION OF THE BOARD OF COMMISSIONERS OF THE SILVER LAKE WATER & SEWER DISTRICT, SNOHOMISH COUNTY, WASHINGTON, PROVIDING AUTHORITY TO THE GENERAL MANAGER TO DEVELOP POLICIES REQUIRED UNDER THE PATIENT PROTECTION AND AFFORDABLE CARE ACT (PPACA) AND DEVELOP A REQUEST FOR PROPOSALS FOR A HEALTH BENEFIT CONSULTANT.

WHEREAS, United States adopted into Federal Statute the Patient Protection and Affordable Care Act (PPACA) on March 23, 2010; and

WHEREAS, the PPACA contains many specific provisions that became or become effective from June 21, 2010 to January 1, 2020; and,

WHEREAS, effective January 1, 2014 employers must establish a Measurement Period, Administrative Period, and Stability Period for the determination of eligibility and requirement to provide medical insurance coverage; and,

WHEREAS, District staff would recommend different Measurement Periods and Stability Periods be created for seasonal part-time and regular full-time employees; and,

WHEREAS, effective January 1, 2018 public employers would be required to pay an excise tax of 40% on “Cadillac” medical insurance plans, which include in the determination of total costs both the cost of the medical insurance coverage and the cost of the employer’s Health Reimbursement Account (HRA) contribution; and,

WHEREAS, Federal Agencies continue to make new rules for the implementation of PPACA, including but not limited to State Health Insurance Exchanges, “Cadillac” Health Plans, employer contribution thresholds, high deductible plans, and Health Reimbursement Accounts (HRA); and,

WHEREAS, the Measurement Period is an employer defined length of time to determine an employee’s eligibility for medical coverage under the current PPACA rules, which is determined in 2013 for implementation in 2014; and,

WHEREAS, the Administrative Period is an employer defined length of time to enroll an eligible employee in medical coverage under the current PPACA rules; and,

WHEREAS, the Stability Period is an employer defined length of time that is relational to the Measurement Period, that an employer is required to provide medical coverage for an eligible employee under the current PPACA rules; and,

WHEREAS, the cost to the District with regards to providing medical coverage under the current PPACA rules are significant and complex, which may require significant changes to the District's current employee benefit plan to control costs and be compliant under the current PPACA rules; now, therefore,

BE IT RESOLVED by the Board of Commissioners of the Silver Lake Water and Sewer District, Snohomish County, Washington, as follows:

1. The General Manager shall have the authority to establish and communicate to employees the Measurement Periods, Administrative Periods, and Stability Periods in 2013 for PPACA implementation in 2014.
2. The General Manager shall have the authority to create separate rules regarding the Measurement Period, Administrative Period, and Stability Period for seasonal part-time employees and regular full-time employees of the District.
3. The General Manager shall have the authority to develop and publish a Request for Qualifications for an employee benefits consultant to assist the District with a review of its employee benefits and implementation of PPACA.
4. The General Manager shall report any proposed contract for professional services with the benefits consultant to the Board of Commissioners for their review and approval.
5. The policies and procedures set forth herein shall be effective the date set forth below.
6. All District resolutions, policies and procedures which are inconsistent with this Resolution are hereby rescinded, modified and superseded to be in accordance with this Resolution.
7. Should any part or provision of this Resolution be declared by a court of competent jurisdiction to be invalid, the same shall not affect the validity of the Resolution as a whole, or any part thereof, other than the part declared to be invalid.

ADOPTED by the Board of Commissioners of the Silver Lake Water and Sewer District at the regular meeting thereof held on the 23rd day of May 2013.

Board of Commissioners

Rod Kepler
Commissioner

Ally Starn
Commissioner

Bill Anderson
Commissioner

ATTEST:

I, the undersigned Secretary of the Board of Commissioners of Silver Lake Water and Sewer District, Snohomish County, Washington, do hereby certify that the within and foregoing is a true and correct copy of Resolution No. 690 adopted at the regular open public meeting thereof held on the 23rd day of May 2013.

Bill Anderson
Secretary